



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Agenda Public Safety Council Committee

Tuesday, November 16, 2021

5:00 PM

Municipal Center, 300 S. Church

1. Call To Order

2. Roll Call by City Clerk April Leggett

3. Approval of minutes

[MIN-21:092](#) Minutes for the Public Safety Committee meeting on October 19, 2021

Attachments: [Minutes](#)

4. New Business

ORDINANCES TO BE INTRODUCED

[ORD-21:049](#) AN ORDINANCE TO THE CITY OF JONESBORO TO PLACE VARIOUS TRAFFIC SIGNS AT DESIGNATED LOCATIONS AS DETERMINED BY THE TRAFFIC CONTROL COMMITTEE

Sponsors: Engineering

RESOLUTIONS TO BE INTRODUCED

[RES-21:226](#) A RESOLUTION TO THE CITY OF JONESBORO TO REQUEST THAT THE ARKANSAS DEPARTMENT OF TRANSPORTATION (ARDOT) TO LOWER SPEED LIMITS AT DESIGNATED LOCATIONS IN THE CITY OF JONESBORO

Sponsors: Engineering

[RES-21:284](#) A RESOLUTION APPROVING AND ADOPTING THE CONTENTS OF THE POLICY MANUAL OF THE JONESBORO POLICE DEPARTMENT

Sponsors: Police Department

Attachments: [2020 Policy Manual-Complete](#)

5. Pending Items

6. Other Business

7. Public Comments

8. Adjournment



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: MIN-21:092

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Public Safety Council Committee

File Type: Minutes

Minutes for the Public Safety Committee meeting on October 19, 2021



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Public Safety Council Committee

Tuesday, October 19, 2021

5:00 PM

Municipal Center, 300 S. Church

1. Call To Order

2. Roll Call by City Clerk April Leggett

Mayor Harold Copenhaver was in attendance.

Present 6 - David McClain; Mitch Johnson; Bobby Long; Chris Gibson; Charles Frierson and Brian Emison

Absent 1 - Chris Moore

3. Approval of minutes

[MIN-21:063](#)

Minutes for the Public Safety Committee meeting on July 20, 2021.

Attachments: [MINUTES](#)

A motion was made by Councilperson Chris Gibson, seconded by Councilperson Brian Emison, that this matter be Passed . The motion PASSED with the following vote.

Aye: 5 - David McClain; Bobby Long; Chris Gibson; Charles Frierson and Brian Emison

4. New Business

ORDINANCES TO BE INTRODUCED

[ORD-21:043](#)

AN ORDINANCE TO THE CITY OF JONESBORO TO PLACE VARIOUS TRAFFIC SIGNS AT DESIGNATED LOCATIONS AS DETERMINED BY THE TRAFFIC CONTROL COMMITTEE

Sponsors: Engineering and Streets

A motion was made by Councilperson Bobby Long, seconded by Councilperson Chris Gibson, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 5 - David McClain; Bobby Long; Chris Gibson; Charles Frierson and Brian Emison

RESOLUTIONS TO BE INTRODUCED

[RES-21:220](#) RESOLUTION BY THE CITY COUNCIL OF THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS TO CONDEMN PROPERTY LOCATED AT: 217 Gilbert

Sponsors: Code Enforcement

Attachments: [217 Gilbert notice](#)
[Invoice & Search](#)
[SITZES LESLIE OR DEBBIE-01-144072-15200 - ARCountyData.com](#)
[Supporting Docs](#)

Councilmember David McClain abstained from voting on RES-21:220 due to having a business relationship with the owner.

A motion was made by Councilperson Chris Gibson, seconded by Councilperson Brian Emison, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 4 - Bobby Long;Chris Gibson;Charles Frierson and Brian Emison

Abstain: 1 - David McClain

[RES-21:221](#) RESOLUTION BY THE CITY COUNCIL OF THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS TO CONDEMN PROPERTY LOCATED AT: 615 Cate

Sponsors: Code Enforcement

Attachments: [615 Cate MABRY CHARLES LAMAR & CANDICE P-01-144181-45400 - AR/](#)
[Invoice & Search](#)
[notice](#)
[Supporting Docs](#)

Code Enforcement Director Mike Tyner approached the podium. Chairman Mitch Johnson said, "Mr. Tyner do you have an update on this?" Mr. Tyner said, "Yes sir. Quick update on that, upon receiving the notice of condemnation the owner of the property demolished it. It's been taken down."

A motion was made by Councilperson Bobby Long, seconded by Councilperson David McClain, that this matter be Postponed Indefinitely . The motion PASSED with the following vote.

Aye: 5 - David McClain;Bobby Long;Chris Gibson;Charles Frierson and Brian Emison

[RES-21:223](#) A RESOLUTION BY THE CITY OF JONESBORO, ARKANSAS TO ALLOCATE \$1,803,000.00 OF AMERICAN RESCUE PLAN FUNDS TO PURCHASE PUBLIC SAFETY & ENGINEERING EQUIPMENT

Sponsors: Mayor's Office, E911, Police Department, Fire Department, Engineering, Grants and Finance

Mayor Harold Copenhaver said, "Mr. Chairman if I may I'd like to make just a few comments. This has been a collaborative effort, obviously, within the city. We're hearing what the citizens of our community have requested and we're trying to provide that. We feel that through grants as well as the appropriation of the American Act proceeds can be used for this. We feel very strong and confident in that. I would like to also, if it's ok with council, to make a full presentation at City Council. We have a good lengthy presentation, which Officer Carmack is here as well, and she can help us

do that and facilitate that by taking up time, I would like to present that if that is ok with ya'll at the full City Council meeting." Chairman Mitch Johnson said, "That would be a great idea mayor." Councilmember David McClain asked, "Would that be tonight?" Mayor Copenhagen said, "That would be in two weeks." Councilmember Bobby Long said, "I think the systems that are being proposed are past needed. I think what would be more alarming is when we hear the excellent job that these people have been doing with the resources that they have right now and how much better it could be with these systems in place. It's well worth the money. I've always said we can have all the parks and everything in the world but if we did not have safety of our public it's all in vein. I think this is something that needs to be invested in as soon as possible." Chairman Mitch Johnson said, "I think we're well beyond that point as well. These are well past needed items and I think they will take us well into the future."

Patti Lack, 4108 Forrest Hill Rd, approached the podium, "I hope that when you address City Council. I notice on here that it list and says 8 fire respirator mask but it doesn't list how many dispatcher chairs or how many headsets. I wondered if you could become specific on how many there is because when I look at chairs I see \$10,500.00. Is that like two chairs or is it 3 chairs?" Mayor Copenhagen said, "In that presentation Ms. Lack, what we will get to is exactly what you're asking and it will also go into detail more on the 911 system as a whole, because we're needing consoles for our dispatchers. In the environment that they're in obviously we need that for their protection and their health as well. We'll go into detail of how many consoles and all of that will be done in that presentation. You'll see, actually the community will see, what the current program we have in place and how this is going to overlap all of that with one complete system where as now we have 11 separate systems in place." Ms. Lack said, "I think it's a great thing that we can have this money. That would just be one of the things that would be helpful. Also two, with the camera's that will be going into the park, does that eliminate the committee that is looking for funds for the SkyCops?" Mayor Copenhagen said, "That is always ongoing because the community as well can invest in this. We'll explain that too. Like if communities want to participate and have a SkyCop in their community they can do that as well. We are going to be able to look at that and expand on this feature."

A motion was made by Councilperson Chris Gibson, seconded by Councilperson David McClain, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 5 - David McClain; Bobby Long; Chris Gibson; Charles Frierson and Brian Emison

5. Pending Items

6. Other Business

[COM-21:038](#) VECTOR MOSQUITO REPORT FOR JUNE 2021

Attachments: [Vector Mosquito Report June 2021](#)

Filed

[COM-21:039](#) VECTOR MOSQUITO REPORT FOR JULY 2021

Attachments: [Vector Mosquito Report July 2021](#)

Filed

[COM-21:043](#)

VECTOR MOSQUITO REPORT FOR THE MONTH ENDING AUGUST 31, 2021

Sponsors: Mayor's Office

Attachments: [City of Jonesboro August 2021](#)

Filed

7. Public Comments

8. Adjournment

A motion was made by Councilperson Chris Gibson, seconded by Councilperson David McClain, that this meeting be Adjourned . The motion PASSED with the following vote.

Aye: 5 - David McClain; Bobby Long; Chris Gibson; Charles Frierson and Brian Emison



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: ORD-21:049

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Public Safety Council Committee

File Type: Ordinance

AN ORDINANCE TO THE CITY OF JONESBORO TO PLACE VARIOUS TRAFFIC SIGNS AT DESIGNATED LOCATIONS AS DETERMINED BY THE TRAFFIC CONTROL COMMITTEE

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS TO MAKE THE FOLLOWING CHANGES AS RECOMMENDED BY THE TRAFFIC CONTROL COMMITTEE:

ESTABLISH 25 MPH SPEED LIMIT AT THE FOLLOWING LOCATIONS:

Granger Drive
Mitzi Lane
Duncan Road
Fairway Drive
Lakeshore Drive



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: RES-21:226

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Public Safety Council Committee

File Type: Resolution

A RESOLUTION TO THE CITY OF JONESBORO TO REQUEST THAT THE ARKANSAS DEPARTMENT OF TRANSPORTATION (ARDOT) TO LOWER SPEED LIMITS AT DESIGNATED LOCATIONS IN THE CITY OF JONESBORO

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS THAT THE MAYOR FORMALLY REQUEST ARDOT TO MAKE THE FOLLOWING CHANGES AS RECOMMENDED BY THE TRAFFIC CONTROL COMMITTEE:

LOWER SPEED LIMIT FROM 45 MPH TO 35 MPH ON THE FOLLOWING ROUTE:

Highway 91, East Johnson Avenue, from Red Wolf Boulevard to Main Street

LOWER SPEED LIMIT FROM 60 MPH TO 45 MPH ON THE FOLLOWING ROUTE:

Highway 18, Highland Drive from Distributor Drive to Barnhill Road



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: RES-21:284

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Public Safety Council Committee

File Type: Resolution

A RESOLUTION APPROVING AND ADOPTING THE CONTENTS OF THE POLICY MANUAL OF THE JONESBORO POLICE DEPARTMENT

Whereas, It is the desire of the Jonesboro Police Department to update the Policy Manual of the Jonesboro Police Department; and

Whereas, This departmental policy is subject to all guidelines currently outlined in the City of Jonesboro Employee Handbook.

BE IT RESOLVED by the City Council of the City of Jonesboro:

SECTION 1: The provisions of this article shall apply equally to all employees of the Jonesboro Police Department.

SECTION 2: The Policy Manual of the Jonesboro Police Department is hereby approved and adopted in its entirety.

SECTION 3: Any and all additions, amendments, deletions, and subtractions to or from "The Policy Manual of the Jonesboro Police Department" that are proposed following the passage of this resolution must be submitted to the City Council for approval and adoption by resolution.

SECTION 4: All Resolutions and parts of Resolutions in conflict herewith are hereby repealed.



I. Policy

This directive establishes a system through which Departmental policy and procedures are developed, approved and distributed to agency personnel. The written directive system allows all members of the Department to review proposed policy and procedure in order to identify potential conflicts among divisions before implementation.

II. Definitions

- A. General Orders – Orders that affect all members of the Department describing permanent directives concerned with policies, procedures, rule and regulations. General orders are considered superior to all other departmental orders or written directives.
- B. Special Orders – Orders that affect only a specific segment of the department or a statement of policy or procedure regarding a specific circumstance or event that is of a temporary nature.
- C. Personnel Orders – Orders that announce changes in the status of personnel such as hiring, transfers, assignments, appointments, disciplinary actions and promotions.
- D. Memorandum – An informal written directive, usually to a specific person or group that may or may not convey an order and is generally used to clarify, inform or inquire.
- E. Instructional Material – Less rigid communication including training guides, training bulletins, checklists and legal bulletins.

III. Written Directives

The purpose of this section is to establish authority for the system of written directives. This order also establishes definitions, formats and other instructions relating to the system of written directives. Responsibility for the revision and updating of these General Orders lies with the Chief of Police or his designee. Having trained and informed personnel is the most effective approach to improving the operation and maintenance of the Department. This written directive system will be an aid to increasing efficiency and job knowledge.

A. Purpose of the Written Directive System

- 1. To systematically formulate standard statements of Department Policy.
- 2. To provide procedures for carrying out Department activities.
- 3. To provide procedures for indexing, purging, updating and revising directives.
- 4. To describe the written directives system format.

The written directives system must encompass a range of publications from permanent to temporary, and from mandatory instructions to informational memoranda. An effort should be made to minimize the number of and complexity of publications while providing centralized information and direction toward common organizational objectives.

B. Guidelines to the Written Directive System

To provide a framework for the development of written departmental publications, certain general guidelines have been adopted:

1. Publications will not conflict with established rules, regulations or policies of the Department or administrative regulations and statutory law imposed by higher authorities.
2. All publications will be stated in precise and positive terms with grammatical accuracy and simplified language.
3. When applicable, cross references will be made to other related and published documents. Publications that cancel or supersede other issued documents will reference the affected documents.
4. Departmental publications affecting the interpretation of policy will be reviewed by the Chief of Police prior to issuance. The Chief of Police may require that certain publications be reviewed by command staff prior to issuance.
5. Policy and procedures adopted by the City of Jonesboro Police Department will be issued on official forms when approved by the Chief of Police.

C. External Written Directives

Employees of the Department will additionally be responsible for certain external written directives. When applicable, such external written directives will be made available to all affected employees. These external directives may include, but not be limited to: Federal law, State law, City or County Code or Ordinance, Administrative directives from the mayor or council, administrative directives from federal and state agencies and general City employee policies.

Every effort should be made to avoid conflict between department directives and external directives. If such conflict does exist, it may be resolved by application of the following principles:

1. Law takes precedence over administrative regulations. (Example: Federal and State law would take precedence over Arkansas Law Enforcement Standards and Training regulations).
2. Law of the higher jurisdiction takes precedence over law of a lower jurisdiction. (Example: U.S. Supreme Court constitutional interpretations take precedence over State law. State law takes precedence over local ordinances.)
3. City issued directives take precedence over department directives. (Example: City personnel policies take precedence over department personnel policies.)

D. Formats for the Written Directive System

All written directives should have a standardized heading containing the directive or procedure number, subject, affected personnel, effective date, revision date if any, an indication as to whether the directive replaces another directive or procedure and related accreditation standards.

1. The contents of the directive shall include the following:
 - a) Departmental or divisional policy regarding the subject;
 - b) definitions if necessary;
 - c) rules and regulations; and
 - d) procedures for carrying out agency activities.

Department written directives will be issued in one of the following formats: General Orders, Special Orders, Personnel Orders, Memorandums and Instructional material.

E. Issuing Authorities for Written Directives

1. General Orders may only be issued or modified by the Chief of Police or as directed by the Chief or by the Acting Chief during the Chief's absence.
2. Special Orders may only be issued or modified by the authority of the Chief of Police, or any Division or Unit Commander, with the consent of the Chief of Police.
3. Personnel Orders may only be issued or modified by the authority of the Chief of Police, or any Division or Unit Commander, with approval from the Chief of Police.

4. Memoranda may be prepared by any member of the Police Department. Corrections or modifications to memorandum should only be done by the person issuing the original memo or with that person's knowledge and consent.
 5. Rules and Regulations may be issued only by the Chief of Police or as directed by the Chief or by any Division or Unit commander. In all cases, rules and regulations must have the prior approval of the Chief of Police. Rules and regulations will, in most cases, be included in the General Orders.
- F. Indexing of Written Directives **[1.04 A]**
- All written directives should be correctly dated and properly indexed.
1. General Orders will be indexed using a three to six digit number which will correspond to appropriate Chapter of the Employee Manual. The heading of the General Order will indicate policy number, instructions for dissemination, effective date, destination, status and approval by the Chief of Police. Additionally, accreditation standards will be referenced if such are applicable to said order.
 2. Special Orders shall be indexed as follows: a two part numbering system which indicates the year of dissemination (01 for 2001 etc..), followed by a three or four digit number reflecting the chronological order (001 for the first, 002 for the second etc...). When taken in context a particular Special Order will be indexed as (01-001, 01-002, 01-003 etc...) Each new or revised Special Order will be recorded in a dedicated log in the Administrative Office prior to dissemination using the aforementioned format.
 3. Personnel Order numbers shall be indexed as follows: a two part numbering system which indicates the year of dissemination (01 for 2001 etc..), followed by a three or four digit number reflecting the chronological order (001 for the first, 002 for the second etc...). When taken in context a particular Personnel Order will be indexed as (01-001, 01-002, 01-003 etc...) Each new or revised Personnel Order will be recorded in a dedicated log in the Administrative Office prior to dissemination using the aforementioned format.
 4. Memoranda are not normally numbered for indexing.
- G. Distribution of Written Directives **[1.04 D]**
1. Each employee of the Department shall have access to an electronic version of the Policy Manual through the Departmental computer network. The Office of Professional Standards is responsible for ensuring that updates are disseminated so that the paper or electronic manuals are kept current as directives and standard operating procedures are issued, revised, and deleted.
 2. As directives are issued, employees will be required to acknowledge receipt and understanding of the directive through the electronic directive management system (PMAM) and may be tested to ensure their comprehension of the directive. **[1.04 E]**
 3. Whenever a written directive is issued, to be distributed to either all Department employees or a specified group, the Division or Unit Commander will be responsible for issuing the directive down through the chain-of-command until every employee under their command has received said directive.
 4. A copy of the written directives (general orders and occasionally special orders as determined by the issuing authority) will be sent to all employees by e-mail or through a policy/directive management system. If sent through e-mail, given the technological ability of the use of e-mail, the presumption exists that all employees have received the directive.
 5. In the event an employee does not receive or cannot access a copy of the written directive, a copy of the directive will be available on a convenient bulletin board location easily accessible

by the employee. All employees are urged to review all written directives distributed in this manner.

6. When a written directive is issued and that directive is a policy statement, it will be issued as a general order. Employees are responsible for adhering to the specified policy. A directive that does not establish policy or procedure will serve as a matter of information only.

H. Updating, Revising or Canceling Written Directives

1. Every division and unit, along with the Chief of Police, will insure that all policy directives are reviewed every two years in order to determine whether each directive is current and still in effect. If it is determined that a directive is outdated, no longer in effect or in need of change or revision, the issuing authority will immediately take corrective action to ensure directives are updated in accordance with applicable state or federal law and/or case law. [\[1.04 B,C\]](#)
2. Any member of the Department may initiate a review for possible revision of a particular procedure by writing a memorandum through the chain-of-command to the issuing authority stating the procedure title and number, the reason for the requested revision, and any suggestions for modification. Such input from members of the Department is encouraged and appreciated.
3. All Department forms and supplemental manuals will also be reviewed (and revised if necessary) at the time such review or revision becomes necessary.

IV. Directive Input / Staff Review

Whenever possible, but no less than every two years, those responsible for developing any and all written directives originating from within the Department may consult with and solicit input from the division and unit commanders affected by the directive. The purpose for this is to receive input from these components for assurance that the directive addresses all concerns and interests. During the review and comment process, division and unit commanders should additionally solicit input from representatives of all employee groups directly affected by the proposed directive(s). The Chief of Police may originate a written directive independently or consult with Division Commanders or other employees for guidance.



I. Policy [1.01]

The organization shall be structured for optimal span of control. This structure will be reflected in an organization chart, which will be made available to every member of the department. The chart will be reviewed annually and updated as needed. All job assignments within the department shall be documented in a position description. It shall outline primary duties, tasks and responsibilities of the job. The Department shall put into effect basic management systems in order that it may operate more efficiently in delivery of service to the citizens of the community. This system will be utilized in making quality administrative decisions.

II. Organizational Structure

Organization is the structure of the department resulting from functional divisions of the different components:

A. Office of the Chief of Police

The City of Jonesboro City Council has the statutory authority to establish a police department and to appoint the Chief of Police for the Jonesboro Police Department, pursuant to Arkansas Statute 14-52-101. Arkansas Statute 14-52-202 prescribes the duties and responsibilities for the Chief of Police. By law, these duties include, but are not limited to (a) the suppression of all riots, disturbances, and breaches of the peace; (b) pursue and arrest any person fleeing from justice in any part of the state; and (c) shall have the power to appoint one or more deputies. The Chief of Police is the official responsible for the administration and operation of all services within the department. The Chief of Police is responsible for the establishment of departmental policies, directives, rules and regulations that govern department management and operation. The Assistant Chief is also responsible for the administration and operation of the department.

B. Divisions

Divisions are the primary subdivision of the department usually assigned to perform the objectives of the department. The City of Jonesboro Police Department presently consists of four (4) divisions:

1. Uniform Patrol Division
2. Criminal Investigation Division
3. Special Operations Division
4. Administrative Services Division

III. Organizational Components

The following is a breakdown of the divisions of the City of Jonesboro Police Department along with the authorities, responsibilities and functions of the divisions. A Captain heads each division. Within the divisions, smaller portions of officers may be under the direct supervision of a Lieutenant or Sergeant. Because of the complexity, diversity and number of functions within the department, reorganization may occur at any time.

A. Office of the Chief of Police

1. Appointment - The Chief of Police shall be appointed by the Mayor and City Council of the City of Jonesboro.
 2. Authority – Jonesboro city ordinance 217, dated October 2, 1905, provides for the implementation of a city police department. Subject to the direction of the Mayor and City Council supervision, control of the Department is vested in the Chief of Police. **[1.07]**
 3. General Duties and Responsibilities - The Chief shall be responsible within his authority for the planning, directing, coordinating, controlling and staffing of administrative, operational and staff activities of the department.
 4. He/She shall make recommendations and have final decision-making authority on all appointments and promotions within the Department.
 5. He/She is responsible for the enforcement of rules and regulations.
 6. He/She will act as the official representative of the Department when required by protocol.
 7. The Chief is responsible for reporting all Departmental activity, as required, to the Mayor and City Council.
 8. The Chief is responsible for budgetary and administrative planning functions and has the authority and responsibility for the fiscal management of the Department. The Chief is responsible for the supervision of all purchases using funds allocated to the Department, and is authorized to make budget recommendations to the City Council.
- B. Uniform Patrol Division
- A Captain heads the Uniform Patrol Division. The Uniform Patrol Division accounts for the greatest allocation of police resources and represents the primary delivery system of police services for the citizens and businesses of the city. With strategic patrol car allocation, the Uniform Patrol Division deploys patrol units in the various areas of the city and during the hours of the day that enable a rapid response to citizen requests for police services as well as provide for optimum patrol coverage for the prevention and suppression of crime and disorder. In addition, the high degree of police visibility in conjunction with the enforcement of traffic laws encourages the orderly and safe movement of traffic on the highways and streets within the city. Other areas of responsibility are indicated in the Department’s organizational chart.
- C. Criminal Investigation Division
- A Captain heads the Criminal Investigation Division. The Investigation Division performs the investigative functions of the Department. The Division is responsible for the follow up investigation of open criminal cases too complex or time consuming to be addressed by patrol officers. Areas of responsibility include property and evidence and crime scene investigations as well as other specialized support functions. Additional units may be formed as needed or required as indicated in the Department’s organizational chart.
- D. Special Services Division
- A Captain heads the Special Services Division. The Special Services Division controls the operations of special services and activities such as Warrants and court service, school resource officers, critical incident response planning and other responsibilities as indicated in the Department’s organizational chart.
- E. Administrative Services Division
- A Captain that works directly for the Chief heads the Administrative Services Division of the Police Department. The division is responsible for internal affairs, policy development, records management, Accreditation, Crime Analysis, and other specialized support units as established and indicated in the Department’s organizational chart.

IV. Succession of Command

In circumstances where the Chief is absent or not able to manage the operation of the Department, the following will, generally, assume the role of Acting Chief in the order listed:

- A. Assistant Chief of Police
- B. Captain of highest seniority
- C. Captain of next seniority or any other Captain

The Chief may, depending on the particular circumstances of a given event, assign the aforementioned duties to any of the above, in any order.



I. Establishing Goals and Objectives

The annual goals and objectives form a framework for developing programs in various functional areas, for enforcement efforts, strategic approaches and departmental planning.

Each organizational component will be required to submit to the Chief of Police each year, its goals and objectives for the coming year.

II. Definitions

- A. Goals - Generalized statements of direction for the Department. Some examples of Departmental goals may include increased productivity through automation, reduction in overall crime, reduction in traffic accidents, saving lives, increasing and enhancing employee knowledge through training and education, and a means of evaluating overall productivity and its responsiveness to the needs of the community.
- B. Objectives - Objectives are more specific than goals, in that objectives lead to measurable results that are to be achieved within a specific time. The accomplishment of objectives leads toward the achievement of goals. Some examples of objectives may include shorter dispatch and response times, reduction of specific trends, crimes, hazards in specified areas, or the in-service training of employees in specific fields.

III. Formulation and Review of Goals and Objectives

- A. Concurrent with the formulation of the department's budget, typically beginning in late spring or early summer, each Division Commander will submit to the Chief of Police a detailed work program listing the upcoming year's goals and objectives for their division. When appropriate, multi-year goals and objectives may be included. Every effort will be made to gain input from affected employees for the goals and objectives and once finalized, each employee will be provided with a copy for review and comment. Distribution will be timed with the adoption of the new fiscal year's budget in October. The work program will be used to:
 - 1. Determine budget needs and requests.
 - 2. Provide direction to all employees.
 - 3. Detail priorities to citizens, and others.
 - 4. Provide ability to assess achievement of goals and objectives.
 - 5. Provide continuity of services, programs, and priorities.
- B. Each Division Commander will make a verbal report at least once through the year, or as directed by the Chief, on their progress and a written evaluation of the success or lack thereof at the conclusion of that year. Other written reports may be also be compiled at the direction of the Chief of Police as needed for progress reports to be made to the Public Safety Committee, City Council, etc.



I. Command Protocol

- A. Each employee is accountable to only one supervisor at any given time. However, it is understood that there may be times when an employee may be given a command or be responsible to someone other than his or her immediate supervisor. Under ordinary circumstances, each employee should be able to identify one, and only one, supervisor to whom the employee is accountable.
- B. In normal day-to-day operations, the shift officer in charge is responsible until relieved by the next supervisor coming to duty or relieved of his responsibility by any higher-ranking officer within the department. He shall not relinquish his authority to any outside agency personnel. In those situations, which are exceptional or which require multi-divisional attention the following protocol shall be adhered to:
 - 1. Crime Scene - the responding detective or CSI shall take control of the scene upon arrival.
 - 2. Tactical operations - the TACT Team Commander shall be in control of the scene (and his team) upon arrival. The Operations Commander or a senior staff member on the scene will be in charge of the command post.
 - 3. Other Exceptional Situations - The Chief, Assistant Chief or Captain may take control of any situation for which he feels the need has arisen.
- C. In exceptional situations where the need to relieve or take over command has occurred, or in situations where there may be a question as to the agency's liability or in special situations of heightened community interest, the supervisor responsible for the situation must notify the Chief of Police. If for some reason the Chief is not available, notification must be made to the Assistant Chief or Captain.

II. Authority and Responsibility

- A. In order to maintain organizational efficiency and effectiveness it is imperative that responsibility be accompanied by commensurate authority. If a departmental member is to be proficient in the carrying out of his duties, he must be afforded the appropriate authority to make the essential decisions required by the task. With this in mind, each agency member shall have the necessary authority to fulfill the responsibilities embodied in his/her particular job assignment. Each member shall also be accountable for the use of that authority, the delegation of that authority and is accountable for the activities of employees under their immediate control.
- B. Ranking personnel should avoid giving direct commands to personnel not under their command, except when required or when doing so is necessary to protect the best interests of the department. In that event, the employee's supervisor should be advised as soon as possible after the incident.
- C. It is the basic responsibility of any supervisor, regardless of level, to effectively direct, coordinate and control the performance of those employees under his/her immediate supervision to achieve the basic objectives and goals of the Jonesboro Police Department and maintain its high level of

standards and to ensure that each of those employees is properly equipped and trained to perform the duties and responsibilities of their individual assignment.

- D. Members of the Department who are designated as supervisors by virtue of their rank or classification will, in conformance with Departmental policy, directives, regulations and orders, be responsible and held accountable for the work and conduct of their subordinate personnel.

III. Delegated Authority

- A. Each employee of the Department is vested with the authority to make a decision to accomplish the assigned task. Each member in whom delegated authority is vested is accountable for the use of such delegated authority, as well as the failure to use it.
- B. Delegation of Duties - The delegation of assigned duties shall be utilized to facilitate the most efficient and professional outcome. Delegation shall not be used as a subterfuge to distribute one's own workload but as a means to accomplish a specific task in the most effective and efficient manner.



I. Inter-Departmental Information Exchange

- A. It is the policy of the Jonesboro Police Department to foster cooperation and coordination among all components by facilitating communication with these procedures:
 - 1. Periodic staff meetings between Division Commanders and the Office of the Chief of Police;
 - 2. Regular disbursement of all general, special, and personnel orders pertaining to any division to all members of the department;
 - 3. Meetings conducted by the Chief of Police and/or the Command Staff or other supervisors with all levels of personnel, including civilians.
- B. Different divisions or units may compile valuable information regarding various incidents and activity. Such information can normally be accessed through the Department computer system. Information regularly compiled includes, but is not limited to:
 - 1. Weekly and monthly crime and traffic reports, provided by the Crime Analysis Office;
 - 2. Monthly summaries compiled by the Division Captains and the Chief of Police.



I. Policy

The Department will have an Administrative Reporting system designed to ensure information regarding operational activities is communicated to all appropriate areas of the department, and to those agencies or City Departments outside the immediate structure of the Police Department who could benefit from the information. Department Administration will also be responsible for maintaining records of all personnel necessary for employment related matters and CLEST documentation.

II. Administrative Reporting

- A. The Administrative Reporting System is established to provide a continuous and accurate flow of information between management and operational units and to provide management officials information on the activities of the Department. These reports will be used for many purposes, including but not limited to crime analysis, manpower allocations, budget proposals and traffic engineering. Each Division Commander will ensure that the appropriate reports are compiled and submitted to the Office of the Chief of Police, or his designee, in a timely manner.
- B. Examples of reports include monthly statistical or activity reports generated by different units or divisions, informational reports generated by the office of Crime Analysis concerning crime and traffic trends, and operational reports such as the department annual report that summarizes department activity and goals. Other reports may be compiled as needed to reflect or report on certain events or issues of concern. Certain mandatory reports are also generated as required to fulfill obligation for NIBRs reporting, biased based policing measures and fiscal recaps.
- C. Additional report(s) may be generated at the discretion of the Chief of Police to assist in the furtherance of department goals, identify problems in the community and foster cooperative efforts to resolve city, department or community issues.

III. Divisional Reporting

- A. The Shift Commander or designee will provide to the Captain of each Division a report. These will be used to determine crime trends, manpower deficiencies, traffic engineering needs, etc. Examples include:
 - 1. Shift Sheets will be prepared by the Shift Commander of each shift, indicating activity by category and shift.
 - 2. Individual Activity logs of traffic contacts, citations, complaints, offense reports completed and the Traffic Officer indicating his activity only will accomplish other activity.
 - 3. Case assignment files reflecting the number and types of cases assigned to each detective and the results of their investigation(s).

IV. Administrative Records

- A. The Department will maintain a separate personnel file(s) on each employee containing originals or copies of all documents related to personnel matters including, but not limited to changes of status, certificates received, commendations, records of disciplinary actions, and CLEST required documentation. These files will be maintained in their own filing systems within password-protected software and/or in the locked records storage area in the Administrative offices of the Chief of Police. [\[2.23\]](#)

Additional and complete files will also be maintained for every employee covering complaint dispositions, training, medical information and annual evaluations, and will also be maintained in their own filing systems within password-protected software and/or in the locked records storage area in the Administrative offices of the Chief of Police.

- B. Other records will also be maintained in the locked records storage area of the Administrative offices concerning other Department personnel and administrative matters such as files related to extra-duty employment, ride-along waivers, grant-related reports, special operations reports and agreements with other agencies.



I. Policy

Planning and research are essential to effective management and it is the policy of the Jonesboro Police Department to maintain planning and research in order to assess current policy, procedural, and operational procedures, explore and assess functional alternatives and current practices, assesses future needs and plan future needs and programs.

II. Planning and Research Responsibilities

- A. Planning and Research functions will generally be overseen by the office of Crime Analysis or Command Staff personnel, at the direction of the Chief of Police.
- B. Planning and research will be directed toward compiling information and presenting documented analysis to assist in the management and decision-making processes of the Department. Employees engaged in Planning and Research functions shall have access to information necessary to complete the research. Research may utilized for various purposes such as: to assist in resource allocation to improve the effectiveness and efficiency of available staff, provide geographic analysis and equalization of workload distribution, comparison of service levels, collecting community input and prepare other statistical or informational reports.
- C. Analytical and informational studies completed by personnel should include statements reflecting the objective or need for the report, a summary of the study, the research method used to collect the information, a recommendation of action based on the research including a cost and time estimate necessary to implement any suggested programs or changes and identifying information to include dates, times, person requesting the study, and the person conducting the study.

III. Crime Analysis

- A. Personnel engaged in the crime analysis functions of the Office of Crime Analysis shall be responsible for conducting a crime analysis to assist with planning department actions relative to crime prevention and response.
- B. The crime analysis information will be obtained from the analytical reports available through the Records Management System. The analytical reports obtained from the Records Management System will be reviewed and a report will be completed to illustrate the number and percentage of crime in each NIBRS category.
- C. The crime analysis information will be distributed monthly to the Mayor and City Council members, City Clerk (& other entities as deemed necessary from time to time) via e-mail. The information may also be distributed periodically to other department personnel as necessary and shall also be made available to the media, citizen groups and students as necessary or when requested.

- D. When an employee identifies a crime pattern of significance or requires need for analysis of a particular case or pattern, notification should be made to the Office of Crime Analysis as soon as possible so that appropriate actions or countermeasures may be developed.



I. Policy

Crime prevention is a responsibility shared between all members of the Jonesboro Police Department and the citizens of Jonesboro. The Jonesboro Police Department is committed to the principles of crime prevention and to the development, implementation, and perpetuation of proactive programs and procedures that identify and assess crime risks and formulate positive responses to reduce criminal activity.

II. Responsibilities

A. Community Relations and Outreach Function

1. The community relations function will be the responsibility of the Administration Division. The Administration Division will be responsible for coordination, development, evaluation, and activity reports of the community relations function.
2. It will be the responsibility of any officer(s) assigned as the Community Outreach Coordinator to maintain liaison with all staff members to insure a continuous, integrated, coordinated response to the furtherance of the Department's community relations effort.
3. It will be the responsibility of the Community Outreach office to assist in establishing community groups where they are needed.

B. Department Personnel

1. All officers play an essential role in the Department's crime prevention efforts. Officers frequently have the opportunity to provide relevant crime prevention advice and recommendations to the people they encounter during their tour of duty, and they are expected to take full advantage of this opportunity whenever appropriate.
2. The Department is committed to correcting actions, practices, and attitudes, which may contribute to community tensions and grievances. Personnel who receive information from citizens relevant to the Community Relations function shall forward that information to Administrative Services and/or the Community Relations Coordinator.

III. Objectives

- A. To create and maintain liaison with community groups and organizations. This includes exchanging information, identifying police service needs of the community, promoting police/citizen contacts, acquainting each other with mutual problems and encouraging action aimed at solving these problems. Information obtained in these meetings may provide direction in development or modification of Department policies, procedures, and programs;
- B. To educate citizens about the functions and operations of the Jonesboro Police Department;
- C. To obtain input from community groups to ensure that Department policies and/or training reflect the needs of the community. Input will be obtained through various sources, including, but not

limited to: City Council; the Chamber of Commerce; Neighborhood Crime Watch Area Chairpersons; and other pertinent entities;

- D. To identify sources of conflict between the police and the community and to encourage efforts to resolve them. Training needs that are identified will be documented and forwarded to the Training Coordinator; and
- E. To periodically evaluate the effectiveness of crime prevention programs.

IV. Programs

- A. All department personnel will encourage citizens to participate in various community relations programs, when appropriate. Such programs are vital to publicize department objectives, problems and successes, provide citizen groups with information and facilitate the exchange of information in order to address community concerns, perceptions and misconceptions of crime.
- B. Such programs can include, but are not limited to: Crime prevention programs for individuals, businesses and other community groups, Community Relations Programs to exchange and convey information, Traffic Safety Programs to provide citizens with educational materials regarding traffic safety and the Citizen Police Academy to provide selected citizens, who meet a set criteria, with a more thorough knowledge of the Department and police work in general.
- C. The Department may also utilize social media and/or the department website in order to encourage a more interactive approach to informing the public about the department, our goals and methods of operation.



I. Agency Jurisdiction [1.05]

- A. Authority – Jonesboro city ordinance 217, dated October 2, 1905, provides for the implementation of a city police department. Subject to the direction of the Mayor and City Council supervision, control of the Department is vested in the Chief of Police.
- B. The Jonesboro Police Department has primary jurisdiction in the enforcement of federal, state, local laws and ordinances within the defined boundaries of the City of Jonesboro. The Department’s primary responsibility is to the citizens of Jonesboro.
 - 1. A detailed official map, maintained by the city information services department, including the boundaries of the jurisdiction and areas of patrol responsibility, may be observed in the patrol building, the Police Head Quarters and the communications center.

II. Concurrent Jurisdiction

- A. The Department recognizes and acknowledges that the Jonesboro Police Department shares concurrent jurisdiction with other local, state and federal agencies that derive their jurisdiction by law.
 - 1. The Jonesboro Police Department shares concurrent jurisdiction within the City of Jonesboro with State Law Enforcement agencies and the Craighead County Sheriff’s Department with the enforcement of Federal and State Laws.
 - 2. The Jonesboro Police Department shares concurrent jurisdiction within the City of Jonesboro with the Arkansas State University Department of Public Safety with the enforcement of Federal and State Laws although the ASU DPS has primary jurisdiction on the Arkansas State University campus and property.
 - 3. The Jonesboro Police Department shares concurrent jurisdiction within the City of Jonesboro with Federal Agencies with the enforcement of felonies authorized by the Code of Criminal Procedure Article 2.122.
 - 4. The Jonesboro Police Department shares concurrent jurisdiction within the City of Jonesboro with the Arkansas State Police with the investigation of motor vehicle accidents and traffic enforcement on public highways within the city. The Arkansas State Police has primary jurisdiction on the Interstate Highway within the city, but will be assisted by this Department when requested. Traffic enforcement along the Interstate Highway by City officers is afforded through regular update of a Memorandum of Understanding with the ASP.
- B. Employees of this Department will offer complete cooperation when situations arise where departments with concurrent jurisdiction must exercise their authority within the city limits.

- C. In the event of an emergency or police investigation, other departments may request the assistance of the Jonesboro Police Department. Acting within the provisions of state law, Officers of the Jonesboro Police Department are authorized to cross-jurisdictional lines and assist other departments. During the course of such assistance, members of the Jonesboro Police Department will abide by the Directives of the Jonesboro Police Department.
 - 1. Whenever another agency requests the assistance of the department, outside the department's jurisdiction lines, the discretion of whether to respond remains with the on-duty field supervisor. The supervisor discretion should be guided by the following:
 - a) The Officers of the Department will not be the first responders to an investigation or incident outside of Department's jurisdictional lines except for a request for a response to a life-threatening situation.
 - b) The Officers of the Department will not respond to requests for assistance outside the jurisdictional lines of this Department when the absences of officers from their primary responsibilities will unnecessarily endanger the Citizens of Jonesboro, their property or the officers remaining in the city.

III. Operations Outside City Limits of Jonesboro

- A. If an on-duty officer finds it necessary to leave the city limits of Jonesboro, the officer shall state the reason and request permission from his or her supervisor prior to leaving the city limits unless prior approval has been granted.
- B. From time to time, it may be necessary for personnel from the Jonesboro Police Department to conduct planned operations outside the city limits. In order to ensure officer safety, the following procedures shall be followed.
 - 1. The officer in charge of any operation outside of our legal jurisdiction will ensure the local law enforcement officials in the area of operation are notified of:
 - a) The nature of the operation;
 - b) The number of officers involved;
 - c) If the officers are uniformed or non-uniformed;
 - d) What vehicles are involved; and
 - e) The expected duration of the operation.
 - 2. If a single officer is involved, he or she shall cause the above to take place.
 - 3. All operations, including surveillances and service of search or arrest warrants, will be reported to the other law enforcement officials unless such notification could jeopardize the operation or officer safety or cannot be made due to time constraints that could affect the outcome of the operation.

IV. Off-Duty Officers Outside Jonesboro Jurisdiction

- A. If a Jonesboro Police officer, in off-duty status and outside the Jonesboro city limits, observes a criminal offense, enforcement action is regulated by ACA 16-81-106, which provides for arrest authority to any certified officer. However, officers involved in such situations should carefully consider other available options, especially when the offense is a misdemeanor offense. Officer safety issues could arise from being in an unfamiliar jurisdiction without backup and consideration should be given to simply contacting the local agency of jurisdiction to take the necessary action.

V. Mutual Aid Agreements

- A. Emergencies often require augmenting law enforcement capabilities to restore order and assist victims.
- B. Mutual aid agreements exist to provide additional law enforcement officers to protect health, life and property against riot, unlawful assembly accompanied by the use of force and violence, and during times of natural disaster or man-made calamity.
- C. A mutual aid agreement, as negotiated by the Chief of Police or designee, should include at a minimum the following information:
 - 1. The legal status of agencies and agency personnel responding to mutual aid requests;
 - 2. Procedures for vesting provider agency personnel with the legal authority to act within the receiver agency's jurisdiction;
 - 3. Procedures for requesting mutual aid;
 - 4. Identity of those persons authorized to request mutual aid;
 - 5. Identity of persons to whom outside personnel are to report;
 - 6. Procedures for maintaining radio communication with outside personnel; and
 - 7. Expenditures, if any, which should be borne by the receiver agency to compensate for the use of the provider agency's resources.
- D. All mutual aid agreements will be annually reviewed by the Chief of Police to ensure that they define the current legal status of the agencies involved.
- E. A copy of mutual aid agreements shall be maintained in the Office of the Chief of Police.

VI. Requesting Outside Law Enforcement Assistance

- A. In the event of an emergency, which, in the opinion of the Chief of Police or his designee, requires federal assistance, aid will be solicited by the Chief of Police or his designee, from the appropriate federal law enforcement agency.
- B. In the event of a criminal offense in which there are concurrent enforcement responsibilities, (i.e. bank robberies, drug violations, etc.) the supervisor on duty may notify the federal agency having concurrent jurisdiction.
- C. In the event of an emergency which, in the opinion of the Chief of Police or his designee, necessitates the call-out of the Arkansas National Guard, the Chief of Police or his designee shall request the call-out through either the Mayor of the City of Jonesboro or the Craighead County Judge's Office, who in turn will make the proper notifications.

VII. Contractual Agreements for Police Service

- A. The Jonesboro Police Department may, at the discretion of the Chief of Police, offer police services through a contractual agreement. (An example of a current contractual agreement includes services provided by School Resource Officers.)
- B. Any time the Jonesboro Police Department enters into a contractual agreement to provide police services the written agreement will include:
 - 1. A statement of the specific services to be provided;
 - 2. Specific language dealing with financial agreements between the parties;
 - 3. Specification of the records to be maintained, concerning the performance of services by the provider agency;
 - 4. Language dealing with the duration, modification, and termination of the contract;

5. Specific language dealing with legal contingencies;
 6. Stipulation that the provider agency maintains control over its personnel;
 7. Specific arrangements for the use of equipment and facilities; and,
 8. A procedure for review and revision, if needed, of the agreement
- C. Officers providing services through a contractual agreement shall have all employment rights, promotional opportunities, training opportunities and benefits protected.
- D. The Chief of Police, or his designee, shall ensure that all contractual agreements for police services, entered into by the Jonesboro Police Department, comply with these provisions.



I. Policy

It is the policy of the Jonesboro Police Department that sworn officers shall take all appropriate police action within that authority allowed by law.

II. Legally Mandated Authority – Sworn [1.06]

- A. Officers of the Jonesboro Police Department shall at all times, by virtue of their legally mandated authority, enforce the laws and ordinances of the City of Jonesboro and the laws of the State of Arkansas relating to crimes committed within the City and take appropriate enforcement action. This authority is vested in sworn law enforcement officers and is derived from Arkansas State Statute 14-52-203.
- B. In cases where circumstances indicate that a violation of Federal law has been committed, the appropriate Federal agency will be notified. Officers of the Jonesboro Police Department have the authority to enforce Federal laws where concurrent jurisdictions exist.
- C. For the purposes of protecting life and property, officers shall always be considered "on duty" while in the City of Jonesboro and shall be prepared, under color of authority, to act any time circumstances indicate their services are required.
- D. All officers shall perform their duties as required or directed by law, departmental rules and regulations, policies, directives or by lawful order from a supervisory officer.



I. Policy

The Jonesboro Police Department acknowledges that law enforcement agencies must have the support of their communities in order to operate efficiently. By providing the public with accurate information on departmental operations and administration, the Department can better foster a relationship of mutual trust, cooperation and respect with members of our community. Therefore, it is the policy of this Department to cooperate fully and impartially with authorized news media representatives in their effort to gather factual, public information pertaining to activities of the Department, as long as these activities do not unduly interfere with Departmental operation, infringe upon individual rights, or violate the law.

II. Definitions

- A. Public Information – Information that may be of interest to the general public regarding policy, procedures or events involving the Department; or, other newsworthy information that is not legally protected, does not unduly interfere with the mission of the Department, infringe upon the rights of a defendant or compromise the legitimate safety and privacy interests of officers, victims, witnesses, or others.
- B. News Media Representatives – Those individuals who are directly employed by agencies of the electronic or print media such as radio, television, and newspapers. Freelance workers in this field are to be regarded as other members of the public unless otherwise designated by the Chief of Police.
- C. Public Information Officer – An officer or other employee designated by the Chief of Police, who has been trained in media relations and FOIA, and serves as a central source of Department information that may be released to the news media and the community concerning certain events. [\[5.04\]](#)
- D. Criminal Investigative Information – Information relating to an identifiable person or group of persons compiled by a criminal justice agency in the course of conducting a criminal investigation of a specific act or omission, including but not limited to the following:
 - 1. Information derived from laboratory tests;
 - 2. Reports of investigators or informants; or
 - 3. Any type of surveillance.Such information is considered active as long as it is related to an ongoing investigation, which is continuing with a reasonable, good faith anticipation of securing an arrest or prosecution in the near future.

III. Duties of the Officer/Employee Assigned as Public Information Officer

- A. Assist the news personnel in covering routine news stories, and at the scenes of incidents;

- B. Be available for on-call responses to the news media;
- C. Prepare and distribute Department news releases;
- D. Arrange for, and assist at news conferences;
- E. Coordinate and authorize the release of information about victims, witnesses; and suspects;
- F. Coordinate the release of authorized information concerning confidential agency investigations and operations; and
- G. Publicize information concerning community services and victim services offered by the Department in conjunction with other public service agencies.

IV. Procedures

- A. In response to requests from the media, during normal business hours, the Chief of Police or his designee, normally the PIO, may release information from police department files in accordance with the Arkansas Freedom of Information Act. Authorized news media representatives shall have reasonable access to the Chief of Police or his designee and members of the command staff. Daily administrative reports of criminal activity will be made available on a routine basis to media representatives. Public information shall be released as promptly as circumstances allow, without partiality and in as objective a manner as possible. When necessary, the investigating officer shall prepare a report of the event and forward a copy of the report, through his/her supervisor, to the assigned PIO in a timely manner.
 - 1. All officers will attempt to comply with media requests for information by referring any media request to the PIO (or their designee) for day-to-day requests.
 - 2. The PIO or designee may also refer the request to the division commander of the person handling that case or issue in order to obtain the requested information.
 - 3. When representatives of the news media desire interviews with agency personnel other than an assigned Public Information Officer, such interviews may be conducted only with the approval of the appropriate Division Commander and should be coordinated through the PIO.
- B. The Division Commander or ranking on-duty supervisor will handle all media requests after normal business hours. In the event of a particularly newsworthy incident, the Division Commander or ranking supervisor will determine the need for assignment of a PIO. If such response is deemed necessary, the supervisor will contact the Chief, Assistant Chief or a member of Command Staff for assignment of a PIO. The supervisor will then contact the assigned PIO and brief him/her on the situation.
- C. News Media Photography
 - 1. Personnel shall not interfere with the legal right of the news media photograph suspects or accused persons in custody.
 - 2. Suspects or accused persons in custody shall not be posed for photographs or forced to submit to media interviews.
 - 3. When an individual is charged with a criminal offense and is sought by law enforcement authorities, photographs or mug shots may be released to the media to help locate the individual.
- D. Release of Information [\[5.03\]](#)
 - 1. Unless a release of information would compromise an investigation, the PIO, Division Commander, or shift supervisor should release information in as timely a manner as possible and is authorized to release the following types of information involving criminal matters to news media personnel:

- a) The accused/arrested person's name (if an adult), age, residence, employment, marital status and any similar background information.
 - b) The date, time, location, and nature of the reported crime.
 - c) The identity of the investigating or arresting agency and/or assigned investigators, and the length of the investigation.
 - d) The circumstances surrounding the arrest including the date, time, and place of arrest; whether there was any resistance involved, possession or use of weapons, pursuit, and the descriptions of any items seized in connection with the arrest.
 - e) The name, sex, age, and address of any victim or complaining witness, unless the law protects the release of such information.
2. With regard to sex crimes, the identity of the victim of a sex crime is not considered public information and will not be released. A.C.A 16-90-1104 prohibits a law enforcement agency from disclosing information either directly or indirectly relating to the identity of a victim of a sex crime except to the extent the disclosure is of the site of the crime, is required by law, is necessary for law enforcement purposes, or is permitted by the court for good cause.
 3. Non-media related record requests, (such as from individuals or insurance companies) for offense or accident report copies, or local record checks, shall be completed by trained Records personnel. The release of records or reports outside the Department to individuals and the media will be conducted in accordance with the Arkansas Freedom of Information Act. (Ark. 25-19-101)
 4. Record or media requests related to Internal Affairs investigations or complaints shall be directed to and completed by the Administrative Captain or other Command Staff member.
- E. In those instances where more than one agency is involved in an incident, the agency having primary jurisdiction will be responsible for releasing and/or coordinating the release of information to the news media.
 - F. News releases concerning incidents involving agency policy, the official interpretation of agency policy, or investigations of an internal nature will only be made by the Chief of Police or his designee.

V. News Conferences

- A. All Jonesboro Police Department news conferences will be conducted only upon the approval of the Chief of Police.
- B. All news media sources within the jurisdiction of the Jonesboro Police Department will be informed as soon as is practicable of the date, time, and location of the scheduled news conference.
- C. The assigned PIO will be responsible for supplying all media representatives with any necessary information, but should include a general press release detailing the incident, with correctly spelled names, dates of birth and address of suspects and other photos or information pertinent to the incident.

VI. Media Relations in Field Situations

- A. At the scene of any event of public interest, media representatives shall not be excluded and members of the Jonesboro Police Department shall extend every reasonable courtesy to news media representatives to the degree that they do not interfere with the mission of the police, fire, medical, or other emergency relief workers.

Officers will permit members of the news media to conduct interviews, take photographs or film, or otherwise perform their assigned tasks, provided their activity does not interfere with ongoing law enforcement operations.

- B. Areas considered to be of evidentiary concern or that the public should be kept from for safety purposes should be identified as soon as possible and officers posted until the area can be duly marked with the use of barrier tape as soon as practicable. This should be done in a manner to make it clear to both the public and the media the area that should not be entered to ensure their safety, protect potential evidence and to provide a reasonably unhindered workspace for crime scene investigators.
- C. Once a scene perimeter is established, the supervisor in charge shall designate a press area as early as possible and as close to the scene as safety and operational requirements allow. The supervisor or a designee should make every attempt to provide regular “situation briefings” to the PIO or the media until the scene is considered safe for entry by the public.
- D. The decision to assume the risk of possible danger remains with the individual newsperson involved and it is not the responsibility of the Jonesboro Police Department to provide for the safety of any news media personnel who voluntarily choose to subject themselves to danger.



I. POLICY

The Department in compliance with Arkansas statutes as a public service, as an investigative and administrative aid, and to provide statistical data, maintains records. This function is important for the effective delivery of law enforcement services. All calls for service, reports of crime, MVA reports, citizen complaints, and officer-initiated calls shall be issued a separate and distinct, computer generated, sequential CAD, incident or accident number at the time the incident is reported. Offense reports will also include case status indicators that should be changed by an officer or clerk when the case status changes.

II. Records Security [5.01]

- A. Paper records shall be secured in the locking cabinets within the Records area, which is restricted to Records personnel and Department supervisory personnel. No original files shall be removed from Records without authorization from Records or supervisory personnel and must be signed out.
- B. Computerized records are maintained on secure city servers and are accessed by means of various programs or records management software. Access to these files is controlled by passwords assigned to Department personnel. The City's Information Systems department will oversee all data back-up systems, storage, access security and passwords audits. The automated passwords and access security will require all employees to change passwords at a minimum of every 90 days. Additionally, Information Systems will maintain offsite data storage and a disaster recovery plan.
- C. The Records Supervisor is responsible for overseeing all file maintenance, security, distribution, disposal and monthly reporting.

III. Records Retention and Disposal [5.02]

- A. This Department shall abide by the mandatory minimum retention period established by Ar. Code Ann. 14-2-201 through 14-2-204, which outlines procedures for maintaining, recording and destruction of specific police records. Since records concerning juveniles are already protected from distribution by state law, records containing juvenile information shall be purged and retained on the same schedule as other records, but will still be maintained in separate files.
- B. All Department records will be available in an electronic format. Records that were not originally a computer-generated record will be scanned and added to the appropriate electronic file. All computer files are maintained on the city server, which is maintained by the Information Systems department. Files are backed up daily and a back up tape is maintained in a separate physical location as according to Information Systems policy.
- C. Records that are sealed will be stored in a separate area upon receipt of an order of expungement or an order to seal from a court with jurisdiction.

D. Disposal of Media or Electronic Files

All agency records retained on electronic media will be disposed of according to existing City of Jonesboro IT disposal policies, which state:

When no longer usable, hard drives, diskettes, tape cartridges, CDs, ribbons, hard copies, print-outs, and other similar items used to process, store and/or transmit FBI CJI and classified and sensitive data shall be properly disposed of in accordance with measures established by City of Jonesboro, AR.

Physical media (printouts and other physical media) shall be disposed of by the following methods:

1. Shredding- using City of Jonesboro, AR issued shredders or authorized licensed, bonded shredding services.

Electronic media (hard-drives, tape cartridge, CDs, printer ribbons, flash drives, printer and copier Hard-drives, etc.) shall be disposed of by one of the City of Jonesboro, AR methods:

2. Destruction – a method of destroying magnetic media. As the name implies, destruction of magnetic media is to physically dismantle by methods of crushing, disassembling, etc., ensuring that the platters have been physically destroyed so that no data can be pulled.

IT systems that have been used to process, store, or transmit FBI CJI and/or sensitive and classified information shall not be released from City of Jonesboro, ARs control until it is documented that the equipment has been sanitized and all stored information has been cleared using one of the above methods.

IV. Collecting and Submitting Activity and Crime Data

- A. In order to promote the development of good record keeping and to aid in the effort to establish a national database of crime statistics, the Department will participate in the National Incident-Based Reporting System (NIBRS). The Records Supervisor will prepare and submit the required monthly reports to the Arkansas Crime Information Center.
- B. A monthly report including these same statistics, along with statistics of other departmental activity (CID activities, warrants division, IA, training, etc.) will also be prepared under the direction of Administration personnel and forwarded to the Chief of Police and other interested parties and made available to the public as needed.

V. Accessibility, Distribution and Release of Reports and Records

- A. Offense, Incident, Arrest, and Motor Vehicle Accident Reports are generally available in the Department’s computerized databases, which are accessible to department personnel at all times. Offense reports are made available to the public during normal business hours. Traffic accident or MVA reports are made available to the public at the police department and are available through an online service. In accordance with Arkansas law, fees will be charged for copies of these reports.
- B. There will be occasions when the information is not yet available in the computerized databases. This information may be obtained by requesting the report (s) through Records personnel who will make a copy of the record for the person requesting the report. Supervisors shall have access to or be able to arrange for access to records 24 hours a day, should a law enforcement officer outside normal business hours require the information.
- C. All incident reports should be completed prior to the end of an officer’s shift if possible. All reports will generally be available in the computer system if needed, but must be complete and approved by a supervisor prior to being available for general distribution. The release of records or reports

outside the Department to individuals and the media is conducted in accordance with the Arkansas Freedom of Information Act. (Ark. 25-19-101) [5.03]

- D. Printouts of information from ACIC/NCIC (Ark Crime Info Center/National Crime Information Center) that are attached to case files or criminal history files are not subject to FOI and access to that information is legislated through Ark Code Ann 12-12-212.
- E. The distribution of reports within the organization is mainly carried out by means of electronic retrieval on demand. For instance, all offense and arrest reports are electronically available to and can be reviewed by officers conducting investigations, etc.
 - 1. Copies of all cases where a juvenile was cited or taken into custody are forwarded to the Craighead County Juvenile Office.
 - 2. Copies of all reports related to citations issued for District Court are forwarded to District Court with the related citation.
 - 3. Accident reports are scanned and uploaded to the online report service utilized by the Department.
 - 4. All original report documents will be retained in records and only copies will normally be distributed, unless the original is needed for court or some other specified purpose.
- F. Non-media related record requests, (such as from individuals or insurance companies) for offense or accident report copies, or local record checks, shall be completed by trained Records personnel. The release of records or reports outside the Department to individuals and the media will be conducted in accordance with the Arkansas Freedom of Information Act. (Ark. 25-19-101)
- G. Record or media requests related to Internal Affairs investigations or complaints shall be directed to and completed by the Administrative Captain or other Command Staff member.
- H. Investigators shall maintain case files on active cases being investigated. After the case has been classified as closed or inactive, all associated records are scanned and returned to Records personnel.

VI. Agency Forms

- A. All department-approved forms will be available to all officers on the shared access f: drive and may be available at the front desk area. Pre printed forms are also made available for some applications, such as witness statements and information exchange forms for MVA reports.
- B. All forms require the approval of a division commander, Assistant Chief or Chief prior to implementation.

VII. Searchable Computer Records

Numerous computer files are indexed within the department to be available for use in compiling data for statistics and/or analysis, compiling investigatory information, maintaining inventory, etc. Access to some of these files may be limited by user name and password.

- A. The computerized records management system maintains a master name index of persons entered into the system. This index serves as a cross reference to all reports where a person has been named, including criminal history information.
- B. All calls for service are documented by the Dispatch Center and entered into the automated computer assisted dispatch (CAD) system. Such information is then searchable by a number of identifiers, including caller, call type, location, dates, etc.
- C. Information concerning traffic stops by type, violator identifiers, arrests and locations is available through the Department computerized records. Information concerning the disposition of citations is available through the District Court.

- D. All property items reported as lost, stolen and involved (evidentiary), or recovered will be listed in the property section of the appropriate offense report and is searchable. All items submitted into evidence will be properly marked and entered into the evidence receiving portion of the report so that it is reflected in any subsequent property room inventories.
- E. Monthly requests for validation of stolen property items from the Ark Crime Info Center (ACIC) will be completed in a timely manner in accordance with ACIC/NCIC policy.
Validation should include a review of whether additional information, which is missing from the original entry that could be added, has become available for inclusion to the record. Any such information shall be brought to the attention of the reporting officer and dispatch center to ensure such information is included on the entry.
- F. Warrant and Wanted Persons File [\[9.08\]](#)
All warrants issued by District Court are imaged in Internal Court Connect (ICC) by the District Court officials and are accessible for 24 hour verification through ICC. The Dispatch Center will be responsible for updating the status of misdemeanor warrants upon service or recall by the District Court in ICC. Circuit Court and Juvenile Court warrants are maintained by the Craighead County Sheriff's Office and/or imaged in ICC. All warrants and summons issued by District Court prior to August 2018 are maintained at the Dispatch Center and are accessible 24 hours a day for verification. The Warrants/Records Division will be responsible for updating the status of misdemeanor warrants upon service or recall by the District Court in the department's records management system known as RPS.
Bench warrants and juvenile warrants are maintained by and must be verified through the Craighead County S.O. Only felony bench warrants will be entered into ACIC/NCIC and those entries will be completed and maintained by the CCSO.
All warrants will periodically be audited.

VIII. Adult and Juvenile arrest records

- A. All reports reflecting an arrest must be completed at the time of the arrest or as soon after as possible. The officer should obtain all of the arrestee personal information each time a person is arrested.
- B. Persons arrested for a Class A misdemeanor or above must be fingerprinted (Ar. Code Ann 12-12-101) and should be photographed each time they are arrested, which may be completed in house or at the CCDC. Each person who has been arrested and fingerprinted will receive an FBI number and SID number which enables a search of that individual's criminal history through ACIC/NCIC via these identification numbers.
- C. Fingerprinting and photographing juveniles who have been arrested shall be performed in compliance with A.C.A. 9-27-320, which states when a juvenile is arrested for any offense which, if committed by an adult, would constitute a felony, or a Class A misdemeanor wherein violence or the use of a weapon was involved, the juvenile shall be photographed and fingerprinted.
Fingerprints on juveniles that are not charged as adults are completed at the Craighead County Detention center on the AFIS system and as such become part of the state automated system and are not maintained in paper form.
- D. Juvenile records contained in the records management system are only accessible by Department employees who have searched the database with the proper criteria. Paper copies of reports related to juveniles will be maintained in a file separate from other files. Law prohibits release of juvenile arrest information except under certain circumstances and the masking feature available in the computer software should be utilized when releasing offense reports containing juvenile information.

- E. All juvenile records shall be disposed of according to the mandatory minimum retention period established by Ar. Code Ann. 14-2-201 through 14-2-204, which outlines procedures for maintaining, recording and destruction of specific police records. Records containing juvenile information will be retained on the same schedule as other records.



I. Policy

The Jonesboro Police Department initiated an accreditation process in 2006 with several goals in mind:

- Strengthen crime prevention and control capabilities
- Formalize essential management procedures
- Establish fair and nondiscriminatory personnel practices
- Improve service delivery
- Solidify interagency cooperation and coordination
- Boost citizen and staff confidence in the department

Accreditation is not mandated by any governmental agency but is a voluntary process sought by the Jonesboro Police Department as a commitment to professional business practices. With these goals in mind, it is the policy of this department to provide familiarization and training to all department members as necessary to solidify the success of accreditation.

II. Procedure [\[1.13\]](#)

- A. The Administrative Services Captain will serve as the Accreditation Manager for the ALEAP accreditation process and will be responsible for monitoring continued compliance with the accreditation program.
- B. An additional employee within the department may be designated to serve as an accreditation clerk in order to help compile and manage accreditations processes and proofs.
- C. Accreditation files will be maintained through use of the PMAM software with current policies and proofs being uploaded and maintained in a timely manner.
- D. A checklist and proof files will also be maintained within the shared f: drive of the Police document folders so that all personnel tasked with gathering or maintaining proofs may review the files. Maintenance of the checklist will be the responsibility of the Accreditation Manager, but may be maintained by the accreditation clerk, or other designee of the Accreditation Manager.

III. Training

- A. All newly hired personnel will receive training regarding the accreditation process within thirty (30) days after their employment begins or within thirty (30) days after completing the academy.
- B. Training regarding the accreditation process may be provided to all agency personnel periodically in order to acquaint them with the process and the procedures necessary to accreditation.
- C. The employee assigned to the position of accreditation manager shall receive specialized accreditation manager training within one year of being appointed.



I. Policy

The purpose of this policy is to establish certain fiscal management guidelines for the Jonesboro Police Department, to include defining procedures for budgeting, purchasing, and accounting. This directive also establishes procedures for the receipt and disbursement of cash monies within the Jonesboro Police Department, and applies to all members. It shall be the policy of the Jonesboro Police Department to adhere to all Arkansas statutes and City of Jonesboro ordinances relating to budgeting, purchasing, and accounting procedures as prescribed for municipal governments.

II. Authority and Responsibility [1.02]

A. Authority and responsibility for the fiscal management of the Jonesboro Police Department is vested in the Chief of Police as detailed in the job description for that office. The Chief of Police is responsible for the supervision of all purchases using funds allocated to the Department, and authorized to make budget recommendations to the Mayor's office.

III. Budget Preparation Process [1.02,1a]

- A. The Chief of Police is responsible for the submission of the Jonesboro Police Department's annual operating, personnel, and capital expenditures budget to the city Finance office and the Mayor or his designee.
- B. The City of Jonesboro's fiscal year begins January 1st and ends December 31st.
- C. Division commanders are responsible for the preparation of their respective budget expense requests relative to fixed assets, minor assets and software and annual maintenance fees. They are also advised of deadlines by which they must return their budget proposal to the Chief or Assistant Chief's office.
- D. The Chief and/or Assistant Chief will meet with or consult with the Division commanders to solicit input as to budget requests for the following year. Requests must include up to date pricing and be specific justifiable and relate to the unit's function. Additional information such as product information or specifications sheets may be necessary. Division commanders shall return their budget to the Chief or Assistant Chief's office by the posted deadline. Once budgets for all of the programs have been received, a total aggregate budget will be prepared by the Assistant Chief and reviewed by the Chief of Police in preparation of submission to city Finance Office, Mayor and City Council.

IV. Purchasing

A. All purchases by the Jonesboro Police Department shall be made in compliance with applicable City of Jonesboro ordinances and guidelines; and with all Arkansas statutes governing municipal purchasing practices.

- B. All requests for the purchase of supplies, equipment, and other operating shall be submitted to the Administrative Procurement officer. Once received, a requisition shall be completed, reviewed by the Assistant Chief or Chief and forwarded to the City of Jonesboro's Finance Department. This request shall include all relevant vendor information, a description of the item, and its price. For those purchases requiring bids, a bid sheet must also be completed. The Finance Department will then issue a purchase order number authorizing the purchase. Once the purchase has been made, invoices shall then be forwarded to the Finance Department for payment.
- C. City ordinances and Arkansas law addresses the type of purchases that are subject to the bidding process. Instructions that are more detailed are provided in the City of Jonesboro Purchasing Manual. Basically, purchases should be made according to the following guidelines:
 - 1. The Administrative Procurement officer may make purchases that are less than \$1000 without securing competitive bids. Even though bids may not be required for this type purchase, all members must ensure that the best price for the proposed purchase has been obtained.
 - 2. Purchases that exceed \$1,000, but are less than \$2,000 require the securing of three bids prior to the purchase. Bids may be obtained in person, fax, email, internet, etc. and must be submitted with the requisition.
 - 3. Purchases that exceed \$2,000, but are less than \$20,000 shall have written approval by the Mayor (or designated person in his absence) before such purchases will be made. The Purchasing Agent will receive no less than three written bids. In all cases, approval must be made before the fact. In cases where three or more written bids are not obtained, the Purchasing Agent shall document said reasons therefore.
 - 4. Purchases that amount to \$20,000 or more, the Purchasing Agent shall follow the Formal Bidding Procedures, as outlined in Ark. Code Ann. 14-58-303.
- D. Vendors for products or services used by the Jonesboro Police Department must be capable of delivering the product or service being sought. Failure to deliver the product or service in a timely manner may disqualify the vendor from future consideration by the City.
- E. City Ordinance permits the waiving of competitive bidding in exceptional situations on an emergency basis. The appropriate council committee(s) and then the full council for approval must approve such waiver.
- F. Following authorization from the Chief of Police, items may still be purchased even though the budgeted amount for that line item has already been exceeded, as long as funds still exist elsewhere in the overall budget. An adjustment ordinance will then be presented to the City Council at the conclusion of the fiscal year indicating what adjustments were made to the overall budget.

V. Cash Management and Accounting System

- A. The City of Jonesboro operates its cash management system with the assistance of a computerized accounting system. The City's Finance Department oversees all revenues and expenditures for each department in the City.
 - 1. Once the City Council reviews approves and adopts its final annual budget, the Finance Department forwards a complete budget to each department. The budget is also accessible electronically. This budget, among other things, reflects the amount of monies ultimately allocated to each department. The budget also details the amount that each program within the department was funded, and then finally, how much each account within that program received.
 - 2. On a 'real time' basis, the Finance Department makes available to each department an electronic "Statement of Revenues and Expenditures" for each department and each individual account within that program. The software program lists the expenditures, encumbrances, the amount originally budgeted for that account, the unencumbered amount remaining in the account, and

the percentage of the original amount the unencumbered balance represents. The Chief of Police may access copies of this statement electronically so he or she knows the status of each account.

B. Cash Transactions and Payment Collections

The circumstances under which cash is exchanged or collected are (1) Drug Task Force transactions; (2) Records Division fees for photocopying, motor vehicle accident Reports, fingerprinting fees; background investigation fees; and photo/video disc fees. (3) Animal Control fees. (4) Court Services cash transactions and fees. Cash will not be collected for any other activity of the Jonesboro Police Department unless the Chief of Police grants prior authorization. In all cases, when cash is received, the receiving member will issue an appropriate receipt.

C. Investigative and Confidential Informant Funds

The Jonesboro Police Department provides funds to the Narcotics Unit of 2nd Judicial District Drug Task Force for investigative use (“buy money”) or confidential informant payments. The following procedures describe the process for handling these funds.

1. The commander of the Drug Task Force is authorized by the Chief of Police to oversee cash accounts to be used for ‘buy money’, as payment to confidential informants and for miscellaneous operational expenses. Buy money funds are to be used for no other purpose other than those specified on the Covert Operations Expense Voucher. DTF Policy regulates payments to confidential informants. **[1.03 A]**
2. The security safe is located in a locked area in the DTF offices. The safe is to be kept locked at all times, and is accessible only by the Narcotics Unit Commander and the Narcotics Unit Sergeant (at the Commander’s discretion). **[1.03 B,C]**
3. On an as needed basis, the narcotics unit commander shall submit, through the Chief of Police, a request to the City of Jonesboro’s Finance Department to issue a check for ‘buy money’ cash to be obtained. The money will immediately be placed in the safe at the DTF office. A record of the receipt of the money shall be made in the Springbrook software and the electronic file maintained by the Narcotics Unit Commander. **[1.03 C,E,F]**
4. Each transaction involving disbursement of funds from the buy money account requires that the issuing supervisor complete an entry in the appropriate software program, as well as completion of the appropriate request form. The entry shall reflect all of the following information: the date of the transaction, the transaction number, the name of the officer to whom funds are being issued, the name of the authorizing supervisor, the amount of cash disbursed, and the balance remaining after the disbursement. **[1.03 D]**
5. Monies designated for use as payment to confidential informants or for “buy money” are received from State and Federal asset forfeiture funds or the City of Jonesboro Operating budget. As a part of the forfeiture procedure, the Chief of Police submits a request to the authority overseeing the forfeiture that the monies be designated to the department for such use. **[1.03 E]**
6. Balances in each account should be maintained at a reasonable level sufficient to facilitate transactions. Overly excessive balances must not be maintained. **[1.03 F]**
7. A payment to a confidential informant shall not exceed \$150 unless authorized by the Chief of Police.
8. A payment that is designated as “buy money” shall not exceed \$1,000 unless authorized by the Chief of Police. The DTF Unit commander must approve a payment that is designated as “buy money” less than \$1,000.
9. The Chief of Police has ‘real time’ access to all of the information in the Springbrook software program. Upon request of the proper authority, the Narcotics Unit Commander must be able to provide documentation of the detailed activity of the “buy money” account, including a description of the expenditures and the balance of the account either currently or for any point in time.

10. At least annually, the State of Arkansas has auditors conduct an audit of all city functions, as well as the Jonesboro Police Department's cash collections functions to ensure compliance with all applicable laws, ordinances, and policies. **[1.03 G]**
- C. Cash Transactions Conducted by Records Department
1. Unless a file is of an unusually large size, the Jonesboro Police Department will provide copies of most Incident/Offense type reports to the public at no charge. The Chief of Police or his designee establishes a fee schedule for the photocopying of these reports in compliance with the Freedom of Information Act (A.C.A. 25-19-105).
 2. The records department will conduct cash transactions for the following activities: Printing of Motor Vehicle Accident reports, Fingerprint fees, Background Investigation fees, Photo/Video Disc fees.
 3. The records supervisor will be the custodian of the cash account but all records clerks will have access to cash to conduct transactions. A bank bag containing \$100.00 cash to be used to make change is stored in a file cabinet in the records office. **[1.03A, 1.03B, 1.03C, 1.03F]**
 4. Each clerk will be given a bank bag to be kept in a locked desk drawer when not in use that contains monies received daily. **[1.03C]**
 5. Records clerks shall collect the appropriate fee during a transaction, and then issue a receipt specifically designated for this purpose. The white copy is given to the customer. Receipt of the money is also recorded on the receipt log and the cash is placed in the individual clerk's bag and locked in their drawer. The pink copy of the receipt is to remain intact in the receipt book. **[1.03D, 1.03E]**
 6. If an employee must void a photocopy receipt, the clerk must clearly write the word "VOID" on all copies, as well as place his/her signature on the receipt. Both copies shall be left intact in the receipt book.
 7. The amount of money in each clerk's bag should agree with the amount indicated on the receipts daily. The numerical receipts are also verified by the Clerk to ensure that all receipts are accounted for. In the event that there is a discrepancy in the monies, or if a numbered receipt is missing, the Clerk is directed to immediately notify a supervisor.
 8. Monies collected from each transaction and the daily recap sheet will be forwarded to the City of Jonesboro Finance Department (Collections) for deposit daily. The collector's office ensures daily that the amount of money collected matches the amount indicated on the daily recap sheet. **[1.03F, 1.03G]**
 9. At least annually, the State of Arkansas has auditors conduct an audit of all city functions, as well as the Jonesboro Police Department's cash collections functions to ensure compliance with all applicable laws, ordinances, and policies. **[1.03 G]**
- D. Cash Transactions Conducted by Animal Control
1. The Animal Control Division may conduct cash transactions for various services including:
 - a. Animal adoptions
 - b. Animal surrenders
 - c. Pick-up of animal by an Animal Control Officer
 - d. Rabies vouchers
 - e. After-hours calls
 - f. Kenneling
 - g. Quarantines
 - h. Micro-chipping
 - i. Euthanasia

2. The Animal Control Director will be the custodian of the cash account but the on-duty dispatcher will have access to cash to conduct transactions. A lock box containing \$100.00 cash to be used to make change is stored in a drawer during the day and locked in a safe at night. **[1.03A, 1.03B, 1.03C, 1.03F]**
 3. Animal Control personnel shall collect the appropriate fee for the transaction and then issue a receipt specifically designed for this purpose. A copy of the receipt is to be maintained by Animal Control and any cash received is to be placed in the lock-box. **[1.03D, 1.03E]**
 4. Monies collected from each transaction is turned in to the City of Jonesboro Finance Department (Collections) for deposit the following business day. **[1.03E, 1.03 F]**
 5. At least annually, the State of Arkansas has auditors conduct an audit of all city functions, as well as the Jonesboro Police Department's cash collections functions to ensure compliance with all applicable laws, ordinances, and policies. **[1.03 G]**
- E. Cash Transactions Conducted by Court Services
1. The Court Services Division may conduct cash transactions for probation fees.
 2. The Court Services Supervisor will be the custodian of the cash account but all Court Service Officers will have authority to conduct transactions. Payments are accepted for only the amount required and no cash is kept on hand to make change. **[1.03A, 1.03B, 1.03C]**
 3. Court Services personnel shall collect the appropriate fee for the transaction and then issue a receipt specifically designated for this purpose. The white receipt copy is given to the customer. The yellow receipt copy is to be retained by Court Services and the pink receipt copy will be forwarded with the cash to the City Finance Department. Any cash received is to be placed in the safe. **[1.03D, 1.03E]**
 4. If an employee must void a photocopy receipt, the officer must clearly write the word "VOID" on all copies, as well as place his/her signature on the receipt. All copies shall be left intact in the receipt book.
 5. The amount of money collected should agree with the amount indicated on the receipts daily. The numerical receipts are also verified by the Supervisor to ensure that all receipts are accounted for. In the event that there is a discrepancy in the monies, or if a numbered receipt is missing, the Supervisor is directed to immediately notify the Division Lieutenant or Captain.
 6. Monies and receipts collected from each transaction along with a daily recap sheet will be forwarded to the City of Jonesboro Finance Department (Collections) for deposit. The collector's office ensures that the daily amount of money collected matches the amount indicated on the daily recap sheet. **[1.03F, 1.03G]**
 7. At least annually, the State of Arkansas has auditors conduct an audit of all city functions, as well as the Jonesboro Police Department's cash collections functions to ensure compliance with all applicable laws, ordinances, and policies. **[1.03 G]**

VI. Inspections and Audits **[1.03G]**

- A. An audit will be conducted at least quarterly, of all records with respect to confidential informant and "buy money" funds maintained by the Narcotics Unit. Such inspections shall be conducted by a supervisor and one other officer and will include an accurate counting of the cash to ensure that the amount on hand agrees with the cash journal record for that account. Additionally, all checks that have been issued to be deposited to the account shall be reconciled with the cash journal, and deposits to the account verified.

- B. At least annually, the State of Arkansas has auditors conduct an audit of all city functions, as well as the Jonesboro Police Department's cash collections functions to ensure compliance with all applicable laws, ordinances, and policies.



I. Purpose

- A. T and U visas can greatly benefit law enforcement, as they encourage immigrant victims to work with law enforcement, prosecutors and courts to investigate and prosecute human trafficking and other serious crimes.
- B. A victim applying for a T visa or a U visa can help law enforcement by providing information about a crime and assisting in an investigation or prosecution of serious criminals, making the entire community safer.
- C. The purpose of this directive is to establish guidelines and procedures for officers who receive requests for a U-Visa Certification (Form I-918, Supplement B). This Directive also specifies the certifying officer who will sign Form I-918, Supplement B.

II. Policy

- A. It is the policy of this agency to review all "T" Visa and U-Visa Certifications to determine if a qualifying crime has occurred and that the victim was helpful, is being helpful, or is likely to be helpful in the detection, investigation or prosecution of criminal activity.
- B. An applicant for a T visa or a U visa must demonstrate assistance to law enforcement. The applicant will submit a law enforcement declaration or certification along with the T- or U-visa application. This document serves to inform USCIS about assistance the applicant provided toward an investigation or prosecution of the crime. A certifying official must sign the law enforcement declaration or certification.

III. Definitions

- A. "T" Visa: The T nonimmigrant status visa (also known as the T visa) provides immigration protection to victims of severe forms of human trafficking who assist law enforcement in the investigation or prosecution of human trafficking cases.
- B. "U" Visa: The U nonimmigrant status visa (also known as the U visa) provides immigration protection for victims of qualifying crimes who are helpful to law enforcement in the detection, investigation or prosecution of the criminal activity.
- C. 918B Form: the form that must be filled out by the law enforcement officer for certification of the victim's/witness' assistance to law enforcement. (See attached).
- D. Helpfulness: means the victim was, is, or is likely to be assisting law enforcement in the investigation or prosecution of the qualifying criminal activity of which he or she is a victim. This includes being helpful and providing assistance when reasonably requested. This also includes an ongoing responsibility on the part of the victim to be helpful. Those who unreasonably refuse to assist after reporting a crime will not be eligible for a U visa. The duty to remain helpful to law enforcement remains even after a U visa is granted, and those victims who unreasonably refuse to provide assistance after the U visa has been granted may have the visa revoked by USCIS. Law enforcement agencies should contact and inform USCIS of the victim's unreasonable refusal to provide assistance in the investigation or prosecution should this occur.

- E. **“Qualifying criminal activity”**: under federal law is defined by statute to be “activity involving one or more of the following or any similar activity in violation of federal, state, or local criminal law.” The statute also includes the attempt, conspiracy, or solicitation to commit any of the crimes listed below:
1. Abduction;
 2. Incest;
 3. Rape;
 4. Abusive sexual contact;
 5. Involuntary servitude;
 6. Sexual assault;
 7. Blackmail;
 8. Kidnapping;
 9. Sexual exploitation;
 10. Domestic violence;
 11. Manslaughter;
 12. Slave trade;
 13. Extortion;
 14. Murder;
 15. Torture;
 16. False imprisonment;
 17. Obstruction of justice;
 18. Trafficking;
 19. Felonious assault;
 20. Peonage (Forced Labor-exploitation);
 21. Perjury;
 22. Unlawful criminal restraint;
 23. Female genital mutilation;
 24. Witness tampering;
 25. Being held hostage;
 26. Prostitution.
 27. Other related crimes: “Any Similar Activity” refers to other criminal activity when the similarities are substantial and the nature and elements of the criminal activity are comparable.

IV. Procedure

- A. A law enforcement certification is required evidence of a victim’s cooperation; it must be submitted in support of a U-visa application. Without a law enforcement certification, the U-visa application will be denied.
- B. For a T-visa the law enforcement declaration is evidence of a victim’s cooperation; it may be submitted in support of a T-visa application. The declaration is not required for a T visa, but it is an important piece of evidence submitted by the applicant.
- C. Any supervisor is designated to issue U-Visa Certification on behalf of the chief of police by completing Form I-918, Supplement B.
- D. By signing a law enforcement certification, the law enforcement agency is stating that a qualifying criminal activity occurred, that the victim had information concerning the criminal activity, and that the victim was helpful, is being helpful, or is likely to be helpful in the investigation or prosecution of the qualifying crime. In addition, law enforcement may report information about any harm sustained by the victim that law enforcement has knowledge of or observed.

- E. The certification process must be completed within (30) days after the receipt of the request for certification.
- F. Eligibility:
 - 1. He/she is the victim of qualifying criminal activity.
 - 2. He/she has suffered substantial physical or mental abuse as a result of having been a victim of criminal activity.
 - 3. He/she has information about the criminal activity. If under the age of 16 or unable to provide information due to a disability, a parent, guardian, or next friend may possess the information about the crime on the individual's behalf.
 - 4. He/she was helpful, is being helpful, or is likely to be helpful to law enforcement in the investigation or prosecution of the crime. If under the age of 16 or unable to provide information due to a disability, a parent, guardian, or next friend may assist law enforcement on behalf of the individual.
 - 5. The crime occurred in the United States or violated U.S. laws
 - 6. He/she is admissible to the United States. If not admissible, an individual may apply for a waiver on a Form I-192, Application for Advance Permission to Enter as a Non-Immigrant.
- G. Before completing a Form I-918, Supplement B (a request for a U-visa certification), the certifying official shall have verified the following:
 - 1. The noncitizen was or is victim of a qualifying criminal activity that took place in the United States or its territories or occurred outside the United States but violates U.S. extraterritorial law; or
 - 2. The spouse or under-21-year-old child of a victim who is deceased because of murder or manslaughter, or who is incompetent or incapacitated; or
 - 3. The parents and unmarried under-18-year-old siblings of an under-21-year-old victim who is deceased because of murder or manslaughter, or who is incompetent or incapacitated.
 - 4. The noncitizen has been, is being, or is likely to be helpful to the investigation.
 - 5. Note: The certification of a T or U visa does not require the initiation of a law enforcement investigation or a successful prosecution.
 - 6. A current investigation, the filing of charges, a prosecution or conviction is not required to sign the law enforcement certification. Many instances may occur where the victim has reported a crime, but an arrest or prosecution cannot take place due to evidentiary or other circumstances. Examples of this include, but are not limited to, when the perpetrator has fled or is otherwise no longer in the jurisdiction, the perpetrator cannot be identified, or federal law enforcement officials have deported the perpetrator. There is no statute of limitations on signing the law enforcement certification. A law enforcement certification can even be submitted for a victim in a closed case.
- H. The certifying official may contact the VAWA Unit of the U.S. Citizenship and Immigration Services to report the U-visa applicant's failure to continue cooperating with the department only when the failure to cooperate is considered unreasonable. To determine whether failure to cooperate is unreasonable, officials should review and consider the victim's history of abuse and victimization, and any threats the victim has experienced or is experiencing.
- I. Written notification regarding withdrawal or disavowal should include:
 - 1. The agency's name and contact information (if not included in the letterhead);
 - 2. The name and date of birth of the individual certified;
 - 3. The name of the individual who signed the certification and the date it was signed;
 - 4. The reason the agency is withdrawing/disavowing the certification including information describing how the victim's refusal to cooperate in the case is unreasonable;
 - 5. The signature and title of the official who is withdrawing/ disavowing the certification; and
 - 6. A copy of the certification the agency signed (if a copy was retained by the agency).
 - 7. The letter should be either scanned and emailed to the:
 - a. Vermont Service Center at Law Enforcement, UTVAWA.vsc@uscis.dhs.gov, or mailed to

b. USCIS, Vermont Service Center ATTN: Division 6 75 Lower Welden Street St. Albans, VT 05479.



I. Purpose

The purpose of this policy is to direct this department's operational procedures when dealing with persons of Limited English Proficiency (LEP).

II. Policy

It is the policy of this department to provide equal protection and service to all persons. Toward this end the department recognizes that officers will have contacts with individuals who have limited English proficiency and will take reasonable steps to ensure that these individuals receive equal services and treatment.

III. Definitions

- A. Limited English Proficiency Individual: Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or "LEP." These individuals may be entitled to language assistance with respect to law enforcement services.
- B. Bilingual: Fluency in two languages by officers who are able to conduct law enforcement operations in either of the two languages.
- C. Interpretation: involves the immediate communication of meaning from one language (the source language) into another (the target language). An interpreter conveys meaning orally, while a translator conveys meaning from written text to written text.

IV. Procedure

- A. Department Responsibilities
 - 1. This department will take reasonable steps to ensure that persons of LEP have meaningful access to the services of this department in accordance with a balancing of the following four factor test:
 - a. The number or proportion of LEP persons eligible to be served or likely to be encountered by this department (In other words, demographically does the Town or City have an LEP population group and if so what is the group and what is the level of the population proportionally);
 - b. The frequency with which LEP individuals come into contact with this department;
 - c. The nature and importance of the particular services rendered by this department, (i.e. suspect, victim, complainant, etc.); and
 - d. The resources available to this department and the cost of the particular step to be taken by the department.
 - 2. Forms which are regularly provided to the public in English shall be translated to and provided for regularly encountered languages.
 - 3. The department will maintain a language assistance plan which describes the translation and interpretation services the law enforcement department plans to provide. (These services can

include bilingual staff; contract interpreters and translators; private vendors accessible via telephone; or referral to the language services provided by other governmental agencies or non-profit organizations.)

4. All sworn members as well as non-sworn members having public contact shall be trained regarding the language assistance plan with an emphasis on how to utilize the available resources.
- B. Staff responsibilities: Sworn and non-sworn personnel shall take reasonable steps to provide services to persons of LEP.
1. Suspects:
 - a. If an in-custody suspect is to be questioned, Officers shall ensure that suspects receive all constitutional rights in their native language by a certified interpreter. Officers will not use family, friends, or non-certified interpreters for this task.
 - b. If a suspect is going to be asked to consent to any procedure or search, the officers shall ensure that the suspect is asked for consent by a bilingual employee, a certified interpreter, or, after ensuring that the suspect can read, by use of a consent form translated to the suspect's native language.
 - c. If a suspect is to be held in a holding facility or jail, officers shall ensure that an appropriate method of medical and mental health screening, which is normally done in English, is equally conducted in the detainee's native language.
 2. Victims:
 - a. Officers shall take reasonable steps to obtain information from victims. Officers may use family, friends, or other persons present where immediate translation is necessary to quickly investigate or attempt to apprehend a suspect.
 - b. In serious cases, a victim's subsequent statements should be taken by a bilingual employee or certified interpreter.
 3. Witnesses:
 - a. Officers shall ensure that all necessary information is obtained from witnesses to a crime, accident, or other law enforcement event requiring such statements. In cases where time is of the essence, officers may use others to assist in the immediate interpretation of the witnesses observations.
 - b. Where time is not of the essence and the officer is investigating a serious event, the officer shall seek the assistance of a bilingual employee or a certified translator.
 4. Others Seeking Services:
 - a. Officers shall take reasonable steps, within the constraints of the resources of this department, to provide services to any person of LEP to include reasonable efforts for an interpretation or translation of communications.
 5. Other Services:
 - a. Any programs or services which this department conducts should be reviewed to determine the demographic makeup of the target audience.
 - b. In cases where the target audience includes a proportion of LEP individuals, the department shall take steps to deliver the program in a manner which enables the participation of those individuals with LEP.



MISSION STATEMENT

As members of the City of Jonesboro Police Department, we must strive to set a standard of excellence for others to follow. In keeping with this goal, we have developed a mission statement that reflects the fundamental principles of the organization and must be the cornerstone of your personal law enforcement philosophy:

“The City of Jonesboro Police Department shall strive to ensure that all of our citizens are served in a professional, ethical and equitable manner that respects individuals, protects our democratic ideals and system of government, pursues greater accountability of police, greater public share in decision making and greater concern for civil rights and liberties.”

It is the intent of this manual to provide every employee of the City of Jonesboro Police Department as much guidance and direction as possible in order to meet this standard of excellence.



All law enforcement employees will, before exercising any type police powers, be required to take the oath of office: [2.03]

OATH OF OFFICE

I, _____ do hereby solemnly swear or affirm that I am qualified to hold the office of City of Jonesboro police officer according to the Constitution of the United States and the Constitution of the State of Arkansas, and the I am not a member of the Communist Party.

I do further swear or affirm that I am not the holder of any office or trust under the government of the United States, nor any other State, or any foreign State, which I am by the laws of the State of Arkansas prohibited from holding.

I do further swear or affirm that I am not the holder of any unaccounted for public money due this State or political subdivision or authority thereof.

I do further swear or affirm that I will obey, adhere to, uphold, and enforce the laws of the United States of America, the State of Arkansas, and the Ordinances of the City of Jonesboro at all times.

I do further accept the Law Enforcement Code of Ethics of the International Association of Chiefs of Police as my standard of conduct while on and off duty and swear to faithfully abide by and defend said Code of Ethics.

So help me God.



All personnel in the City of Jonesboro Police Department will sign and at all times, abide by our Code of Ethics.
[\[2.02\]](#) [\[13.10\]](#)

Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; 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 to liberty, equality, and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will 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 both in my personal and official life, I will be exemplary in obeying the law 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, political beliefs, aspirations, 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 police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession....

Law Enforcement

Civilian Code of Ethics

The citizens of the community entrust us to perform the public's work in an honest, ethical manner. As a result, we are subject to public scrutiny in all that we do. For this reason, we are expected to maintain the highest standards of moral, legal, and professional conduct at all times. The following Code of Ethics identifies the personal and professional values, which are necessary to maintain these standards.

Employees of the City of the Jonesboro Police Department shall:

Conduct themselves in their public and private activities in a manner, which deserves the respect and confidence of fellow employees and the public.

Realize that wrongdoing betrays the public's confidence in public services and realize that even the appearance of wrongdoing should be avoided.

Avoid conflicts of interest by refraining from participating in decisions or transactions in which you or a family member have a financial or other material interest; make full public disclosure of an association when involvement cannot be avoided.

Understand that public service is a responsibility as well as an occupation. We should, therefore, maintain a constructive, creative and practical attitude toward urban problems and citizen relations.

Be courteous, pleasant and tactful in our contacts with the public and fellow employees. Courtesy builds good will that money cannot purchase.

Be loyal to the city and the department and not speak ill of its policies in a public forum to cause harm.

I have read the Code of Ethics for the Jonesboro Police Department and acknowledge that I understand and agree to abide by the statements therein.

Civilian



I. Purpose and Policy

- A. It is the policy of this Department to maintain the highest standard of integrity by working diligently to maintain the community's trust. All Departmental employees must recognize that they are held to a higher standard than the private citizen they protect, in addition to representing the Department, they also represent the law enforcement profession. Conduct, on and off duty, must be beyond reproach and meet the highest degree of professionalism and personal accountability. Employees of the Police Department are to respect the rights of individuals and not engage in or tolerate discrimination, oppression or favoritism. Department employees must avoid any conduct that might compromise the integrity, morale, operations or efficiency of the Department. Violation of Federal, State and Local laws, as well as City or Department Policy may result in disciplinary action up to and including termination. [\[2.17\]](#)

II. Scope

- A. The provisions of the Code of Conduct are to be observed by all employees of the Department in order to maintain the confidence, respect, and support of the public.
- B. It is the duty of all employees to provide the Department with specific notice whenever they are involved in or aware of any acts of misconduct. In the event of intimidation, or fear of intimidation, the reporting employee may report directly to the Chief of Police, to any supervisor, to the City Attorney or to the City Human Resource Department.
- C. The Chief of Police without cause may terminate employees of the Police Department who are in provisional status from employment. All employees should execute their duties in a professional and competent manner and should meet and maintain reasonable measures of job performance. Repeated incidents of carelessness or a pattern of errors, neglect, and/or inattentiveness to job performance is considered incompetence. Employees will be subject to disciplinary action if they fail to meet the minimum standards of performance or when they violate a law or regulatory decree announced in this Code.
- D. All employees should understand that the policies of this Department are not intended to create any contractual or other legal rights. It does not alter the Department or City's at-will employment policy nor does it create an employment contract for any period.
- E. It shall be the responsibility of every employee to know and adhere to federal, state and local law and the policies and directives of this Department. Violation of Federal, State and Local laws, as well as City or Department Policy may result in disciplinary action up to and including termination, as outlined in policy 317. Additionally, attempting or conspiring to complete any such violation will also result in disciplinary action. Training on all policies will be mandatory. Employees will receive training at the time of their initial employment, as well as notice and or training, as appropriate, when policies are changed or updated. [\[2.12\]](#)

III. Responsibilities

- A. For protecting life and property, officers are always considered on duty while in the City of Jonesboro and are prepared to act anytime circumstances indicate their services are required.
- B. Officers respond immediately to all calls for police service from citizens or other members. Emergency calls take precedence; however, all calls are answered as soon as possible consistent with established policies and traffic laws. Except under the most extraordinary circumstances or when otherwise directed by competent authority, no officer fails to answer any call for service. Within the City of Jonesboro officers take appropriate action to:
 - 1. Protect life and property.
 - 2. Preserve the peace.
 - 3. Prevent crime.
 - 4. Detect and arrest violators of the law.
 - 5. Enforce all federal, state, and local laws and ordinances coming within Departmental jurisdiction, although this is not to be construed to include enforcement of laws of a Class C misdemeanor nature or traffic enforcement when out of uniform and not on duty.
- C. Authority and Accountability
 - 1. The ranking on-duty supervisor at the scene of any police incident is in charge and responsible for the proper conclusion of that incident. In the absence of a supervisor, the senior officer on scene will assume that responsibility until the incident is under control and/or sufficient instructions have been issued to result in the proper conclusion of that incident.
 - 2. The administrative delegation of the enforcement of certain laws and ordinances to particular units of the Department does not relieve officers of other units from the responsibility of taking prompt, effective police action either within or without the scope of their normally assigned duties when the occasion so requires.
- D. Officers are required to take appropriate action to aid a fellow peace officer exposed to danger or in a situation where danger might be impending.
- E. Employees remain alert, observant, and occupied with Departmental business during their tour of duty. When on duty, employees devote their entire time and attention to the business of the Department. An employee should notify a supervisor when taking any medication, which they believe, would impair their performance. Employees are prohibited from engaging in the following activities while on duty:]
 - 1. Sleeping, loafing, or idling.
 - 2. Recreational reading, except at meals.
 - 3. Utilizing any article, which distracts from the proper performance of their duty.
 - 4. Any sexual conduct.
 - 5. Gambling (including the purchase of lottery tickets), except in performance of a police duty, and then only with the specific consent of a command rank officer, and never in uniform.
 - 6. Any conduct that is considered a violation of other sections of this policy or other city or Departmental policies.
- F. Employees promptly submit all reports and evidence
 - 1. All reports, records, citations, or other materials, which are required by the performance of duties must be submitted by the end of the shift. If such cannot be submitted, notice must be made to a supervisor giving the reason.
 - 2. All records are to be kept within normal working areas. Taking, withholding or hiding records or paperwork in a manner that makes it unavailable for inspection is a violation of this policy.

3. All property found, confiscated by, or relinquished to members of the Jonesboro Police Department must be delivered to the official Departmental custodian without undue delay and, in any event, before their tour of duty ended.
4. Evidence must be secure in its officially designated place for preservation and storage.

IV. Appearance, Uniform and Equipment [2.13]

- A. Societal interest demands highly trained personnel who demonstrate disciplined conduct and strict adherence to regulation and authorized detail. In order to best present a somewhat neutral image and effectively relate to all segments of the population they serve, employees shall comply with the uniform and appearance standards prescribed by the Chief of Police.
- B. Uniforms Styles
 1. Formal Class A- Navy blue department issued uniform worn with neck tie, long sleeves and/or dress jacket
 2. Class A- Navy blue department issued, daily uniform. May be short or long sleeved.
 3. Class B- BDU style uniform
 4. Head Gear- A black baseball cap, black toboggan, or black headband (fleece or knit) worn plain only or with "POLICE," JPD authorized patch or lettering.
- C. Uniform Presentation
 1. Uniforms, boots, shoes, external vest carriers, and gear worn are to be kept neat, clean, in good repair, and well pressed at all times. While wearing the uniform, all employees will maintain a professional bearing.
 2. When an employee is in uniform, the complete uniform, including ballistic vest, must be worn at all times in the prescribed manner. The cap is optional for all employees during inclement weather. The ballistic vests are optional for command staff. Uniform items are those furnished by or authorized by the Department. No part of the uniform is worn with civilian clothing or vice-versa.
- D. Civilian Clothing
 1. The police officer normally wears a uniform on a tour of duty. However, commanding officers may prescribe other clothing to be worn as required by the nature of duty to which the particular officer is assigned.
 2. Normally, officers and employees who are required to wear civilian clothing do so in a manner that is complimentary to the individual and generally acceptable in the business community. Commanding officers may require other clothing or uniform depending upon the employee's job assignment.
- E. Badges
 1. The Department will issue badges worn in the performance of official duties. Personally owned badges of the same size and type may also be worn. Other badges may only be utilized with specific permission of the Chief of Police.
 2. Suspended employees must immediately surrender their badges and identification card to the commanding officer notifying the offender of suspension.
- F. Maintaining a 'neutral image' may encompass any number of general appearance issues as determined by the Chief of Police. Certain visible tattoos, unusual visible piercings and hairstyles or hair colors that would be considered 'shocking' to the general public will not be permitted.
 1. Tattoos on the arms and legs will be permitted to be visible as long as they are not inappropriate or offensive in any manner. All unauthorized tattoos will be required to be covered by a uniform long sleeve shirt or a Department approved tattoo cover sleeve. Visible

neck, head, and face tattoos, body art, and branding are prohibited. Tattoos on the hands and fingers are also prohibited with the exception of a tattoo (ring design and size) on the left ring finger intended to symbolically replace the wedding band.

2. Facial hair: Mustaches must be neatly trimmed and will not extend any further than one half of an inch below or beyond the corners of the mouth. "Handle bar" mustaches are not permitted. Beards and goatees may be worn under the following guidelines:
The length will not exceed one-half inch. All facial hair will be kept neatly trimmed with a shaved, defined neckline which is at least one inch above the collar. (Reporting for duty with neck stubble will be considered a violation of this policy.) Side burns that are neatly trimmed and extend no further than the bottom of the ear opening and are no more than 1 inch wide are permitted. Beards considered patchy or sparse will not be permitted. Any special design cuts beyond traditional beard styles must be approved by the Chief of Police.
3. The Chief of Police reserves the right to order the removal of facial hair if it does not conform to a neutral image.
4. Officers serving with a Department tactical or SWAT unit should limit facial hair in a manner that does not interfere with the proper seal of a gas mask or any similar equipment.
5. Hair length for females in uniform must not interfere with assigned duties. Hair for males in uniform must be above the collar, trimmed around the ears and extend no more than two inches outward from the head when styled. Hair coloring is permitted as long as it falls in the natural reoccurring hair color spectrum. Dyed haired out of the natural hair colors will not be permitted. Some examples of not permitted colors are blues, purples, green, orange, and bright red colors.
6. The Chief or Assistant Chief may grant exceptions to this policy.

V. Professional Conduct and Personal Bearing

A. Dereliction of duty

Dereliction of duty on the part of any employee detrimental to the proper performance of the functions of the Department is cause for disciplinary action. The offender will be punished according to the degree of severity of the violation, the results brought about by the dereliction, and the effect it has upon the discipline, good order, and best interest of the Department. The following subsections constitute dereliction of duty:

1. Failure of a supervisor to immediately take action when a violation of the policies, rules, or regulations comes to their attention, regardless of the supervisor's or violator's assignment or rank within the Department.
2. Failure of an employee to obey lawful orders.
3. Failure to observe and give effect to the rules, regulations, policies, or other directives issued by proper authority of the City or the Department.
4. Failure to deliver secure and submit all property and reports.
5. Failure to give name and badge number to any person upon request as required in the Ark Rules of Criminal Procedure 3.1.
6. To be under the influence of alcohol or drugs while on duty.
7. Sworn members who show cowardice or failure to perform police duties because of danger.
8. To malingering or feign incapacitation to avoid duty or work.
9. To engage in any strike, work stoppage, slow down, or in any way refuse to fulfill their responsibilities.

B. Duty to Obey Orders [1.08]

1. Failure to obey any lawful order addressed to them by a supervisor, including any order relayed from a superior by an employee of the same or lesser rank. Failure or deliberate refusal to obey a lawful order shall be considered insubordination.
2. Lying to a supervisor including willful omissions or misstatements.
3. Members, who are given an order that they feel to be unjust or contrary to Department or City policy, must first obey the order to the best of their ability. Then, at their first opportunity, they shall report the facts of the incident and the action taken through their chain of command. Obedience to an unlawful order is never a defense for an unlawful action; therefore, no member of the Department is required to obey any order that is contrary to federal or state law or local ordinance. Responsibility for refusal to obey rests with the member, who shall be required to justify his refusal.
4. In the event that an employee receives an order conflicting with previous commands, rules, policies or directives, the employee shall respectfully call the conflicting order to the attention of the superior officer giving the order. Should the superior officer not change the order, it shall be obeyed. The employee, in this circumstance, shall not be held responsible for disobedience of the first order.

C. Duty to Respect Others and the Agency

1. Employees treat superiors, subordinates, and associates with respect. When on duty in the presence of other members or the public, supervisors are referred to by rank.
2. Respect for other employees should also include respect for their property, both personal property or assigned equipment. Employees are not to take possession of or utilize another employee's property (clothing, equipment, food, etc.) without that employee's consent.
3. Employees will not display unnecessary violence toward any person.
4. Employees will not disrespect a civilian supervisor, supervisory officer, commanding officer or subordinate.
5. Employees should respect others by avoiding the use of indecent, profane, or harsh language in the performance of official duties.
6. Employees do not publicly criticize or ridicule the Department, its policies, or other employees by talking, writing or expressing in a manner, which is defamatory, obscene and unlawful or tends to impair the operation of the Department by interfering with its efficiency, by interfering with the ability of supervisors to maintain discipline, or by a reckless disregard for the truth.
7. Unbecoming conduct - Employees must avoid conduct in the offices or buildings of the Department or in any public place or public forum, which might discredit themselves, the Department or the city or in any way hamper the morale, activities and goals of the Department.
8. While the urgency of a situation might preclude ordinary social amenities, lack of professionalism will not be tolerated. Employees shall strive to be courteous and civil to the public, as well as fellow employees; avoid harsh, violent, profane, or insolent language or demeanor and shall maintain objective attitudes regardless of provocation. Employees do not, at any time, ridicule, mock, deride, taunt, or belittle any person, nor do they willfully embarrass, humiliate, or shame any person nor do anything intentional that might invoke any person to violence.

D. Duty Concerning Gratuities, Gifts, Bribes, etc.

1. The soliciting of any fund, money, loan, fee, reward or gratuity from other than the legal institutions established for that purpose must receive prior approval from the Chief of Police.
2. Employees do not accept, either directly or indirectly, any reward, gift, gratuity, reward, fee, loan, discount rate, rebate or special consideration arising from or offered because of police

- employment or any activity connected with such employment from the public or other employees that might reasonably tend to influence their discharge of official duties. Any such monies received without solicitation must be reported to the Department. [2.21]
3. To accept, agree to accept, or solicit a bribe, which may be defined as a gift, emolument, money, thing of value, testimonial, appointment, personal advantage, or the promise of solicitation of it for obtaining special privileges or personal gain.
- E. No employee shall establish an inappropriate relationship with any complainant, suspect, witness, defendant, prisoner or other person involved in any police related activity while such a case is being investigated or prosecuted. [2.18]
 - F. Employees report any circumstances or event, which may affect the efficient operation of the Department or its members through their chain of command so long as it is reasonable.

VI. General Conduct

- A. Time Allotted For Meals
 1. Sworn personnel who work an eight (8) hour shift (i.e. 0700-1500) shall be allotted a maximum of two thirty (30) minute meal breaks, when time permits, per duty shift. Officers working a ten-hour shift (i.e. 1500-0100) shall be allotted a maximum of two forty (40) minute breaks, when times permits. If possible, breaks during the last hour of the shift should be avoided.
 2. Officers may be recalled to duty from a break at any time a supervisory officer deems it necessary and will check out at a specific location for meals.
 3. Civilian employees will be allotted time for breaks and meals in accordance with current employment law, currently, one fifteen minute break for every four hours worked and one hour for lunch.
- B. Duty Hours and Reporting for Duty [2.16]
 1. The Chief has the authority to regulate the working hours of all employees and may call the employee to duty regardless of the regular working hours assigned to that employee. No employee may be absent without leave. Absence without leave means that without proper authorization, the employee fails to report for duty at the time and place of duty or leaves a place of duty or assignment.
 2. Unless otherwise directed, officers are to report to daily roll call at the time and place specified wearing the proper uniform and equipment. Careful attention is given to orders and instructions. It is the responsibility of each employee assigned to a shift, who cannot report for duty due to illness, to notify an on-duty supervisor or commanding officer at least one hour prior to his or her reporting time. Personnel working non-shift assignments (CID, DTF, etc.) must notify their supervisor within 30 minutes before the workday begins.
 3. Nonexempt sworn or non-sworn personnel may be required to work extra hours in addition to their regular workday or workweek when an emergency exists. Personnel shortages can be considered an emergency. All time worked in excess of the standard workday or workweek will be paid in accordance with current overtime and/or compensatory time policies.
- C. Officers obtain prior approval of their supervisor before initiating undercover investigations and all such approval is forwarded to the Chief of Police.
- D. Intoxicants [2.19, 2.20]
 1. Employees will not be under the influence of alcohol or drugs or to be a user of drugs when a physician or dentist does not prescribe such drugs or take drugs in a manner not prescribed by a physician or dentist

2. Employees will not bring or keep any intoxicating liquor or beverage into Department facilities, except in the furtherance of a job-related task. Such items must be promptly identified and stored according to policy.
 3. Employees must not become intoxicated while on duty nor consume intoxicants while off-duty to the extent that evidence of such consumption is apparent when reporting for duty or to the extent their job performance is impaired. Officers in uniform, or operating Department vehicles, will not purchase or consume any form of intoxicants.
 4. Officers on duty or in uniform do not enter private clubs or other similar establishments except to perform a police service or need.
- E. No expenditure of money is made or liability incurred in the name of the City of Jonesboro or the Department unless authorized by the Chief of Police.
- F. Because law enforcement is often a physically demanding occupation, the Jonesboro Police Department places the responsibility on its employees to maintain their good health and the level of physical fitness required to perform law enforcement duties. Employees of the Department are encouraged to maintain a healthy diet and exercise regularly.
- G. Employees shall furnish the Department with his or her current telephone number and address within 24 hours if changed, in the form of a memo to their supervisor who shall forward the memo to the Administrative Secretary.
- H. Use of Tobacco Products
1. Smoking is prohibited by state law in any city owned vehicle or building and the use of tobacco or tobacco related products while in any city building, city owned vehicle or at any time while in personal contact with the public is prohibited.
 2. Tobacco use may occur only in areas designated as smoking areas or locations outside that are no closer than fifty (50) feet from the entrance to any public building or other enclosed area.
 3. Public use of tobacco products detracts from the professional image of the individual and Department and such use of any tobacco products is strongly discouraged during duty hours. Examples of tobacco related products include, but are not limited to cigars, cigarettes, pipes, electronic smoking devices and all forms of chewing or smokeless tobacco and snuff.

VI. Public Activities

- A. Employees in the Police Department shall not be permitted to take an active part in any political campaign for an elective position of the city if they are on active duty or while in uniform. The term 'active part' includes, but may not be limited to: making political speeches, passing out cards, or other political literature, writing letters, signing petitions, displaying campaign buttons or materials on their uniform, unit or office, having their photograph made with a candidate or campaign material while in uniform, actively and openly soliciting votes and making public remarks about candidates for such elective positions. **[2.15]**
- B. Employees are not required to contribute to any political fund or render any political service to any persons or party whatsoever and no person shall be removed, reduced in classification or salary, or otherwise prejudiced by refusing to do so.
- C. Employees do not become members of any organization, association, movement or group which advocates or approves of the commission of acts of force or violence to deny others their rights under the Constitution of the United States or which seeks to alter the form of the government of the United States by unconstitutional means.
- D. Employees do not participate in any type of disruptive protest demonstration nor may they act as a spokesperson, representative, or agent for any group engaged in or planning to engage in any type of disruptive protest demonstration.

- E. Except for official police duties, no employee of this Department associates with persons of immoral character, convicted felons, gamblers, or other persons who habitually commit violations of the law. This does not exclude an employee of this Department from associating with immediate members of their family if they fall within the aforementioned categories.
- F. Employees do not permit their name or photograph to be used to endorse any product or service, which is in any way connected with or alludes to their employment as a law enforcement officer without the permission of the Chief of Police.

VII. Civil, Criminal, Judicial, and Investigative Actions

- A. The Department has jurisdiction in criminal cases only. Employees do not render aid or assistance in civil cases except to prevent an immediate breach of the peace or to quell a disturbance actually existing. This is not intended to prevent employees from assisting any citizen with available information concerning certain civil actions as related to law enforcement.
- B. Officers do not investigate criminal cases or personally file criminal charges in a court of law against any person for a criminal offense committed against him or her or any member of his or her family except misdemeanors and then will do so according to the procedures set forth by the City Attorney. Other personnel will be assigned to investigate and file such charges as may be proper.
- C. Truthfulness [\[2.14\]](#)
 - 1. Employees are to remain truthful in all verbal and written communications and reports and do not willfully misrepresent any matter, sign any false statement or report, commit perjury, or give false testimony before any court, grand jury, board, commission, official hearing, or Departmental hearing.
 - 2. Employees answer questions or render material and relevant statements to a competent authority in a Departmental personnel investigation when so directed.
 - 3. Employees do not knowingly falsify any report, document, or record, or enter or cause to be entered any inaccurate, false, or improper information on records, documents, or reports of the Department or of any court or alter any record, document, or report. Employees do not remove, destroy, or cause the removal or destruction of any report, document, or record without authorization.
- D. Court Matters
 - 1. Employees are present and available to testify in any court or before any grand jury when officially notified to appear. In criminal cases outside Craighead County and in all civil cases, employees respond to legal subpoenas only.
 - 2. Employees who, for a valid reason, are unable to answer an official summons or written notice to appear in court must be excused by that court or prosecutor prior to the time they are scheduled to appear. The employee shall notify their immediate supervisor of the reason for any absence from court as soon as the employee returns to work.
 - 3. Any employee who is subpoenaed or volunteers to testify for the defense in any criminal or civil trial or hearing or against the City or Department in any hearing or trial must notify his or her supervisor, who will then notify Department administration, upon receipt of the subpoena. This does not apply to the employee that has been subpoenaed as a hostile witness nor when the employee has been subpoenaed in a motion to suppress by the defense. An employee, who becomes a plaintiff, defendant, or party to a civil action not addressed elsewhere in this code of conduct, must make notification to a supervisor of his or her involvement. The purpose of this notification is not to interfere, but to inform. In civil cases arising from duty related events, coordination of case prosecution or defense may be necessary.

4. Employees do not accept fees as a witness in criminal cases prosecuted in the state or municipal courts of Craighead County. Employees may accept witness fees in criminal cases prosecuted outside of Craighead County, civil cases or in federal court as prescribed by law.
- E. Employees do not engage in any of the following conduct:
1. Interfering with the service of lawful process.
 2. Interfering with the attendance or testimony of witnesses through coercion, bribery, or other means.
 3. Attempting to have any District Court Notice to Appear, traffic citation or other process reduced, voided, or stricken from the calendar without the approval of their division supervisor.
 4. Recommending a dismissal, reduction of charges or other disposition of a pending criminal case, which has been previously filed in any criminal court or before any grand jury except by approval of their division supervisor.
 5. Taking any other action, which interferes with the efficiency or integrity of the administration of criminal justice.
 6. Having knowledge of such interference and failing to inform a superior officer in writing.
- F. Recommendation of Services
1. Employees do not suggest, recommend or advise of any person or company offering related services, such as an attorney, wrecker service or bail bond broker, to any person coming to their attention because of police business. This does not apply when a relative or personal acquaintance of the employee seeks such service.
 2. Employees do not furnish bail or act as a principal or surety of any bail bond or bail bond application for any person charged with any type of criminal offense except members of their immediate family.
- G. Confidential Information
1. No employee reveals any confidential information to anyone unless authorized to do so and then only to a person or persons authorized to receive such confidential information.
 2. No employee makes known any information concerning the progress of an investigation, a known or reported law violation, a condition against which action is to be taken at a future time, or any proposed police operation to any person not authorized to receive it.
 3. Employees do not communicate in any manner, either directly or indirectly, any information which may assist persons guilty of or accused of criminal or quasi-criminal act(s) to escape arrest or punishment or which may enable them to dispose of secret evidence or unlawful activity, money, merchandise, or other property unlawfully obtained.
 4. While most police reports are subject to FOI, employees shall not release any official information, police report, police record, arrest report, prosecution report, criminal history file, mug shot picture, or other record or report to any person or agency which does not have a criminal justice function unless ordered by a lawful subpoena or approved by a supervisor.
 5. No employee gives any lawyer, bondsman, or the agent of either, or any other unauthorized person information regarding prisoners in confinement, property in custody or records of the Department, except that which is public information.



I. Policy

The City of Jonesboro has an Equal Employment Opportunity Plan to ensure equal employment opportunities for employment and employment conditions for minority persons and women. The Equal Employment Opportunity Plan is based on an annual analysis of the Department's present employment policies, practices and procedures relevant to their impact on the employment and utilization of minorities and women.

II. Anti-Discrimination Policy

It is the policy of the City of Jonesboro Police Department not to discriminate against minorities or women with respect to recruitment, hiring, training, promotion, or other terms and conditions of employment, provided the individual is qualified to perform the work available. Accordingly, all initial employment decisions shall be consistent with the principal of equal employment opportunity (EEO).

All promotion decisions shall be consistent with the principal of EEO, and only valid qualifications will be required for promotions. All other personnel actions or programs such as compensation, benefits, transfers, layoffs, recalls, training, and education will be administered in a non-discriminatory manner with respect to minorities and women.

III. Jonesboro Police Department Commitment

This policy includes, without limitations, the following commitments:

- To provide equal employment opportunity to all qualified persons, and to recruit, hire, train, promote, and compensate persons in all jobs without regard to race, color, religion, sex, or natural origin.
- To identify and analyze all areas of the employment process to further the principal of equal employment opportunity. Employment decisions in all areas will be made based on furthering the objective of equal employment.



I. Policy

It is the policy of the Jonesboro Police Department to employ those candidates who are the most qualified for the position to be filled based on the individual's skills, knowledge and abilities. This Directive describes the selection process for all personnel.

II. Responsibilities

- A. The Chief of Police is responsible for the final selection of candidates for the Jonesboro Police Department.
- B. Recruiting Personnel will be appointed and in conjunction with the City of Jonesboro Human Resources Department, shall be responsible for administering the selection process for full-time sworn personnel.
- C. Jonesboro Police Department recruiting office and/or the Human Resources Department will be responsible for the placing of advertisement for all positions and will be the distribution and collection point for applications for all positions.
- D. Recruiting Personnel Responsibilities
 - 1. Testing for the position of police officer with the Jonesboro Police Department shall be held as needed at the direction of the Chief of Police, but generally on a quarterly basis.
 - 2. Recruiting Personnel shall administer the following elements of the selection process:
 - a. The application process;
 - b. Administering the cognitive examination;
 - c. Administering the physical agility examination;
 - d. Coordinating the background investigation for each qualified candidate.
 - e. Coordinating the employment interview with the interview board.
 - f. Coordinating the pre-employment psychological, medical and urine drug analysis tests.

III. Sworn Personnel Hiring and Selection Process [\[4.01\]](#)

- A. Application Process [\[4.01\]](#)
 - 1. Employment announcements and acceptance of applications shall follow procedures as stated in the City of Jonesboro Personnel Rules and Regulations and this policy. The Coordinator shall notify Human Resources of the need to advertise and test for sworn positions.
 - 2. The Department's job announcements for sworn personnel shall:
 - a. Provide a description of the duties, responsibilities, requisite skills, educational level, and other minimum qualifications or requirements;
 - b. Be advertised through electronic, print, or other media;
 - c. Advertise the Department as an equal opportunity employer, and;
 - d. Announce the official filing deadline.

- e. Recruiting Personnel will contact community service organizations and/or seek cooperative assistance from community leaders.
 - 3. After receiving an application, Recruiting Personnel will determine if the applicants are qualified for employment according to the position description. Applications for sworn positions shall not be rejected because of minor omissions or deficiencies that can be corrected prior to the testing and interview process.
 - 4. Applicants must meet minimum age standards as required by the State of Arkansas (must be 21 or must reach 21st birthday within 90 days of the physical test); **[13.02]**
 - 5. Recruiting Personnel shall acknowledge receipt of all employment applications and applicants shall periodically be informed of the status of their applications. Applicant contacts shall be documented by Recruiting Personnel and/or the assigned background investigator.
 - 6. Upon acceptance of their formal application, candidates for all positions shall be informed, in writing, of all elements of the selection process, the expected duration of the selection process and the Department's policy on reapplication.
 - 7. Candidates for all positions that are determined to be ineligible for appointments shall be informed in writing.
 - 8. Records shall be maintained of those candidates for sworn positions that are found to be ineligible for appointment with an explanation as to why they were rejected. Records concerning civilian employees (applications, etc.) will be returned to and maintained by the city Human Resource department.
- B. Sworn Candidates Selection Process Initial Testing Process
- 1. Testing Process
 - a. In an effort to ensure that the selection process is administered, scored, evaluated and interpreted in a uniform manner, at the cognitive and physical agility testing, all candidates will be given the same instructions outlined in the test guide to include the following items:
 - 1) Time limits for test;
 - 2) Instruction on completing the test process and the minimum passing score; and,
 - 3) An alphabetical list of the candidates who received a passing score will be posted at the Department.
 - 2. Applicant Tests
 - a. Cognitive Exam
 - 1) All applicants for like positions are administered identical exams, which are scored in a uniform manner.
 - 2) The material used in the testing process is based on job-related criteria. The entry level cognitive examination is based on task analysis and validation made available by the company providing the examinations.
 - 3) The testing material, when not in use, shall be secured at all times by the recruiting coordinator.
 - 4) Upon completion of the cognitive exam, the testing material shall be returned to the company providing the examinations within the time frame specified by the company.
 - b. Physical Agility Test (PAT)
 - 1) PAT's are conducted based on the job requirements as established by the job description. Applicants for like positions are administered identical PAT's.
 - 2) The applicant shall complete a liability waiver before the PAT's.
The PAT is a scored event:

The PAT test consists of five mandatory events that are administered in the following order with no more than five minutes of rest in between each event. There is a strictly defined scoring scale and protocol for each event.

1. Maximum number of sit-ups in one minute (0 to 21=0 points, 22-25=1 point, 26 or more 2 points)
 2. Timed 300-meter sprint (over 71=0, 71-60=1, 59 or less 2 points)
 3. Sit and Reach minimum of 13" (Cooper Standard) (one point only for passing)
 4. Maximum number of continuous push-ups (0-11=0, 12-20=1, more than 20=2)
 5. Timed one and one-half mile (1.5 mile) run (over 18=0, 17-18 min=1, less than 17=2)
- Passing Score: Applicants must achieve a minimum cumulative score of 5 points, with at least 1 point in each of the five events.

- 3) Applicants must pass both the cognitive exam and PAT to advance to the next phase.
- 4) At the discretion of the Chief of Police, currently certified law enforcement officers who apply for employment with the Jonesboro Police Department may be permitted to waive the PAT.

C. Background Investigation **[13.01] [4.03]**

1. Background investigations shall be completed for all candidates beginning upon receipt of application by Recruiting Personnel. The investigations shall be concluded before the candidates meet an oral interview board. The background investigations shall include, but are not limited to:
 - a. Verification of qualifying credentials;
 - 1) Must be a U.S. Citizen **[13.02]**
 - 2) Must have a high school diploma or equivalent **[13.05]**
 - 3) Must have a valid driver's license (a copy of which will be maintained in the applicant's file) **[13.11]**
 - 4) Any other standards as established by the department
 - 5) A review of any criminal record, to include a search of ACIC/NCIC , (copy will be maintained in candidate's file) **[13.04]**;
 - 6) A fingerprint record check of state and national criminal files (card returns from ASP and FBI will be maintained in candidate's file) **[13.03]**
 - 7) Verification of no less than three personal references &
 - 8) Contact with available employers, associates and neighbors.
 2. The information obtained in the background investigations will be maintained in the candidate's file. The police department maintains this record, in paper or digital format, for a minimum of seven years for those candidates not hired. For candidates who are hired, this information will be placed in their personnel file, which is accessible to limited department staff through password access to computer files or copies maintained in a secure area in the PD Administration office. Computer files are maintained by the City of Jonesboro Human Resources Department. **[4.04]**
 3. The Department shall comply with all federal, state, and local requirements regarding the privacy, security, and freedom of information of all candidate records and data.
 4. Only background investigators who have received specific training in background investigations will conduct applicant background investigations. **[3.16]**

D. Polygraph Test **[4.02]**

1. All candidates must pass a pre-employment polygraph test given by a certified polygraph examiner.

2. All candidates will be given a questionnaire to complete covering the possible polygraph question material.
 3. Failure of the polygraph examination will not be utilized as the single determinant of employment status.
- E. Oral Review Process and Interview **[13.07]**
1. An Interview Board designated by the Chief will conduct an oral interview.
 2. Scoring is conducted on an objective basis and is calculated by the Interview Board. During the interview, applicants are asked questions based on background, personal history statement and job requirements.
 3. The Interview Board ranks the applicants and then makes a non-binding recommendation as to the person(s) to be selected for hiring. If multiple applicants are being sought, the board's scores are used to rank candidates for seniority determination of employees beginning employment on the same date.
 4. The Interview Board then consults with the Chief of Police regarding the list of eligible candidates and selection of the primary applicant(s) to be considered.
- F. Medical and Psychological Examination
1. After the above elements of the process have been concluded and the candidate has been made a conditional offer of employment, the Department requires each candidate to also pass a medical examination and psychological examination to determine the suitability for employment.
 2. All candidates for employment, prior to appointment, shall pass a medical examination and a drug urinalysis given at a licensed facility. **[13.06]**
 3. All candidates prior to appointment must pass a psychological examination given by a licensed psychologist. **[13.08]**
 4. A record of the medical examination and the psychological examination shall be forwarded to the Commission on Law Enforcement Standards and Training as required by state law and a copy maintained in a separate file in the office of the Chief of Police. These records are a part of the hiring test process and as such shall not be considered a part of the candidate's personnel file and will not be releasable for the purpose of employment with another agency.

IV. Disqualification

- A. Automatic Disqualifiers – The following items are automatic disqualifiers. If at any point the applicant is determined to meet any of the following disqualifiers, the application process for that individual automatically ceases:
1. Failure to meet any of the minimal hiring standards established for the position including;
 2. Any criminal conviction or pending charge which substantially relates to the work or the position held as outlined in the job description.
 3. An inability to obtain any license or permit required for the position sought for any reason;
 4. Any military discharge that is classified as dishonorable, less than honorable or other than honorable. Uncharacterized military discharges will be considered on a case by case basis.
 5. Must not have falsified any information on the application form, including failure or refusal to provide proof of all names, social security numbers and dates of birth used in the past or use of a falsified name, social security number or date of birth
- B. Possible Disqualifiers – If at any point the applicant is determined to meet any of the following disqualifiers, the application process for the individual may be discontinued at the discretion of the Chief of Police. The following items are possible disqualifiers:

1. Failure to properly complete the application forms or provide required documents, unless prior arrangements have been made;
2. Unstable job history; The applicant changes jobs frequently for reasons other than those beyond the applicant's control such as company closures, temporary positions, or layoffs;
3. Previous termination by an employer because of conduct which would violate the rules and regulations of the City of Jonesboro or this Department;
4. Inability to maintain minimum attendance requirements essential to perform the job;
5. History of inability to get along with co-workers or creating hostile working environment;
6. History of insubordination;
7. History of failure to maintain financial responsibility for court ordered child support payments
8. History of committing family violence;
9. The use or sale of marijuana within one year preceding the application submittal;
10. The use or sale of a drug, narcotic, or controlled substance other than marijuana, within the five years preceding the application submittal, except under the care of a physician;
11. Those reasons, which are articulated, by Recruiting Personnel and/or oral interview board and are deemed detrimental to the maintenance of good order within the organization and/or potentially damaging to the reputation of the organization with the Citizens of Jonesboro.

V. Probationary Period and Field-Training Program

- A. As a final step in the selection process, the Department requires a twelve-month probationary period. The Chief of Police may approve an extension of this period. Included within this twelve-month probationary period is a field-training program. Upon successful completion of the field training program and the probationary period, the candidate may be granted permanent status.

VI. Special Considerations

- A. Reinstatement
 1. A police officer that voluntarily resigns from the Police Department will be eligible for reappointment to the Department without taking another written entrance examination.
 2. A candidate for reappointment will not be considered unless the officer was in good standing with the department at the time of his/her separation. Such candidates may not appeal his/her rejection by the Chief of Police.
 3. Candidates whose state law enforcement certification has not expired may be eligible for reappointment without re-submitting to certain entrance testing such as a physical, psychological, etc.
 4. Exceptions to these general guidelines must be approved by the Chief of Police.
- B. Reapplication
 1. Reapplication of candidates who are not appointed to probationary status may be made when the next testing date is announced.
 - a. If an applicant passes the cognitive exam but fails the physical test in the same testing cycle, he/she may forego the cognitive exam during any subsequent testing cycle for up to one year, if all other conditions are met for reapplication.

2. Those applicants who have failed three cognitive or three physical agility examinations, those who failed to pass the background process, or those who have failed twice on the oral board may not be considered again until:
 - a. A substantial change has occurred in the qualifications and/or background; or
 - b. A time limit of at least one calendar year has elapsed from the date of their last examination for this Department.

VII. Civilian Personnel [\[4.01\]](#)

- A. Candidates for non-sworn positions will be selected in a fair and uniform selection and evaluation process. Applications for civilian positions shall not be rejected because of minor omissions or deficiencies that can be corrected prior to the interview process.
- B. Cognitive testing and polygraph are not currently required for non-sworn positions, but other selection materials, such as applications, background investigation information, etc. shall be maintained with the same limited access security as other personnel files.
- C. The person conducting the background shall document all applicant contacts.
- D. Background Investigation [\[4.03\]](#)

Supervisors or Recruiting Personnel trained in background investigations shall conduct background investigations of all candidates. The investigations shall be concluded before the candidates meet an oral interview board. The background investigations shall include, but are not limited to

 1. Verification qualifying credentials;
 2. A review of any criminal record; and
 3. Verification of no less than three personal or professional references.
- E. Records of candidates selected will be maintained in their personnel file. Records for candidates not selected for civilian positions (applications, etc.) will be returned to and maintained by the city Human Resource department. [\[4.04\]](#)



I. Policy

It is the policy of the Jonesboro Police Department to attempt to deploy personnel in a manner that best aids in the provision of efficient and effective police services. The deployment of personnel shall be consistent with available resources and community service demands as determined by workload assessments and other reliable methods of determining personnel allocation and distribution.

II. Procedure

- A. Accurate information on position status should ensure that positions are filled in accordance with budget authorizations. Accurate accounting of positions should also facilitate recruitment, selection, and training schedules and allow for accurate decisions in filling vacant positions through transfers and promotions. Therefore, the Assistant Chief shall maintain an organizational staffing table that provides the following minimum information:
 1. The total number and type of each position, sworn and non-sworn, authorized in the City of Jonesboro's annual budget.
 2. The number of sworn and non-sworn personnel, by rank or job title, within each organizational component.
 3. Position status information, whether filled or vacant, for each authorized position in the Police Department.
- B. To provide for the most efficient and effective use of personnel resources, the Jonesboro Police Department will attempt to staff each organizational component in a manner consistent with that component's workload. Agency personnel are allocated to organizational components based on documented workload assessments, which are conducted through a combination of measurable work products and supervisory judgments. A workload assessment of each division may be completed periodically as directed by the Chief. Factors influencing workload demands include, but should not be limited to the number of tasks to be completed and their complexity, the location of those tasks and the time required for completion of the tasks.
- C. The Jonesboro Police Department's service area is divided into beat areas, which are monitored for volume of calls for service. Each beat area is determined by a percentage of the total calls for service received by the Police Department, as well as geographical considerations.
- D. A tabulation of calls for service by reporting area will be reviewed periodically to enable department staff to reassess demands for service and consider redefinition of patrol beat boundaries. The review should take into account the number of incidents handled by personnel within a specific period of time; the average time required handling basic calls for service as determined through a sampling of incidents; and the current level of man-hours available.

- E. The workload assessment should also take into account all non-sworn positions within the Department. All positions within the Department common to other governmental agencies and not requiring sworn personnel to perform the tasks of that position should be considered for staffing by non-sworn personnel. Such positions should be specified as non-sworn and shall be advertised and staffed accordingly.
- F. Due to variations in workloads, distribution of personnel will be reassessed and revised as deemed necessary by the Chief of Police. Time, location, demands for service, as well as those factors listed above, shall be analyzed to determine if revisions are necessary.

IV. Specialized Assignments

- A. Openings within specialized assignment areas will be announced department wide, with opportunity given to every member to announce their intention to seek the post by letter or other notification to the specified division commander.
- B. Division Commanders may select the assessment techniques they feel most appropriate to judge the candidate on. These may include interview, practical exercise etc. Other criteria may also be considered, such as seniority, special skills, current job performance level, supervisor interviews, and interest and attitude toward the assignment.
- C. An Officer must possess a minimum of one-year police experience before qualifying for a special duty or investigative assignment.
- D. Specialized Functions
 - 1. Specialized positions will be re-evaluated at least annually during a regular Command Staff meeting. This review will include re-evaluation of the initial problem that required implementation of the position(s) to determine if the personnel should be reallocated or the unit reorganized in order to better suit current needs.
 - 2. Specialized positions include, but are not limited to, Criminal Investigations, Warrants / Prisoner Transport / Court Services, Drug Task Force, Service Division / Quartermaster, K9, TACT, SRO / DARE, ICAC / High Tech Crimes, Traffic / Motors, Training and Mobile Field Force.
 - 3. Other specialized positions may also be filled that do not require advertisement, as they are not permanent assignments or are not assignments filled by sworn officer such as Honor Guard and Reserve.



I. POLICY

It is the policy of the City of Jonesboro Police Department to maintain an up to date list of all job descriptions for all positions within the department. Said list shall be made available for review and the City of Jonesboro Human Resource Department shall maintain duplicates. Said job descriptions shall be periodically reviewed to address changes in function or operations.

The Police Chief, in conjunction with the appropriate Division Commander, shall formulate and update job descriptions as necessary. These shall be developed following the guidelines set out by the City of Jonesboro Human Resources Director. All job descriptions shall be maintained on a shared drive in the computer, as well as in the administration offices, and will be available upon request.



I. Policy

In order to promote a safe and healthy work environment and to provide for safe, productive and professional service to the citizens of Jonesboro, all employees of the City of Jonesboro are subject to random drug testing. This testing is in addition to the testing for employees in positions regulated by the Department of Transportation. Testing is administered and overseen by the city Human Resources Director or his/her designee.

It should be noted that the City of Jonesboro has adopted a NO TOLERANCE POLICY regarding the Drug and Alcohol Test Program. Although this policy deals primarily with on the job violations, nothing herein shall be deemed to allow off duty use of drugs or alcohol in an illegal manner and any such illegal use may result in disciplinary action, including termination. [\[2.20\]](#)

This policy in no way supersedes the current City of Jonesboro, Drug Free Workplace policy and is meant only as a general guide for Department members. The Chief of Police, City policy or Human Resource Department should be consulted for any needed clarification concerning drug testing.

II. When Testing is Required

- A. Pre-employment – Following a conditional offer of employment has been made, actual employment is contingent upon the applicant’s ability to pass a drug test. Testing results indicating that the candidate has passed must be received prior to the commencement of any job duties.
- B. Random
 - 1. Random testing will be performed on an unannounced basis and will be spread reasonably throughout the calendar year. The mechanism for determining which individual employees are to be randomly tested will be by utilization of a computerized program maintained by the contracted testing provider.
 - 2. Lists of the names of selected employees will be sent to the assigned department contact for test scheduling. Once notified, the employee should proceed to the testing center as soon as possible. If the testing center is closed when the employee is notified, they will report to the center on the next business day when the center is open. If the employee is unable to complete the testing within a 2-4 hour period of notification, they shall notify their supervisor of the reason they are unable to complete the testing.
 - 3. Employees must take with them a copy of the drug screen release and a form of photo identification. The drug screen release form shall be forwarded to Administration and then to Human Resource.
- C. Reasonable Suspicion

If a supervisor has reasonable suspicion that an employee currently on duty or about to report for duty appears to be under the influence of a controlled substance or alcoholic beverage, and

therefore appears to be impaired and unfit for duty, the employee may be required to consent to a drug / alcohol test. Such reasonable suspicion testing shall be documented and notification made to Department staff and Human Resource.

D. Post Accident / Incident

1. Following a serious or potentially serious accident or incident where an employee or any other person was injured or equipment or property was damaged, any involved employee will be required to submit to a drug / alcohol test.
2. If an employee is seriously injured and cannot provide a specimen at the time of the accident, he/she shall provide the necessary authorization for obtaining hospital reports or other documents that would indicate the presence of controlled substances.

III. Approved Test Sites

A. The test site currently approved by the City of Jonesboro is:

1. National Med Test, 601 Southwest Dr, Jonesboro, 870-931-1993.

If a test is required after hours, National Med Test can be reached at that same number and will send a representative. If the employee is already being treated at a hospital emergency room, shift supervisor should contact National Med Test and have a representative come to hospital to perform a drug screen.

B. Other approved test sites may be added as agreements and arrangements are made with the sites and the City of Jonesboro.

IV. Refusal

A. Under this policy, actions constituting a refusal to a test are:

1. Refusal to submit to required testing.
2. Refusal to sign any documents related to the test;
3. Failure to provide an adequate amount of breath or urine for a drug or alcohol test without a valid medical explanation; and
4. Engaging in conduct that clearly obstructs the testing process, including a delay of the testing by not reporting to the testing facility within the prescribed period.

B. The penalty for refusal to take a mandated test for drugs or alcohol is immediate termination.

V. Positive Tests

Employees whose initial drug test results are positive may be immediately placed on administrative leave. A positive drug test, or a certified BAC test of 0.04 percent or more, will be considered grounds for dismissal. Employees may request a second split sample test (following an initial positive test). At the time, the employee declines a second test or if the results of a second requested test are also positive, the employee will be terminated.

VI. Employee's Rights

- A. The process shall be confidential with information only being released to personnel who are authorized to receive such information.
- B. The employee has the right of refusal to be tested. However, the employee shall be advised of the consequences for refusal as outlined in the City of Jonesboro Policies and Procedures Manual.

- C. The employee has the right to request a split sample for testing at a laboratory of their choice at their own expense. If the result of the primary specimen is positive, the employee has seventy-two (72) hours to request testing of the second half of the specimen by an independent laboratory.
- D. The employee shall not be treated in a manner that brings or focuses suspicion of drug use on them when selected for random drug testing.



I. POLICY

Harassment, based on sex, is a violation of Section 703 of the Title VII of the Civil Rights Act of 1964. These Principles also apply to harassment based on race, color, religion or national origin. Section 703 of Title VII of the Civil Rights Act of 1964 and the Equal Employment Opportunity Commission (EEOC) guidelines shall be used to address and/or resolve complaints of harassment issues within this agency. It is further a policy of both the City of Jonesboro and the Jonesboro Police Department to provide a work environment that is free from discrimination where employees at all levels are able to devote their full attention and best efforts to the job. Accordingly, the department does not authorize and will not tolerate any form of harassment of or by an employee based on race, sex, religion, color, national origin, age, disability or any other factor protected by law. [\[2.11\]](#)

II. EEOC Guidelines and Definitions

- A. The term 'harassment' for all purposes includes, but is not limited to, offensive language, jokes or other verbal, graphic, or physical conduct relating to an employee's race, sex, religion, color, national origin, age, disability or other factors protected by law which would make the reasonable person experiencing such harassment uncomfortable in the work environment or which could interfere with the persons job performance.
- B. Sexual harassment may involve the behavior of a person of either sex against a person of the opposite or same sex. According to the US Equal Opportunity Commission, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute harassment when:
 - 1. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
 - 2. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual's welfare; or
 - 3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, offensive, or demeaning working environment. Sexual harassment is unwelcome behavior and does not include consensual relationships.
- C. Examples of conduct that may be considered sexual harassment or create a hostile work environment, whether committed by supervisors or fellow employees may include, but are not limited to:
 - 1. Oral or written comments, invitations, solicitations and flirtations of a sexual nature; or
 - 2. Unwelcome and inappropriate touching, patting, pinches, shoulder rubs, etc.; or
 - 3. Statements, anecdotes, jokes, sexually degrading terms used to describe an individual, teasing, gestures, physical contact or threats of physical contact, and display of books, magazines, or pictures of a sexual nature that are, in the view of the recipient, offensive and unwelcome; or
 - 4. Threats or insinuations that a person's employment, wages, promotional opportunities, or other conditions of employment may be adversely affected by not submitting to sexual advances.

- D. Racial, religious, national origin or other harassment includes any verbal, written or physical act in which race, religion or national origin is used or implied in a manner which would make a reasonable employee uncomfortable in the work environment or which would interfere with the employee's ability to perform the job.

Examples of such harassment may include:

1. Jokes which reference race, religion, or national origin; or
2. display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or
3. language, which is offensive due to a person's race, religion, or national origin.

III. Reporting Harassment [2.11]

- A. When an employee finds such conduct offensive or unwelcome, or when they believe they have witnessed harassment in any form, they should inform the person that they find the behavior offensive. That person may not realize that their behavior could be offensive to others. An employee may report offensive behavior, specifying the circumstances, conversations, and any other information concerning the incident. Such reports may be reported to any of the following persons:
 1. His or her immediate supervisor
 2. Any other supervisor
 3. The Chief of Police
 4. The city Human Resources or Personnel Director
 5. The Mayor
 6. The Federal Equal Employment Opportunities Commission
- B. Confidentiality / Protection from Retaliation - Persons reporting harassment will have their identity protected to the extent allowed by law. Any employee making a report of prohibited harassment or unwanted conduct will be protected from retaliation from any source. Further, any employee who engages in such retaliation will be discharged.

IV. Investigation, Documentation and Training

- A. All supervisors are required to document their receipt of harassment complaints, must initiate an immediate investigation concerning the complaint (including any statements obtained) and shall report immediately any allegations and findings to the division commander and Office of Internal Affairs, who shall report to the Chief of Police.
- B. Any complaints, which are made, will be investigated in a timely fashion. All law enforcement officers and employees must cooperate in any investigation of such a complaint. If the facts support the allegations, the perpetrator of the harassment may be subject to severe disciplinary action, up to and including termination.
- C. Annual training and/or policy review will be provided for all personnel. [2.11]



I. Policy

A comprehensive Personnel Early Intervention System is an essential component of good discipline in a well-managed law enforcement department. The Early Intervention System is a supervisory tool and not a disciplinary process. The Jonesboro Police Department values its employees and recognizes that employees are subject to stresses that may affect work performance and expected conduct. The early identification of employees exhibiting symptoms of stress or other behavior that could pose a liability to the community, the Department, or the officer, must be detected as soon as possible.

When appropriate, an intervention consisting of a menu of remedial actions can increase department accountability and offer employees a better opportunity to meet the department's values and mission statement. This is a non-disciplinary system, which aids in identifying employees who may be experiencing personal or professional difficulties so that the employee may be assisted with corrective action steps to resolve these difficulties before a crisis occurs

It is the policy of this department to establish an Early Intervention System to help identify department employees who may require intervention efforts. The system should identify patterns of behavior that might be symptomatic that an individual employee requires an intervention. This Directive does not alter the critical role of supervisors in directly monitoring employee performance.

II. Definitions

Personnel Early Warning System – A system designed to assist in the early identification procedure for collecting and evaluating materials required for implementing such corrective action.

III. Tracking

The Administrative Services Division Captain serves as the supervisor for Internal Affairs and shall be notified and make record of all internal and external employee complaints. The following types of incidents shall be monitored for tracking purposes for the Personnel Early Warning System. The investigating officer or employee's supervisor is responsible for notification of any incident that occurs outside of the normal business handled by Internal Affairs.

- A. Complaints of misconduct along with the final classification;
- B. Motor vehicle accidents and incidents; and
- C. Use of force incidents.

IV.

V. Activation

- A. The Personnel Early Warning System shall activate when an employee has:
 - 1. Two or more sustained complaints of misconduct within a calendar year;
 - 2. Three or more complaints of misconduct within a calendar year;
 - 3. Three or more complaints of misconduct of the same nature in two consecutive calendar years;
 - 4. Two or more fleet accidents or incidents, where the employee was at fault, within a calendar year; or
 - 5. Any use of force incident determined to be inappropriate.
 - 6. Any combination of the above type incidents when six items are noted within a six-month period.
- B. The Administrative Services Captain shall send a memo, through the chain of command, notifying the division commander and/or supervisor of the involved employee that the Personnel Early Warning System has been activated. The Chief of Police shall receive a copy of the notice. The notification should include the date of the incident(s); the general allegations; the disposition of the incident(s); and any disciplinary actions.

VI. Response and Recommendations

- A. After receiving an activation notification, the division commander and/or supervisor shall review the employee's files consisting of, but not limited to:
 - 1. Complaints of misconduct;
 - 2. Uses of force;
 - 3. Sick or other leave use;
 - 4. Performance evaluations;
 - 5. Motor vehicle accidents and incidents; and
 - 6. Disciplinary or corrective actions.
- B. The division commander and/or supervisor shall submit a written response, through the chain of command, to the Administrative Services Captain with the findings and a plan for improvement, if applicable. Possible corrective measures may include, but are not limited to:
 - 1. Counseling by supervisors;
 - 2. Peer or chaplain counseling;
 - 3. Referral to Employee Assistance Program;
 - 4. Remedial training to address identifiable problems; or
 - 5. Reassignment or transfer.
- C. The Administrative Services Captain shall review the written response and forward it to the Chief of Police for approval of the recommended action.
- D. Upon approval, the employee's division commander and/or supervisor shall notify the employee that the Personnel Early Warning System has identified him or her. The employee shall cooperate with the supervisory personnel in identifying reasons for the actions causing concern along with possible resolutions. The employee shall follow the agreed upon plan of action to completion. Failure to complete the requirements of the plan is grounds for disciplinary action.
- E. Upon completion of the plan of action, the employee's supervisor shall send a memo through the chain of command to notify the Administrative Services Captain.

- F. The Administrative Services Captain shall be responsible for ensuring that any corrective measures are accomplished and for submitting, a report with the final results to the Chief of Police and will maintain the files associated with the Personnel Early Warning System.
- G. All corrective measures shall be implemented within applicable Jonesboro Police Department Directives and Procedures and the City of Jonesboro Policies and Procedures.



I. Policy

It is the policy of the Jonesboro Police Department to allow employees when authorized by the Chief of Police or his designee, and pursuant to state law, to engage in off duty / extra duty employment provided certain provisions are followed. All officers' first duty is to the City of Jonesboro and they are expected to uphold their oath of office at all times.

II. Definitions

- A. Extra-Duty Employment - Secondary employment wherein the actual or potential use of law enforcement powers is anticipated.
- B. Off-Duty Employment - Secondary employment wherein the actual or potential use of law enforcement powers is not anticipated.

III. Requirements

- A. All officers who have completed their initial training, may apply to work extra-duty or off-duty jobs, but are required to obtain prior approval for any extra/off duty employment that involves the use of his/her police authority. Officers will not be authorized to work off duty law enforcement related jobs until they have successfully completed the Certified Law Enforcement Basic Training Course, the Jonesboro Police Department Field Training Program, and all other required training unless exempted from this provision by the Chief of Police.
[\[4.05 A\]](#)
- B. An extra/off duty form must be properly filled out and submitted to the immediate supervisor or a member of Command Staff. The Division Commander or Command Staff member shall review and approve or deny the request, and forward it to the office of the Chief of Police for review and filing.
[\[4.05 C\]](#)
- C. The above-mentioned form must be resubmitted yearly, approved by the Division Commander, and forwarded to the Chief of Police for review.
- D. The Chief of Police reserves the right to require any employee to discontinue any outside employment if, at his discretion, the outside employment is unsatisfactory. Failure to comply with the Chief of Police's request will result in disciplinary action.
- E. Officers engaged in extra duty employment are still subject to the department's rules and regulations. The prospective extra duty employer must be informed that this policy exists and that the officer may be required to return department equipment at any time the department deems it necessary and/or it and/or the officer may be called to duty in emergency circumstances.
- F. Employees will not allow outside employment to interfere in any way with their scheduled duties. No employee will work another job for more than six (6) of the twelve (12) hours preceding their tour of duty. No employee will be allowed to work more than forty (40) hours of outside employment

in a given pay period (two weeks).

- G. Employees do not work any outside or extra duty employment for eight hours following the end of any shift that they fail to report for duty due to illness or injury. This would also include special duty assignments, such as STEP, etc. wherein the officer would be due compensation from the department.
- H. Employees engaged in outside employment which requires wearing a Department uniform, will be subject to policy regarding the wearing of a uniform. Employees may use their assigned and approved equipment, including a vehicle, (subject to availability) inside the city limits. Officers who are employed in an off-duty capacity which utilizes their police training, authority, and equipment must wear the daily Class A Department uniform in accordance with the JPD uniform policy unless an exemption is authorized by the Chief of Police.
- I. In the event that an emergency request for off duty employment occurs and none of the normal approving authorities can be contacted, the Officer in Charge may grant emergency permission. He must then forward a memo along with this form setting out the circumstances requiring exception.
- J. In general, no extra-duty, where law enforcement duties are required, will be authorized where the rate of pay is equivalent to less than \$30.00 per hour unless a special exemption is given. The chief may grant a special exemption to this requirement for single events (like football games, fairs, charitable events) or for extra-duty assignments that pre-date the implementation of this policy. Accordingly, all existing extra duty assignments utilizing law enforcement duties must be in compliance with the \$30.00 per hour rate by January 01, 2022 unless a special exemption is authorized by the Chief of Police.
- K. As long as the same requirements of the 'direct supervision' of a full time officer are fulfilled, Reserve Officers may be allowed to work in an off-duty capacity in some limited circumstances, such as large events requiring multiple officers. Requirements such as completing a request form and adhering to listed uniform specifications will apply.

IV. Prohibited Work [4.05 B]

- A. No employee will engage in any type of outside employment or business activities, which may raise the question of honesty, respect, dignity, integrity or loyalty to the Department or to the laws which they are sworn to, uphold.
- B. Employees are not permitted to engage in outside employment for any employer or establishment where:
 - 1. The secondary employment involves the use of Department records.
 - 2. The secondary employment involves the collection of debts or repossession of property.
 - 3. The secondary employment involves the employee working for, or in conjunction with a private investigator(s) or lawyer(s) unless authorized by the Chief of Police.
 - 4. It appears from the employee's sick leave record, or other evidence, that secondary employment may impair their health or ability to discharge Departmental obligations.
 - 5. Secondary employment, or the place where it is performed, is such as to impair the employee's efficiency or capabilities as a member of the Department, or to interfere with their response to any emergency call.
 - 6. Any employment, which conflicts or interferes with their responsibility to the Department.

V. Legal Restrictions

- A. Employees will not be granted injury leave with pay if they become injured while on off-duty employment unless they are engaged in a police related action as stated in Section B

below. Prospective employers must be advised of this policy and their potential responsibility. If during off duty employment, an officer receives an incapacitating injury and is physically incapable of reporting for duty, they may use any leave they have available for use.

- B. If the employment is not police related, and during this employment, an officer finds it necessary to exercise police action, which, results in an injury, he/she would then be eligible for injury leave. This only applies as long as the police action occurs within the jurisdictional boundaries of the Jonesboro Police Department.
- C. If the extra / off duty employment is situated outside the corporate limits of the City of Jonesboro, officers shall not represent themselves as a police officer during the performance of their duties. Officers are also not to use any city equipment or utilize the facilities of the department record bureau in connection with any off / extra duty employment, unless the Chief of Police, Assistant Chief or another member of Command Staff gives prior approval.

VI. SPECIAL RULES FOR BUSINESSES SELLING ALCOHOLIC BEVERAGES

- A. Employment at any bar, lounge, package store or other establishment selling alcoholic beverages either for take-out or on-premises consumption, will be mainly restricted to policing of parking lots for the purpose of serving as a deterrent to thefts, property damage, arguments, fights, open container violations, disorderly conduct or other violations. There must be at least 2 officers working where alcoholic beverages are being served.
- B. Officers will not routinely patrol the interior of such establishments or act as a "bouncer" for the establishment. Officers will enter the lounge or bar area only to enforce the law or prevent a violation thereof. Officers may station themselves at the entry door, lobby, foyer, etc., in order to prevent or control any of the activities cited in paragraph A above.
- C. Officers will be limited to checking the identification of persons who appear, or are suspected, to be under age when they have purchased or are attempting to purchase alcoholic beverages. Any checking of identification for entry purposes will be a function of the management.
- D. Under no circumstances will an Officer be allowed to loiter in the lounge or bar area of such establishments before, during, or after their extra job duties, while in uniform.
- E. All officers must be mindful of the fact that, while in public view in an establishment which serves alcoholic beverages, their actions are under close scrutiny by both patrons and employees of the establishment. Each Officer should insure that not only do their actions conform to the Rules and Regulations of the department, but also shall ensure that the actions of the establishment's management, employees and patrons conform to applicable state laws and city/county ordinances.



I. Policy

In the event an employee is seriously injured, killed, or dies, whether in the line-of-duty or not, whether feloniously, accidentally or naturally, while an active member of this agency, this Department shall provide liaison assistance to the immediate survivors. This support assistance may include the clarification of survivor benefits and the tangible and intangible emotional support during this traumatic period of grieving and adjustment of the surviving family. This directive provides procedures for informing families of officers who are killed or seriously injured in the line-of-duty and the supporting of their family during and after the funeral.

II. Procedures

A. First Responding Officer

1. Neutralize – ensure that the scene has reached a level of control such that there is no longer a threat of harm to citizens, officers or suspects;
2. Summon medical assistance
3. Secure the scene (s) of the event (s); to the extent possible use crime scene tape to secure any area that may contain evidence pertinent to the events being investigated
4. Remove the involved officer from the center of the scene to a discreet area such as a police vehicle (do not place the officer in the backseat
5. Secure and segregate all witnesses to the event.
6. Call supervisor

B. First Responding Supervisor

1. Check the well being of involved officer(s)
2. Arrange for involved officer to leave scene and assign support officer
3. Arrange for family and department notification
4. Take / Replace officer weapon
5. Remove from duty
6. Refer inquiries from media to PIO
7. Arrange counseling / evaluation

III. Notification

A. Departmental Notification

1. In the event of the death or a seriously injured officer, the on-duty supervisor shall immediately notify the Chief of Police. Notification of the Department's Command Staff shall be made after the Chief of Police notification.
 - a. The supervisor should apprise the Chief of Police with as many facts of the incident as possible, and the location of the deceased or seriously injured officer.
 - b. At no time should this notification be allowed to stall or be prevented for any reason.

- c. It is imperative that these notifications not be made via radio. In the event that radio contact is the only contact available at the time with the Chief of Police, request should be made for immediate phone contact or a face-to-face meeting.
 2. Other Department members may be notified when time allows. Utilization of a 'phone tree' type relay system may be allowed among each shift or division.
 3. As soon as possible after accurate information is compiled, and after notification has been made to the officer's family, the Public Information Officer shall coordinate media releases at the incident scene and Department headquarters.
- B. Family Notification
1. This is the most critical area in helping to mitigate rather than escalate the trauma of the event and should be carried out as soon as possible.
 2. Unless otherwise directed, the Chief of Police or a Command Staff Officer shall notify survivors in person, in a timely, compassionate manner. Notification should follow the general outline shown in order: Spouse (if applicable) or significant other, adult children, parent, siblings. Other relatives, friends and clergy may also be notified as requested by the spouse or other next of kin.
 3. The Chief of Police or a team to support and assist with the notification may accompany assist Command Staff Officer. The team may consist of a close friend of the family, officer, clergy, and/or other support members.
 4. Additionally, some members may need to be sent to additional relatives' locations for notification. The team should not wait for the entire family to gather. The notification should be started immediately.
 5. If the family members are located out-of-town, it may be necessary to request the assistance of another agency. When doing this, the requested agency should be provided with as much information about the incident as possible.
 6. The notification team shall stay with the next of kin, acting as department liaison, until they are relieved of such responsibility by the family, department or by their own determination. The notification team should also assist with childcare, if needed, and when appropriate, alternative housing. The team should also be prepared to furnish transportation if needed.

IV. Hospital Procedures

A. Hospital Presence

Employees should be mindful of the need to allow for the efficient operation of medical services. While the presence of command staff or investigators may be necessary at the hospital, along with a Chaplain or family liaison person, other employees should refrain from gathering in large numbers inside the hospital emergency services area in the event of an officer injury or death.

B. Security

If needed to ensure the safety of those present or otherwise required, an officer(s) may be assigned as needed to the hospital for security.

C. Support

1. The on duty shift commander or unit commander should assign an officer/employee to function as a support partner at least until the officer/employee involved is escorted home, admitted to a room if hospitalized, or is otherwise no longer required.
2. When possible, the support partner will be chosen by the officer/employee involved.
3. The support partner will not be involved in the investigation, nor act as a spokesperson for the officer/employee involved.

D. Personal / City Property

1. The employee's immediate supervisor or a designee appointed by a member of Command Staff will take control of the employee's personal property and City property in the employee's possession and will store it at the P.D. or turn it over to the Crime Scene Unit as circumstances dictate.
2. Additional City property assigned to the employee shall be obtained from his locker, desk or residence later unless it is necessary for the investigation of the offense in which the employee is directly involved.

V. Investigation

- A. In all cases, the Chief of Police or their designee shall consider whether it is in the department's best interest to utilize the services of an outside department to conduct the major crimes investigation that accompanies any law enforcement critical incident, which involves serious bodily injury or death. In the event that an outside agency does conduct an investigation, a Department administrative investigation will still be completed.
- B. An administrative critical incident review of all firearm discharges, in-custody deaths or serious injuries, and all uses of force/response to resistive suspects when the injury results in hospitalization will be completed that considers the following issues and makes specific determinations whether:
 1. The force, control and/or restraint was consistent with the department policy;
 2. There are any issues requiring a re-evaluation of department policy and/or procedures;
 3. There are any training needs identified;
 4. The equipment provided by the department was adequate; and
 5. Supervisory involvement was reasonable.

VI. Assistance

- A. A representative or family liaison from the Department shall be appointed by the Chief of Police or his designee to assist the family with transportation or childcare. Other issues such as monetary assistance for food, lodging or other necessities or other items can be addressed as circumstances dictate.
- B. The representative is authorized to request department resources, as well as resources from non-profit entities, such as the Jonesboro Police Department Association, he/she deems necessary within legal guidelines.
- C. The liaison shall be responsible for obtaining information, applications, forms, and other items related to death benefits and/or worker's compensation claims as may be required by the family. These may include, but are not limited to:
 1. City of Jonesboro life insurance policies and benefits;
 2. State of Arkansas survivor benefits;
 3. Killed in the line of duty; (21-5-704);
 4. Permanently disabled in the line of duty; (21-5-705);
 5. Killed in the line of duty because of a felonious criminal action; (21-5-705);
 6. College scholarships for spouse or children (6-8/2-503);
 7. Police pension death or disability benefits; and,
 8. Federal government death benefits.
 9. Employee Assistance Program

The representative is not required to, but may assist the family in obtaining additional benefit information (life insurance, will and probate court requirements, etc.).



I. Policy

The Jonesboro Police Department recognizes that it is important that an employee receive timely and relevant feedback on their performance. Therefore, it shall be the policy of the Jonesboro Police Department to, at minimum, annually complete a fair, objective, and impartial formal performance evaluation of all employees, sworn and non-sworn. Additional evaluations will also be completed as needed, based on known performance that fails to meet minimum performance standards. Performance evaluations will cover a specific period of time not to extend beyond one year. [4.08]

II. Procedure

- A. All sworn employees are subject to a twelve month probationary period commencing from their date of hire into the sworn position.
 - 1. Newly hired, non-certified, officers must complete any required Department training, the state mandated Academy training and 12-14 weeks of FTO evaluation. The officer will therefore be under some type of evaluation for the duration of this period.
 - 2. All officers will be evaluated daily during their field training period, using the Jonesboro Police Department's FTO Reports, in accordance with evaluations as required by CLEST. Re-evaluations will be completed as needed until the first year's employment anniversary is reached.
- B. Non Probationary Employees
 - 1. Sworn officers who have completed the initial one-year probationary period and all civilian employees shall be evaluated annually using the approved evaluation forms.
 - 2. The evaluation period shall be the year preceding the officer or civilian employee's annual evaluation.
 - 3. The criteria used for the performance evaluation shall be specific to the assignment of the employee during the evaluation period.
 - 4. Several "performance factor ratings" or scores are possible for each of the dimensions of the evaluation by which employees are evaluated. Each factor is scored on a scale of one to five, with five being the best possible rating and one being the least.
 - 5. Supervisors have additional performance measures.
- C. All raters shall be trained to use the City of Jonesboro's Performance Evaluation and Development Plan. All raters will receive formal training specific to employee evaluations by means of a classroom presentation or computer based training that tests the rater's knowledge and comprehension in the proper techniques of evaluating performance, preparing the evaluation form, and conducting the evaluation interview and counseling session. [4.09]
- D. The employee's immediate supervisor shall conduct evaluations. All ratings will be based only on performance specific to the employee's position during the evaluation period. The rater should not be influenced by performance during an earlier evaluation period, by anticipated performance, or by performance that occurs while the evaluation is being prepared.

- E. At the end of each evaluation period, the rater will counsel the employee in the following areas:
 - 1. The results of the completed performance evaluation.
 - 2. The level of performance expected.
 - 3. Explanation of the rating criteria used during the performance evaluation, to include an explanation of the dimensions and the meaning of the scores assigned.
 - 4. Goals for the upcoming evaluation period.
 - 5. Career counseling relative to topics such as advancement, specialization, or training appropriate for the employee's current position.
 - 6. The rater shall also outline specific plans for the employee to further develop their performance over the next evaluation period. Examples might include special assignments, coaching, reading, improvement steps, in-house or outside training, etc.
- F. If an employee is performing at an unsatisfactory level, he or she shall be notified of this fact in writing by his or her supervisor and may be subject to an additional performance evaluation separate from the annual performance evaluation. The procedure for additional or supplemental evaluations will be the same as that of the annual performance evaluation. If the unsatisfactory performance continues, this information shall be included in the annual performance evaluation for the period. The supervisor shall define actions that the employee could take to improve his or her performance.
- G. Employees shall be given the opportunity to make comments to supplement the completed performance evaluation report. Each employee shall sign the completed evaluation indicating that he has read and understands it. This signature does not indicate agreement or disagreement with the performance evaluation score. Should the employee refuse to sign a performance evaluation, the supervisor shall take note and record the reasons, if given.
- H. Evaluation items which are given the highest rating should have note on the evaluation of the reason for the rating. Evaluations received the lowest rating should be accompanied by written documentation with specific reasons for the rating, along with a plan for improvement.

III. Completion and Review

- A. Each evaluation will be reviewed and signed by the evaluator's supervisor(s) who shall give consideration to the fairness and impartiality of the ratings they have given, their participation in counseling employees, and their ability to carry out their role in the performance evaluation process as a component of the subordinate's annual evaluation.
- B. Division Commanders shall review and forward all completed evaluation forms to the Assistant Chief of Police no later than ten days after the date of the performance evaluation.
- C. Each employee shall be provided a copy of the completed evaluation report.
- D. Employee performance evaluations shall be purged and destroyed as follows:
 - 1. Current Employees: after three years or after scanned;
 - 2. Retired Employees: date of separation from City employment;
 - 3. Resigned Employees: one year from date of resignation;
 - 4. Terminated Employees: at the end of all appeals
- E. Employees may request an appeal of an evaluation rating when they believe that it does not correctly reflect their performance during the preceding twelve months. Should an evaluation be contested, the appeal process is as follows:
 - 1. The employee shall notify their supervisor in writing that they request to appeal the evaluation, stating the specific reasons why the employee does not believe the evaluation rating reflects job performance for the applicable rating period.

2. Discussion of the evaluation between the rater, the reviewer and the employee shall occur as soon as is practicable after the appeal request has been submitted, but must occur within 5 working days.
3. If an agreement between the rater, the reviewer and the member is not reached, the Division Commander shall then review the evaluation with the employee, the rater and the reviewer.
4. If the contention remains unsatisfied, the Division Commander shall forward the appeal and all evaluation documentation to the Office of the Chief of Police. A final decision shall be made by the Chief of Police and the employee advised of that decision in writing.



I. Policy

The Jonesboro Police Department, under the direction and authority of the Chief of Police, shall conduct and be responsible for testing for promotions within the Department and compiling eligibility lists for promotions for each rank, in accordance with the Police Officer's Bill of Rights as adopted by the Jonesboro City Council.

II. Eligibility for Promotion

- A. An officer must have served at least five years as a patrol officer with the Jonesboro Police Department before the date of the written test to be eligible to test for promotion to Sergeant. Officers who have joined the Department as certified officers from other agencies must have a total of five years experience as a certified officer and may test for promotion after two years with the Department.
- B. A sergeant must have served at least one year in grade before the written testing date to be eligible to test for promotion to Lieutenant.
- C. A lieutenant must have served at least one year in grade before the written testing date to be eligible to test for promotion to Captain.
- D. A captain must have served at least one year in grade before the written testing date to be eligible to test for promotion to Assistant Chief.
- E. The rules as set forth by the Police Officer's Bill of Rights do not allow for lateral entry into any position of rank within the Jonesboro Police Department.

III. Announcement and Application [4.06]

- A. The Assistant Chief is responsible for the announcement for promotional testing. Announcements shall be posted prominently at least ten (10) days prior to the deadline to apply for such examination. Periodic reminders by the Department e-mail may also be utilized to augment this announcement posting. A list of the relevant subject matter should be provided as study material those interested applicants.
- B. The written promotional testing announcement should include the following:
 - 1. A description of the position to include the expected duties, responsibilities, skills and knowledge required.
 - 2. A description of the eligibility requirements.
 - 3. A closing date for the application period.
 - 4. Dates, times and locations for all phases of the process.
 - 5. A thorough description of the process to be used to include format of the written examination, the nature of the oral interview and the cut-off scores for both written and oral evaluations.

6. Any eligible officer desiring to be examined for promotion shall submit a written request to the Assistant Chief of Police or his designee, by the posted deadline, as specified on the testing announcement. Submissions will not be accepted that are not turned in by the posted deadline.
7. All applications will be evaluated to determine whether the candidate meets the eligibility requirements for promotion.
8. Candidates who were eligible for testing, but who did not receive a passing score or did not receive a promotion may reapply for the next testing date to obtain or retain their eligibility.

IV. Testing [4.06]

- A. Promotion shall be based upon open, competitive examinations, approved and administered by the Department in co-ordination with the City Department of Human Resources.
- B. For those candidates who achieve a score of seventy (70) percent on the written examination, an oral interview will be administered and performance evaluation will be completed by Command Staff. The purpose of the interview and evaluation will be to determine the promotional potential of the candidate.
- C. The candidate must attain a score of at least seventy (70) percent on the oral interview. Failure to receive the minimum passing score of seventy (70) percent on the oral interview will prohibit the candidate's name from being placed on the promotional eligibility list.
- D. The Assistant Chief of Police shall act as the Testing Coordinator for all aspects of the promotional testing process. The Human Resources Department shall be responsible for ordering, scoring, and the security of the promotional test. All related test procedures, which by their nature should be confidential during the promotional testing process.
- E. Assessment Center type testing is not utilized by the Jonesboro Police Department.

V. Scoring Values [4.06]

- A. A written test for each rank to be tested for shall be obtained from an outside testing firm, which will contractually guarantee the security of their test. The tests, which are designed to measure skills, knowledge, abilities and traits, needed to perform that particular job description for each rank and adhere to standards, which meet legal requirements in force at the time of testing. The written test shall count for fifty percent (50%) of the total promotional score.
- B. The Jonesboro Police Department will use a job performance Rating Board consisting of all Captains and the Assistant Chief of Police. Each promotional applicant shall be rated by each Board member and given a composite score. This score shall count for twenty percent (20%) of the total promotional score.
- C. An Assessment Board composed of supervisors will interview/test each applicant for promotion and be given a composite score. This score shall count for twenty percent (20%) of the total promotional score.
- D. Each applicant will be given one (1) point for each year in grade served prior to the written testing date up to ten (10) points. This score shall count for ten percent (10%) of the total promotional score.

VI. Eligibility List for Promotions [4.07]

The Assistant Chief shall be responsible for composing the eligibility list for promotions. The eligibility list for each rank shall be compiled in descending order of total testing scores. The list for each rank will continue in effect for twenty (24) months or less should one of the lists be depleted through promotions. Should a need arise to promote from a depleted list; a new test shall be administered for that rank only. Each officer who tests for promotion will be given written notice of his/her scores on each portion of the test and his/her total composite score on the test.

VII. Promotions

- A. The Chief of Police shall have sole authority to promote any one of the top five (5) candidates on each promotional list. All candidates below the one promoted shall move up one position on the list.
- B. A.C.A. 14-51-301 (7) (A) requires a period of probation not to exceed six (6) months in the case of promotions. Upon promotion by the Chief of Police, the newly promoted Sergeant, Lieutenant, or Captain will begin a probationary period of six months. Individuals who do not complete the probationary period for performance reasons may be returned to the rank or position held prior to the promotion.

VIII. Review and Appeal [4.06]

- A. A.C.A 14-51-301 (9) (A) (ii) states all promotional examinations are to be protected from disclosure and copying. During the review process, the officer requesting the review may not copy any test questions.
- B. All appeals as to the results of specified examinations or other testing components, score values and/or eligibility list rankings shall appeal to the Chief of Police in writing. If an additional appeal is desired, additional appeals should be made in writing to the Department of Human Resources Director and/ or the Mayor.



I. Policy

It is the policy of the City of Jonesboro Police Department to document, investigate and maintain a record of all allegations of employee misconduct received from any source outside or inside the Department. To insure the integrity of the City of Jonesboro Police Department, all alleged or suspected personnel misconduct will be thoroughly investigated. This will be done to clear the innocent, to protect their reputations, to increase morale and the effectiveness of law enforcement operations, and to establish the guilt of transgressors and facilitate prompt and just corrective action.

II. Employee Misconduct Investigation Objectives

Primarily, the objectives of such investigations are:

- A. To Protect The Public - The public has the right to expect efficient, fair, and impartial law enforcement services. Therefore, any misconduct by Department personnel must be detected, thoroughly investigated, and properly adjudicated to assure the maintenance of these qualities.
- B. To Protect The Department - The department often is evaluated and judged by the conduct of individual members. It is imperative that the entire organization not be subjected to public censure because of misconduct by one or more of its personnel. When an informed public knows that its City of Jonesboro Police Department investigates and adjudicates all allegations of misconduct against its members fairly and honestly, then the public will be less likely to feel any need to raise a cry of indignation over alleged incidents of misconduct.
- C. To Protect The Employee - Employees must be protected against false allegations of misconduct. This can only be accomplished through a consistently thorough investigative process.
- D. Removing Unfit Personnel - Personnel who engage in serious acts of misconduct, or who have demonstrated that they are unfit for law enforcement work, must be removed for the protection of the public, the department, and the department employees.
- E. Correction of Procedural Problems - The department is constantly seeking to improve its efficiency as well as the efficiency of its personnel. Occasionally, personnel investigations disclose faulty procedures that would otherwise have gone undetected. These procedures can then be improved or corrected.

III. Receipt of Complaints [\[2.04\]](#)

- A. The Department generally receives two (2) types of calls from the public concerning an employee's actions. These can be classified as follows:
 1. INQUIRY – this contact with the Department deals with general questions about a policy, procedure, or action taken by the Department or it's employees. These can normally be handled by the person taking the call or referral can be made to the immediate supervisor. If the supervisor is unable to clarify the matter he / she can refer the caller to the appropriate authority.
 2. COMPLAINT – a complaint may be an allegation, whether made by a fellow employee or a

- citizen, that an employee has committed an act of misconduct.
- B. Information regarding procedures to be followed in registering complaints against the department or an employee shall be made available to the public, through either contact with the department or on the city website. While individuals are encouraged to submit complaints in person, complaints will be accepted and investigated from any source, method of contact or media form. In some cases, anonymous complaints will also be investigated when sufficient factual information is present to warrant an investigation. Refusal to sign a complaint does not invalidate it. **[2.06]**
 - C. Every effort shall be made to facilitate the convenient, courteous, prompt receipt and processing of citizens complaints. Officers who are initially contacted about an employee complaint will contact an on-duty supervisor immediately. Employees found to have interfered with, discouraged, or made abnormal delays in allowing a complaint to be made shall be subject to disciplinary action.
 - D. Complaints alleging excessive use of force may require the complainant to sign a medical release form. Complainants not wishing to sign such a form should be advised that lack of such consent may unnecessarily delay an investigation.
 - E. Supervisors receiving a complaint are responsible for collecting the basic facts, including requesting that the complainant fill out a Citizens Complaint Form, and forward all information to the Professional Standards office within 36 hours.
 - F. Upon receipt of the information, a case number will be assigned to the complaint. Any supervisor may request the Professional Standards office investigate a complaint based upon the complexity and / or seriousness of the allegation.
 - G. The Chief of Police shall be notified of all complaints against department employees, department volunteers, or complaints against the agency. **[2.07]**
 - 1. In the event that the supervisor receiving the complaint determines it to be significant enough in severity, or is likely to result in substantial media or public attention, they should contact their division commander or the Chief immediately.
 - 2. Complaints considered less significant will be forward to the Professional Standards Captain who will notify the Chief of Police by email or verbal contact in a timely manner.
 - 3. In the event an agency employee is arrested, charged with a crime, or found to be under the influence of alcohol or drugs while on-duty, the Chief of Police shall be notified immediately by a supervisor and the employee shall be relieved of duty. If the employee is charged with a crime in another jurisdiction, the employee shall notify the Chief of Police immediately or as soon thereafter as possible.

IV. Administrative / Internal Investigations

- A. Allegations that may result in suspension, demotion, dismissal, or criminal charges are complaints that require a review by the Internal Affairs Captain at the direction of the Chief of Police. Determination will then be made if the complaint should be investigated by Internal Affairs, a Department supervisor, investigative personnel or an outside investigative agency (such as ASP).
- B. When an officer is under investigation for alleged improper conduct with a possible result of termination, demotion, or other disciplinary action causing a loss of pay or rank, the Police Officer Bill of Rights adopted by the City of Jonesboro shall apply.
- C. Generally, more minor type complaints, referred to as Professional Standards complaints, such as unprofessional conduct, inadequate service or certain policy violations will be investigated by the employee's immediate or shift supervisor. More serious violations should be referred to a division commander or the Office of Professional Standards for investigation (see investigation guidelines below). Additionally, a referral back to OPS may be necessary if the facts and circumstances arise

that warrant such re-direction.

- D. Proper security is vital to maintain confidentiality of all administrative investigation records. Administrative investigation case files shall be maintained in a secure area and cabinet within the Administration offices. Disciplinary actions will also be documented in the employee's personnel file and may only be removed from a personnel file with the approval of the Chief or Assistant Chief of Police. All personnel files are also scanned and maintained permanently in a computerized file accessible only by certain personnel with a password. [2.09]
- E. Release of information regarding complaints against employees and any subsequent disciplinary action must comply with the Arkansas Freedom of Information Act and other applicable state, federal and local law, rules, and regulations. [2.09]

V. Investigation Procedures [2.04]

- A. Employees have certain rights under the 4th Amendment of the United States Constitution to be free from unreasonable searches and seizures of their persons and property. However, the law clearly provides that a public safety organization has a responsibility to ensure that rules and regulations are followed and that it can take reasonable steps to ensure that they are followed. Police Department property and work environments, such as lockers, vehicles, desks, etc., may be inspected on a periodical basis and / or searched if there is a reasonable and articulable reason to do so.
- B. Citizen Notification [2.10]
Citizens lodging complaints against the Department or its personnel shall be apprised of the status of their complaint from time of receipt until final disposition, by means of:
 - 1. Written acknowledgment of receipt of the complaint; and
 - 2. Periodic updates (at least once every two weeks) regarding the status of the investigation. This may be done by phone.
- C. OPS/IA personnel or supervisors in charge of an alleged misconduct investigation should:
 - 1. Take statements, written and/or recorded, from the complainant and any witness when necessary.
 - 2. Advise the accused employee(s) regarding their rights and responsibilities and provide the accused employee(s) with a written notice of the type of complaint lodged against them, as well as review any facts or details not considered confidential at the time.
 - 3. Require any employee involved in the investigation to submit an individual report of all the facts of the incident(s) known to them.
- D. Employee Interviews
 - 1. Recorded statements may be obtained from the employee under investigation depending upon the complexity of the allegation.
 - 2. When practical, interviews conducted with the accused employee will be conducted while the accused employee is on-duty.
 - 3. Administrative type investigations may require officers be advised of, and asked to sign, a notice of Garrity Warning before any statements are made.
 - 4. Employees are compelled to truthfully answer questions pertaining to the investigation and do not have the right to remain silent.
 - 5. Employees may request to have another officer or counselor of their choice be present as an observer during the interview, but such officer may not in any way participate in the interview.
 - 6. No statement or admissions made by the employees in an administrative proceeding may be used against an employee in a criminal proceeding. The employee shall be advised when and if administrative proceedings have ceased and criminal proceedings have begun. The employee

will be advised of his/her rights under criminal law and procedure at that time.

7. Admissions of misconduct can be used as a basis for disciplinary action.
- F. The investigator conducting an administrative investigation may report directly to the Chief of Police. Upon conclusion of the investigation, a memorandum detailing the violation and corrective action taken will be forwarded to the Office of Professional Standards and the Chief of Police.
- E. Administrative Leave
In situations of serious allegations of misconduct, serious policy violations or criminal behavior, officers may be placed on administrative leave during an investigation. When placed on administrative leave, officers will be given written notice of the leave and may be required to surrender all or part of their department issued equipment.
- F. Officer Responsibilities
1. The accused may be required to report to the assigned investigator or the Chief at times other than normal duty hours. Such appearances will be compensated.
 2. Employees may be required to submit to photographs relevant to the investigation.
 3. Employees may be required to submit to investigative examinations including, but not limited to: medical examinations, laboratory examinations, or disclosure of financial or other records, or polygraph examinations.
 4. Within the scope of an administrative investigation, refusal to comply will be considered insubordination.
 5. For the purposes of any criminal investigation, refusal to submit to any requested examination will not be deemed insubordination.
- G. Investigation Period [\[2.05\]](#)
Administrative investigations, including disciplinary action, if necessary, should be completed within 45 days of the date the complaint was filed. Any need for extension beyond that period should be brought to the attention of the Chief or Assistant Chief for approval. Notice should be given to the complainant if the investigation goes beyond the 45 day limit.

VI. Concluding an Investigation Involving Department Employees [\[2.04\]](#)

- A. All investigations of Department employees accused of misconduct will conclude with one of the following findings:
1. Unfounded – allegation is false or not factual
 2. Exonerated – incident complained of did occur, but was lawful and proper
 3. Not Sustained – insufficient evidence exists to prove or disprove allegation
 4. Sustained – allegation is supported by sufficient evidence
 5. Violation not related to initial complaint
- B. Response [\[2.10\]](#)
Once a final decision has been rendered and/or final action taken, the citizen making the complaint and the employee will be advised in writing that the investigation has been completed and the general conclusion of the investigation, along with the corrective or disciplinary action taken (if applicable).
- C. Criminal Investigation of Employees
1. Normal criminal investigative procedures shall be used in the investigation of violation of any federal, state or local Laws, on the part of an employee.
 2. Employees will be afforded all the rights of the criminally accused during any criminal investigation.

3. An administrative investigation may run concurrently with the criminal investigation.
 4. Outside agencies may be involved in any criminal investigation.
- D. Disciplinary Action
1. If the complaint is found to be sustained and discipline is required as a necessity, the discipline chosen will be that which is intended to correct the problem and which is appropriate to the offense.
 2. Officers who wish to appeal any disciplinary action may do so according to the guidelines set forth in Policy 317.

VII. Annual Statistical Summary

- A. The Office of Professional Standards / Internal Affairs shall cause to be compiled an annual summary report of all administrative investigations. The summary should include a categorized total for certain types of violations, such as civil rights violations, criminal offenses, and policy violations and a categorized total of the findings, classified as unfounded, exonerated, not sustained, sustained, or violation not related to initial complaint.
- B. The summary shall be made available to the public and Departmental personnel.



I. Supervisory Role and Authority

Except in instances of extreme emergency (such as outlined in policy #316) or in some instances where a lesser rank officer is currently acting in the capacity of a higher rank officer, the outline below is a general guide of the supervisor roles in disciplinary actions:

- A. Under the direction and supervision of the Lieutenant, a Sergeant can counsel or reprimand an officer for a minor issue of misconduct (such as failure to appear for court), or recommend to a Lieutenant an employee be counseled, reprimanded, or removed from duty with pay until notification of the Chief of Police for more serious misconduct.
- B. A Lieutenant can counsel, reprimand, or recommend to a Captain removal of an employee from duty with pay until notification of the Chief of Police for misconduct.
- C. A Captain or the Assistant Chief can counsel, reprimand, or remove from duty an employee for misconduct with pay until notification of the Chief of Police.
- D. The Chief of Police can take whatever action he/she deems necessary, including suspension without pay, up to and including termination of employment from the Jonesboro Police Department.

II. Corrective Action

- A. Corrective action may be taken in those cases of minor violations.
- B. Supervisors may use the following corrective actions as a precursor to disciplinary action:
 1. Counseling – a corrective action designed to allow the supervisor to guide an employee without the use of punitive sanctions. Criteria used to determine the necessity of counseling as opposed to other discipline may include but are not limited to: an employee's past work performance, disciplinary record, attendance, evaluations, general attitude and the severity of the offense.
 2. Training - A supervisor may use training as a corrective action in those areas involving minor procedural violations in Department policy. Corrective training may include areas involving radio procedure or report writing. Supervisors may conduct informal training themselves or schedule the employee for formal documented training through the Training Division.

III. Disciplinary Action

- A. Employees are subject to disciplinary action for the commission or omission of any act that is prohibited or required.
- B. Non-compliance with any Order, the Rules and Regulations, Departmental procedures, other Departmental or City directives and Administrative Regulations, may also result in disciplinary action.

- C. It is the Department's intent to administrate discipline in a manner that is both consistent and fair to the employee and the Department. When discipline is necessary, the discipline chosen will be that which is intended to correct the problem and which is appropriate to the offense. Disciplinary actions may take one of the following forms:
 - 1. Counseling
 - 2. Admonishment
 - 3. Reprimand
 - 4. Suspension
 - 5. Demotion
 - 6. Dismissal – The Chief of Police may dismiss an employee for just cause.
- D. Employees who are suspended, demoted, terminated or who resign during an internal investigation, will receive written notice of the action citing the reason and the effective date of the action, as well as a notice of their appeal rights.
- E. All disciplinary actions shall be documented and a written explanation of the action placed in the employee's personnel file.

IV. Appeal of Disciplinary Actions [2.08]

- A. The appeal procedures for disciplinary action for counsel, admonishment, and reprimand are:
 - 1. Appeals of disciplinary action should be submitted in writing within 5 days to your immediate supervisor. If possible, the grievance will be resolved at this level and record of the appeal and the resolution will be forwarded to the office of Internal Affairs/Professional Standards.
 - 2. If a resolution is not found at that level, an appeal should be made in writing to the Division Commander or Internal Affairs Captain who will address the grievance.
 - 3. If a resolution is still not reached, a written appeal should be made to the Chief of Police. Where the grievance involves the Chief, a written appeal may be made with the Human Resources Director.
- B. The appeal procedures for disciplinary action for suspension, demotion, and dismissal are: You may file a written appeal to the Human Resource Office or to the Mayor of the City of Jonesboro within five days of receiving this notice. The Mayor will make final Management decision and respond in writing to all concerned parties within ten working days.



I. Policy

It shall be the policy of the Jonesboro Police Department to prohibit the clandestine recording of one member of the department by another employee of the department unless authorized by the Chief of Police.

II. Purpose

In an effort to prevent the impromptu conduct of unauthorized internal investigations, to ensure the integrity of official internal investigations and as a mechanism to maintain morale and encourage interpersonal communication between employees of the department, clandestine recording of one employee of the department by another employee is prohibited unless specifically authorized by the Chief of Police.

III. Clandestine Recording – When Authorized

- A. Clandestine recording of a member of the department must be authorized by the Chief of Police and only under the following circumstances:
 - 1. During the conduct of an official internal investigation.
 - 2. During the conduct of a criminal investigation involving a department member.
 - 3. As part of a structural security system for the control of evidence, monitoring of persons in custody and as a deterrent to criminal activity.
- B. Members of the department may utilize recording devices to record any member of the department so long as the party wishing to record notifies all parties present that such recording is to take place before initializing such activity.
- C. During the normal operation of police function related video (during traffic stops etc...) employees are hereby given notice that recordings of such activities are presumed and thusly such shall require no notification. Such video devices shall not be utilized to circumvent the intent of this policy. Recordings made by the use of these instruments shall be evaluated on a case-by-case basis should the need arise to determine if the use of such a device was part of normal or routine operations or as a subterfuge.
- D. Applicable State law shall govern the use of recording equipment applied to persons outside the department.

V. Violations

Violation of any portion of this policy may result in disciplinary action up to and including termination.



I. Policy

The Jonesboro Police Department recognizes the need for a structured process for receiving and reviewing employee grievances. Properly conducted, the resolution of grievances can result in improved employee morale and greater job satisfaction. Therefore, it shall be the policy of the Jonesboro Police Department to have an established grievance procedure that allows any member with a legitimate grievance to be able to express the grievance and request a resolution via the member's chain of command at the lowest organizational level possible.

The Jonesboro Police Department's grievance process shall be coordinated through the Administrative Captain over Professional Standards. No member will be discriminated against, harassed, intimidated or suffer any reprisal for filing a grievance, participating in an investigation, or providing information during the grievance process.

II. Definitions

Grievance – grievances may be an alleged violation of inequitable application of the rules, regulations, policies or procedures of the Jonesboro Police Department which adversely and directly affect the aggrieved employee. Operational matters such as disagreements over performance evaluations or supervisor/subordinate problems are just a few examples of grievance matters. In this case, a grievance does not include issues of disciplinary action such as suspension without pay, demotion or dismissal. Appeals for those issues are addressed elsewhere.

III. Procedures

- A. Any employee with a grievance should first discuss the issue with their immediate supervisor. This may be made formally or informally. If the employee is aggrieved by some act of commission or omission on the part of his or her immediate supervisor, they may initiate the action authorized by this procedure by explaining the grievance to the immediate supervisor of the supervisor in question. Supervisors being made aware of grievances shall document the facts and circumstances of the grievance.
- B. The Process
 - 1. Formal grievances should be submitted in writing
 - 2. Supervisors shall ensure that grievances will receive prompt, objective and thorough consideration
 - 3. Grievance meetings shall be conducted in a professional and courteous manner
 - 4. Employees may choose to have another department employee attend grievance meetings with them
 - 5. Employees are encouraged to ask questions freely in order to seek resolution
 - 6. Every effort shall be made to resolve the complaint at the lowest supervisory level.

7. Any step in the grievance process may be the last step and the complaint considered settled if all involved parties are satisfied.
- C. Supervisors receiving grievances shall communicate a decision to the employee within three (3) working days of the initial complaint. The supervisor shall document in writing the incident, the grievance submitted and the action taken, and forward this memorandum to the Administrative Captain over Professional Standards.
- D. The Administrative Captain over Professional Standards shall maintain a separate and secure file for all employee grievances. Grievance records are considered personnel records. Access to grievance records, statements or other related file material is restricted to members who are named as principals in the grievance, Department Command Staff and the Chief of Police or his designee. Records shall be retained one year from the date of final action.
- E. Further Appeal
 1. If the employee remains unsatisfied with the supervisor's decision, they shall have three (3) working days to submit an appeal, to the next supervisor in succession pursuant to the Chain of Command or directly to the Division Captain.
 2. Ensuing supervisors, up to and including the Chief, receiving an appeal shall follow the same timely response procedures as outlined above.
 3. If an aggrieved member is not satisfied with the resolution proposed by the Chief of Police, the member may appeal to the Mayor through the City's Director of Human Resources.
- F. Nothing in this policy is intended to deny employees any rights that otherwise may be lawfully available.



I. POLICY

The purpose of this policy is to outline the acceptable use of computer equipment owned by the city. These rules are in place to protect the employee, the Jonesboro Police Department and the City of Jonesboro. Inappropriate use exposes the city to risks including virus attacks, compromise of network systems and services, and legal issues.

II. Computer Use

A. General Use

Internet/Intranet/Extranet-related systems, including but not limited to computer equipment, software, operating systems, storage media, network accounts providing electronic mail, WWW browsing, and FTP (file transfer protocol), are the property of the City of Jonesboro. These systems are to be used for business purposes in serving the interests of the city and of the citizens in the course of normal operations.

Employees are permitted limited use of Internet and e-mail and other technology resources for occasional brief personal needs if the use is incidental, involves no additional expense to the City, is performed on the employee's personal time, does not hinder or interfere with the mission, productivity, or operations of the City and does not violate federal or state laws of the following provisions of this policy.

All data that is composed, transmitted, or received via the City computer system is considered part of the official records system and as such, is subject to disclosure law, the Freedom of Information Act, and the confidentiality/privacy provisions of Federal and State law. As a public record, The City of Jonesboro management retains the right to inspect, copy, or retrieve any data on the City computer system without prior approval of the employee.

B. Acceptable Use

Employees using the Internet are representing the City. Employees are responsible for ensuring that the Internet is used in an effective, ethical, and lawful manner. Examples of acceptable use are:

1. Using Web browsers to obtain business information from commercial Web sites.
2. Accessing databases for information as needed.
3. Using e-mail for business contacts.
4. Use in applying for or administering grants or contracts for the City.
5. Using for advisory, standards, research, analysis, and professional society activities related to the user's City work tasks and duties.

C. Unacceptable Use

Employees must not use the Internet or city owned computer for purposes that are illegal, unethical, harmful to the City, or nonproductive. Examples of unacceptable use are:

1. Using the Internet and/or e-mail for any purpose, which violates a federal, state, or local law.
2. Sending or forwarding chain e-mail, i.e., messages containing instructions to forward the message to others.
3. Broadcasting e-mail, i.e., sending the same message to more than 10 recipients or more than one distribution list, unless for city business purposes.
4. Conducting a personal/private business using City resources, including commercial advertising.
5. Transmitting any content that is offensive, harassing, or fraudulent.
6. Intentionally seek out information on, obtain copies of, or modify files and other data, which are confidential under federal, state, or local law, unless specifically authorized to do so once the legal conditions for release are satisfied.
7. Participating in or operating in a "Chat-room" unless such activity has been specifically authorized in writing by the department head.

D. Downloads

File downloads from the Internet are not permitted unless specifically authorized in writing by the Department Head. The introduction of ANY software, as a download, disk, etc., onto a City computer system (desktop, handheld, mobile, etc.) from any source without prior approval from the department head or the IT department is strictly prohibited. This includes but is not limited to, screen savers, images, video, or audio clips not intended for business purposes. The manipulation or alteration of current software running on an agency-owned mobile, desktop or handheld computer is prohibited. It is also against policy to alter settings in your computers control panel, system registry, or any other areas dealing with advanced settings, which may alter your computers performance.

III. Responsibilities

A. Employee Responsibilities

An employee who uses the Internet or Internet e-mail shall:

1. Ensure that all communications are for professional reasons and that they do not interfere with his/her productivity.
2. Be responsible for the content of all text, audio, or images that (s)he places or sends over the Internet. All communications should have the employee's name attached.
3. Not transmit copyrighted materials without permission.
4. Know and abide by all applicable City policies dealing with security and confidentiality of City records.
5. Run a virus scan on any executable file(s) received through the Internet.
6. Avoid transmission of nonpublic customer information. If it is necessary to transmit nonpublic information, employees are required to take steps reasonable intended to ensure that information is delivered to the proper person who is authorized to receive such information for a legitimate use.

These directives apply to all employees:

1. Employees shall not knowingly introduce a computer virus into City.
2. Employees shall not load computer software or data disks of unknown origin.

3. Incoming diskettes shall be scanned for viruses before they are read.
4. Any associate who suspects that his/her workstation has been infected by a virus shall IMMEDIATELY POWER OFF the workstation and call Information Systems.

Each employee:

1. Shall be responsible for all computer transactions that are made with his/her User ID and password.
2. Shall not disclose passwords to others. Passwords must be changed immediately if it is suspected that others may have known them. Passwords should not be recorded where they may be easily obtained.
3. Users should log out when leaving a workstation for an extended period.

B. IS responsibilities

The IS manager shall be responsible for the administration of access controls to all City systems. The IS manager will process adds, deletions, and changes upon receipt of a written request from the end user's supervisor.

Deletions may be processed by an oral request prior to receipt of the written request. The IS manager will maintain a list of administrative access codes and pass words and keep this list in a secure area.

C. Supervisor's responsibility

Managers and supervisors should notify the IS manager promptly whenever an employee leaves the City or transfers to another department so that his/her access can be revoked. Involuntary terminations must be reported concurrent with the termination.

D. Training

All employees that have computer access to department files and software must complete CJIS training. Every employee who runs ACIC queries (such as through MOVE) must have and maintain a minimum ACIC level one certification and every employee who enters, alters or modifies any ACIC record must secure and maintain a level two ACIC certification. [\[13.17\]](#)

IV. Patrol Car Computer Equipment

- A. Computers are utilized in most of the patrol units. Current available programs (including mapping, etc.) are designed to enhance the officer's service capabilities. Introduction of any unauthorized software or file onto these computers is prohibited.
- B. The manipulation or alteration of current software running on an agency-owned mobile, desktop or handheld computer is prohibited.

V. Additional Issues

A. Copyrights

Employees using the Internet are not permitted to copy, transfer, rename, add, or delete information of programs belonging to others unless given express permission to do so by the owner. Failure to observe copyright or license agreements may result in disciplinary action by the City and/or legal action by the copyright owner.

The City and its employees are legally bound to comply with the Federal Copyright Act (Title 17 of the U.S. Code) and all proprietary software license agreements. Noncompliance can expose the City and the responsible employee(s) to civil and/or criminal penalties.

B. Monitoring

All messages created, sent, or retrieved over the Internet are the property of the City and may be regarded as public information. The City of Jonesboro reserves the right to access the contents of any messages sent over its facilities if the City believes, in its sole judgment, that it has a business need to do so.

All communications, including text and images, can be disclosed to law enforcement or other third parties without prior consent of the sender or the receiver. This means do not put anything into your electronic messages that you wouldn't want to see on the front page of the newspaper or be required to explain in a court of law.

C. Access codes and passwords

The confidentiality and integrity of data stored on the City computer systems must be protected by access controls to ensure that only authorized employees have access. This access shall be restricted to only those capabilities that are appropriate to each employee's job duties. Seeking passwords of others or the exchange of passwords is specifically prohibited.

D. Computer Crime Related Investigations

No employee or officer of the Jonesboro Police Department shall conduct any criminal investigative activity on or with any computer (department owned or personal computer) without authorization from the Chief of Police BEFORE engaging in such activity. These types of investigations shall include but not be limited to:

1. Child Pornography
2. Gambling
3. Fraud
4. Prostitution
5. Copyright violations
6. Status Offenses
7. Hacking or unauthorized access to computer services or databases

Acknowledgment of Internet and E-Mail Policy

This form is used to acknowledge receipt of, and compliance with, the City of Jonesboro Internet and E-mail Policy.

Procedure

Complete the following steps:

1. Read the Internet and E-mail Policy.
2. Sign and date in the spaces provided below.
3. Return **this page only** to Administration.

Computer Use Agreement

I hereby acknowledge that I have read and understand the Computer Use Policy of the City of Jonesboro. I agree to abide by these policies and ensure that persons working under my supervision abide by these policies. I understand that if I violate such rules, I may face legal or disciplinary action according to applicable law or departmental policy.

I hereby agree to indemnify and hold the City of Jonesboro and its officers, trustees, employees, and agents harmless for any loss, damage, expense or liability resulting from any claim, action or demand arising out of or related to the user's **MISUSE** of the City of Jonesboro owned computer resources and the network, including reasonable attorney fees. Such claims shall include, without limitation, those based on trademark or service mark infringement, trade name infringement, copyright infringement, unfair competition, defamation, unlawful discrimination or harassment, and invasion of privacy.

Employee signature: _____

Employee name: _____

Date: _____

(The original of this agreement will be placed in the employees' personnel file and a copy maintained by Human Resources.)



I. Employee Benefits

- A. The City of Jonesboro provides certain employee “fringe benefits”, as the result of management policies of the City, Arkansas State law, and/or contract agreements with recognized employee bargaining units. Information and assistance with any of the benefits offered by the Department and the city are available from the city Human Resource Department.
- B. Such “fringe benefits” may include, depending upon the employee’s classification, but are not necessarily limited to:
 - 1. Vacation leave (A.C.A. § 14-52-106);
 - 2. Sick Leave (A.C.A. § 14-52-107);
 - 3. Sickness In Family Leave;
 - 4. Catastrophic Sick Bank;
 - 5. Maternity Leave;
 - 6. FMLA Leave;
 - 7. Administrative Leave (including bereavement, military duty);
 - 8. Health & Dental Insurance;
 - 9. Other Insurance (disability, death, etc.);
 - 10. Overtime Compensation (FLSA);
 - 11. Holiday Pay (A.C.A. § 14-52-105);
 - 12. LOPFI retirement (A.C.A. 24-11-812)
 - 13. Seniority (A.C.A. § 14-51-309);
 - 14. Liability protection (A.C.A. 21-9-301 Tort Immunity);
 - 15. City retirement for non-uniform employees.

II. Salary Compensation

- A. Salaries for all personnel (sworn and non-sworn) employed by the Department will be determined by the current city pay plan, as approved by the City Council and enacted by ordinance, usually in conjunction with the Council's deliberation of the City's annual budget process.
The pay plan establishes a compensation schedule for all personnel that specifies an entry-level salary rate, as well as progressive rates as determined by the employee’s attainment of rank or promotion.
- B. Rank Pay Differential
 - 1. Patrol Officers, upon completion of their fifth year of service are automatically elevated to the position of Patrol officer first class. Officers, who complete their tenth year of service, are automatically elevated to the position of Corporal. The pay plan does not specify any difference in grade for the position of PFC or Corporal.
 - 2. Officers who attain the rank of Sergeant, sergeants who attain the rank of lieutenant, lieutenants who attain the rank of Captain, and a Captain who attain the rank of Assistant Chief

are elevated to a different, higher pay grade, according to the City's current pay plan, which contains various salary ranges for each of these pay grades. Officers attaining these ranks of sergeant or higher will be elevated to the appropriate pay grade.

- C. The City Human Resources Department will maintain job descriptions and task analyses for all positions utilized in the department. This analysis shall include the duties and responsibilities of that position, the frequency with which that behavior occurs, and how critical the skills, knowledge and abilities are to the job. The job descriptions will be reviewed periodically, as determined appropriate by the Chief of Police. Updates or modifications to the content of the job descriptions will be forwarded to the Human Resources Department. Copies will also be maintained on the shared access drive of the computer network.

III. Employee Overtime and Compensatory Time Processing

- A. Overtime/Compensatory Time All non-exempt employees working overtime, regardless of the circumstances (court, special assignment, late call, 12-hour shift, etc.), must document that time by means of the approved city time recording software.
 - 1. Officers who are required to appear and/or testify before any court, board, commission, or grand jury, during their off-duty hours and in furtherance of any Departmental business, shall clock in utilizing the correct overtime code.
 - 1. The decision to receive overtime or compensatory time for work above 40 hours per workweek is made by the employee performing the work unless the employee agrees, prior to the scheduled work, to accept compensatory time or management determines that only overtime or only comp time will be allowed. Officers who work past their regular shift shall automatically be credited with compensatory time unless overtime pay is requested by the employee.
 - 2. The provisions of this Section shall also apply to all job-related activities performed by an officer for whom he is not otherwise compensated by an authorized off-duty employer and for which the officer believes he is entitled to overtime or compensatory time from the Department.
- B. Officers working certain assignments, such as the grant funded STEP program, may receive pay at a rate of 1.5 times their normal hourly rate, regardless of the number of 'regular duty' hours worked during a pay period.

IV. Additional Salary Compensation

- A. Night Pay – Sworn personnel assigned to a shift, which requires them to work overnight hours (i.e, third shift or third platoon), will be given an additional stipend, as determined by City Council as part of the departmental salary budget, on each paycheck.
- B. Uniform allowance – Sworn personnel assigned to units requiring civilian dress may be given an additional stipend on each paycheck to allow for clothing purchases.

V. Leave

- A. A supervisor must approve all leave. Employees must give 48 hours advance notification for requested leave to ensure proper coverage. This pertains to all leave; Vacation, Military, FMLA, Compensatory, etc.
Supervisors have the authority to permit leave on shorter notice as long as there is sufficient manpower to meet the needs of the Department and the Community.

- B. Administrative Leave – An employee may be granted or required to take administrative leave with or without pay at the approval by the Chief. The amount of time granted will be based upon the mitigating circumstances surrounding the need for the leave.
- C. Holiday Leave
 1. All police officers shall receive compensation for an additional eleven (11) days as paid legal holidays, in lieu of actual holiday leave, in accordance with the provisions of Arkansas Law. Compensation for holidays is based on the officer's daily rate of pay and is in addition to the officer's base rate of pay. Holiday pay is to be prorated and paid during regular payroll periods.
 2. All city offices will be closed and civilian employees will be allowed off for the eleven holidays recognized by the city: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving & the day after, Christmas Eve, Christmas Day.
- D. Sick Leave
 1. Sick leave is a benefit provided by the Department and use of such can be denied. All employees accrue paid sick leave, which may be taken at any time after sick hours have been accrued. Sick leave may be used in case of medical appointments, personal illness, maternity purposes, or physical incapacity of an employee. It may also be allowed when an employee is required to care for a member of the immediate family who is ill or incapacitated.
 2. Employees will notify their direct supervisor as soon as the employee determines that they are ill and needs to request Sick Leave, but no later than at least 1 hour prior to the beginning of the shift for patrol officers or 30 minutes for office personnel. In the event that the employee is unable to directly contact/notify their direct supervisor, Patrol Division personnel will contact the on-duty OIC. All other employees will contact their Division Commander.
 3. Supervisors may require satisfactory proof of the proper use of sick leave and may disallow sick leave in the absence of such proof. Employees called for duty during a period for which they have reported in sick shall notify a supervisor who shall make the determination of whether the employee should in fact report.
 4. Employees who are absent on sick leave for 3 or more consecutive workdays or who have used 50% of their allotted sick time for the year may be required to submit a doctor's certificate. A doctor's certificate (or excuse) is a report from a licensed physician that verifies that the doctor has seen an employee and states whether the employee is or is not able to perform duty, to include light duty. If unable to report for duty, the doctor's certificate will state the estimated period the employee will be unable to report for duty. Doctor's certificates are to be routed to the Administrative office through the officer's chain of command.
 5. Any employee who abuses or is deceptive in the use of sick leave is subject to disciplinary action.
 6. Sworn personnel shall accumulate sick leave at the rate of 13.33 hours/month (20 eight hours days per year). Civilian personnel shall accumulate sick leave at the rate of 8 hours/month (12 eight-hour workdays per year). A maximum of 720 hours may be accrued.
 7. A catastrophic sick bank is also maintained by the city. Employees (sworn or civilian) wishing to participate in the bank shall make an initial contribution of 16 sick hours to the bank and then 8 hours per year for continued participation. All other available time (sick, vacation, etc.) must be exhausted before time can be credited from the bank for qualifying events. The first 8 weeks of time may be approved by the city Human Resource Director. Additional 8 week increments may be granted as ruled on by the Catastrophic Sick Bank Board. Only employees with over 15 years of service are eligible for more than 16 weeks of leave from the bank.

E. Vacation

1. Sworn personnel shall accumulate vacation at the rate of 10 hours/month (15 eight hours days per year). Sworn personnel with 15 years of service shall accumulate vacation at the rate of 13.33 hours/month (20 eight-hour days per year).
2. Civilian personnel shall accumulate vacation at the rate of 6.67 hours/month (10 eight-hour workdays per year). Civilian personnel with 5 years of service shall accumulate at the rate of 10 hours/month (15 eight-hour days per year) and civilians with 15 years of service shall accumulate 13.33 hours/month (20 eight-hour workdays per year).
3. Vacation shall not be taken before accumulation. The employee's supervisor must approve all vacation and preference is generally given based on seniority.

F. Family Medical Leave Act (FMLA)

As outlined by federal law, up to twelve weeks of unpaid leave are available to employees who have a qualifying event (pregnancy, etc.). Employees wishing to utilize FMLA time should advise their supervisor and contact Human Resources to complete the required paperwork.

G. Military Leave

1. Every member of the Jonesboro Police Department who has been called to active duty with the United States Armed Forces under the Universal Military Training and Service Act will be granted military duty leave (without pay), and upon his or her return, will be eligible to apply for reinstatement in the same position or a position similar to the one he or she occupied at the time of entry into military service. Such leave of absence may not exceed the compulsory military service of the basic minimum enlistment period for that branch of service.
2. Members who are called for emergency duty by order of the Governor or the President will be granted leave with pay for a period of 30 days. Upon conclusion of the first 30 days, leave without pay will be granted in addition to all other leave to which the employees is entitled.
3. All employees who are members of the state military forces or members of any of the reserve components of the Armed Forces will be entitled to leave of absence, with pay, from their respective duties without loss of time, seniority, vacation time or pay on all days in which they will be engaged in annual training or duty ordered or authorized by proper authority not to exceed fifteen (15) days per calendar year. (Fifteen days as stated in this policy will be interpreted to mean fifteen working days).

VI. Retirement

- A. Sworn members are afforded retirement benefits by state law (Act 364 of 1981) through LOPFI (Local Police and Fire Retirement). LOPFI members are required to make a personal contribution to the fund as determined by state law (Currently, in 2010, 8.5%) Eligibility for retirement depends on both the member's age and numbers of years of service. Benefits are dependent on approval of the state legislature, currently $2.94\% \times \text{final average pay} \times \text{number of years of paid service}$.
- B. Civilian employees are afforded retirement benefits through a local city retirement fund and are 100% vested in that system after 5 years. Civilian employees do not make contributions to the fund and benefits are subject to approval of city council, currently established at $1.5\% \times \text{final average pay} \times \text{number of years of service}$.

VII. Insurance

A. Voluntary Employee Contribution Insurance Options

The city of Jonesboro maintains group insurance agreements with a number of insurance providers offering medical, dental, eye care, life and disability insurance. These contracts are renegotiated

each year and as such, benefits and required employee contribution amounts may vary. Information regarding current options is available from Human Resources.

B. Worker's Compensation Insurance

1. All police employees are covered for job related injuries by the City of Jonesboro's Worker's Compensation Insurance (A.C.A. § 11-9-101 et seq.).
2. Employees who during the performance of their official duties or while in or on city property, sustain an injury, shall notify a supervisor immediately.
3. Upon the initial notification of the injury or medical examination, medical treatment and/or medical testing, the supervisor will initiate the completion of an On Duty Injury/Accident Investigation Report within 24 hours and forward such file through the Chain of Command for review. A copy of the report shall also be forwarded to the Police Administration office.
4. The applicable Division Captain or other Administration personnel shall then notify Human Resources of any on duty accident/injury and of any change in status of the effected employee as soon as possible.
5. In the event of a non-life threatening or less serious injury that can await treatment, contact should be made with the city Human Resources Department as soon as possible for instruction on seeking medical treatment.
6. In case of a catastrophic injury, which requires an immediate emergency response, the supervisor shall immediately arrange for the appropriate care and notify Human Resources as soon as possible, or if after hours, arrange for them to be notified the next business day.
7. The city Human Resources Department will be responsible for completing and filing the required Arkansas Worker's Compensation Commission forms (form N, S, etc.) and the employee is responsible for contacting H.R. to assist in completing those forms within 3 days, unless the employee is not medically able.
8. The employee shall be responsible for obtaining proper documentation from an attending physician authorizing their return to work. The employee's supervisor shall ensure the employee submits the documentation authorizing his/her return to work and ensure that documentation is forwarded to Administration and H.R.
9. Any questions, concerning the processing of Worker's Compensation claims, should be directed to the City Human Resources Department at 933-4640 or 933-4627.

C. Liability Risk Insurance

The City of Jonesboro maintains liability risk insurance with the primary responsibility of protecting the city in the event of lawsuits arising from the actions of employees while on duty. Currently, this insurance is provided through a negotiated agreement with the Arkansas Municipal League. Participation in this program does not waive statutory Tort immunity under ACA 21-9-301. Tort Liability-Immunity Declared.

VIII. Medical Examinations

- A. In order to determine fitness for continued employment, the Chief of Police may require a current employee to undergo a physical or psychological examination, at no cost to the employee, by a licensed physician or psychologist, who shall make a medical recommendation regarding the physical and/or mental ability of the employee to perform their essential duties.
- B. Any physical or psychological examination required by the Chief of Police or the City of Jonesboro shall be conducted only to confirm the employee's continued fitness to perform the tasks of their assignments and to inform them of their general physical condition and not to identify employees with disabilities who are otherwise able to perform their assigned duties, with or without reasonable accommodations.

- C. All physical and mental health examinations shall be kept confidential.

IX. Employee Assistance Program

- A. The City of Jonesboro provides a counseling and referral service, at no cost, to all employees, and their dependents and spouses, through the Employee Assistance Program (E.A.P.).
- B. The program is designed to assist in the resolution of concerns or problems, which may adversely affect an employee's personal or professional well being or job performance.
- C. All contacts with the E.A.P. will be held in confidence, unless the employee signs a specific waiver of release.
- D. Any employee, in need of the service, may contact the St Bernard's Counseling Center E.A.P. directly to make an appointment (870) 930-9090 or toll free at 1-800-346-0183.
- E. Referrals for assistance may be made according to the Effective Management Response (EMR) Technique, which was developed to assist supervisors to effectively manage those employees who have problems. This technique consists of four steps:
 - 1. Recognition – that the problem exists and is affecting performance on the job;
 - 2. Response – responding effectively with the employee;
 - 3. Referral – offering concrete assistance; and
 - 4. Review – setting objectives and monitoring the effectiveness of the intervention.
- F. Supervising officers will receive E.A.P. training after promotion and then again periodically. Training will include familiarization with the program services, the supervisor's role and responsibility, and identification of employee behaviors, which would indicate the existence of employee concerns, problems, and/or issues that could affect employee job performance.



I. Purpose

The Jonesboro Police Department will provide a vehicle for all officers to utilize while on duty when it is required. As an added benefit, the Department also has a take home vehicle program. The purpose of the program is to extend the life of the patrol fleet, provide a mechanism for rapid deployment of manpower and assets, to increase patrol presence and to provide a deterrent to crime in the areas where our sworn personnel reside.

II. Use of Department Vehicles

- A. No vehicle will be operated outside of the city of Jonesboro in an off-duty status unless expressly authorized by a Captain, Assistant Chief or the Chief of Police.
- B. Authority to operate the police vehicle outside of the city of Jonesboro is herewith granted to on-duty Officers engaged in any of the following activities:
 1. Following up on an investigation or completing an assignment
 2. Transporting prisoners
 3. Fresh pursuit
 4. Picking up supplies
 5. Going to court
 6. Attending meetings, trainings, etc. as required by the Department
- C. Anytime an officer is operating any department vehicle, they will carry proper police identification and a police radio, and will be armed with a Department approved firearm for which the Officer is qualified. The Officer will monitor communications on the police radio and be prepared to respond to a request for service if necessary.
- D. If using the vehicle in an off-duty status, an Officer will be dressed in such a manner as to not discredit the Department should the Officer have to perform in a professional capacity.
- E. Vehicles will not be used as part of off-duty employment except for approved details that are in a police capacity.
- F. Only employees are allowed to operate or be a passenger in city vehicles; other persons are only authorized to be a passenger in or operate the vehicle in case of an emergency or with prior authorization from a supervisor.
- G. Officers who are on an extended leave of absence or administrative leave may not operate department vehicles.
- H. Only department vehicles that are used for special purposes will be authorized to tow anything, and only when proper trailer hitches are in place. The Chief of Police must approve any exceptions.
- I. Department vehicles will not be parked at private clubs or similar establishments except when conducting official police business.
- J. The employee shall not drive or operate a Department owned vehicle in such a manner as to reflect discredit on the Department.
- K. All employees operating or riding in a department owned vehicle will wear seat belts. [\[7.22\]](#)
- L. Any abuse of a vehicle or failing to follow the prescribed guidelines for its use, without prior

authorization, may result in disciplinary action.

III. Issuance of Department Vehicles

- A. The assignment of a take home vehicle is a privilege, not a right. Assignment of units will be based on availability of vehicles, job assignment, performance and seniority. This privilege may be revoked at any time.
- B. The following guidelines apply to all employees to whom a Department vehicle has been assigned:
 - 1. All employees operating any department vehicle must be in possession of a valid driver's license at all times. Officers assigned to the motor patrol division shall also be in possession of a valid motorcycle endorsement.
 - 2. Employees assigned a take home vehicle must live within a 15 mile aerial radius of the Police Department building at 1001 S. Caraway Rd.
 - 3. The employee will inspect their vehicle and equipment prior to their shift or assignment for operational readiness, ensure that appropriate maintenance is performed on the vehicle at the assigned times, and will keep the vehicle clean at all times.
 - 4. The employee is at all times responsible for the assigned vehicle and all equipment in it, and is expected to keep the vehicle locked at all times when parked.
 - 5. The vehicle will not be altered in any manner without the approval of the Division Commander.
 - 6. Officers will be allowed to have the windows of their assigned vehicles tinted. After the application of the tint, the window must meter out at a maximum of 35%, plus or minus 3%. Additional tint will not be allowed unless authorized by the Chief of Police.

IV. Gasoline

- A. The Quartermaster/Fleet Management Office is responsible for administering the gas allocation system for the Jonesboro Police Department and will check the gas allocation reports monthly for indication that might suggest excessive mileage or fuel consumption.
- B. The Quartermaster will issue gas cards to each vehicle and each Police Officer and manage this system for the Department.

V. Equipment

- A. All police units, assigned or pool, used in routine or general patrol service, whether marked or unmarked, shall be equipped with operational emergency lights and siren.
- B. The officer who has an assigned unit is responsible for the entire unit, including the equipment and supplies inside. Officers utilizing a pool vehicle should check the unit prior to the beginning of their shift, not only for equipment defects, but also to ensure that the required items are stocked in the unit.
- C. All patrol units, assigned or pool, will be equipped with a spare tire.
- D. Officers are responsible for ensuring that supplies that become depleted are replenished. Supplies may be obtained by contacting the Quartermaster or after hours by contacting a supervisor who can obtain supplies from stock in the central supply area located inside the Patrol building.
- E. Other supplies and equipment for specialized job duties may be maintained within the assigned units with the Division or Unit Commanders specifying what equipment and materials are to be maintained by their employees.

VI. Special Purpose Vehicles

A. Limitation of Usage

1. Use of Department special purpose vehicles will be limited to members assigned to the unit for which the special purpose vehicle is intended. Special purpose vehicles can be defined as those vehicles, which require special training to operate or special authorization for deployment. The only special purpose vehicles currently in use by the department are motorcycles (requires special training) and the truck and trailer utilized by the SWAT team (requires specific authorization). Other members, as authorized by the Chief of Police or his designee and who have received applicable proper training, may operate a special purpose vehicle in some situations.
2. Officers operating a motorcycle unit shall complete an approved course of study in the operation of such units, as well as possess a valid motorcycle operator's license as issued by the State of Arkansas.
3. Members shall wear all safety equipment as mandated by Department policy or state law.

B. Special Purpose Vehicle Maintenance [\[7.27\]](#)

Officers or units assigned a special purpose vehicle such as SWAT vehicles and trailers, side-by-side vehicles, boats, negotiator vehicles, undercover vehicles, and others shall perform operational readiness check of the vehicle every six months and ensure that required maintenance is performed. Officers should also complete a pre-operation check of the vehicle before any operation. Any deficiencies shall be reported and/or repaired as appropriate. Documentation of the required maintenance and inspections of special use vehicles and equipment will be maintained at the Police Service Division.

C. Appearance and Equipment

1. Special purpose vehicles shall be equipped with all lighting, flashers, horns, signal devices, etc. as may be required by law.
2. Any equipment that may be needed to perform the function demanded of a special purpose vehicle shall be safely and securely stored in or on the vehicle. Missing or inoperative equipment shall be reported and repaired in a timely manner.
3. Officers assigned the responsibility of picking up the SWAT team truck and trailer during call outs are responsible for checking the equipment in the trailer during their rotation to make certain the equipment is in working condition. At least once a year, a designee of the SWAT team commander will conduct a written item-by-item inventory of the equipment in the trailer.



I. Inventory Control

- A. The Chief of Police is responsible for requisitioning equipment, as approved by the annual budget. Equipment must be maintained in serviceable condition and documents must be prepared to transfer equipment, certify authenticity of annual inventory and account for missing equipment.
- B. The City of Jonesboro shall assign a City of Jonesboro property location and property numbers (when applicable) to all appropriate items acquired for the use of the Police Department in accordance with City of Jonesboro practice. Items that are included on the city's yearly inventory, that is, items that are considered to be 'fixed assets' that are valued at \$1,500 or more shall have a city property number (located on inventory stickers) assigned.
- C. On a yearly basis, each Division Commander and the Quartermaster shall account for all items assigned to their respective Divisions or currently in inventory awaiting assignment. The Assistant Chief of Police will provide a written report of the same to the Chief of Police, including an accounting of the location of all agency firearms. This accountability shall be based on information (computer printout) provided to the Department by the City of Jonesboro Department of Finance. [\[1.10\]](#)
- D. Each Division Commander, or his designee, will ensure that all equipment assigned to his Division be maintained in a state of operational readiness. "Operational readiness" includes care and cleaning, preventive maintenance, repair, workability and responsiveness. Supervisors will inspect equipment at regular intervals, designated by the Division Commander, to ensure operational readiness.

II. Issuance/Re-issuance and Acquisition of Property

- A. Each Division Commander is responsible for purchasing of property for their Division. They will handle this responsibility for the Office of the Chief of Police. The quartermaster then will be responsible for assigning the necessary equipment to the employees under their command.
- B. The Division Commanders will make these acquisitions within the constraints of the approved budget, and through the Jonesboro Police Department Quartermaster Unit who will forward the necessary information to the City of Jonesboro Purchasing Department. All purchases must be made in compliance with current city purchasing requirements concerning requisitions, purchase order numbers, etc.
- C. Any agency owned property that becomes inoperable through normal use should be reported to the Division Supervisor where that property is assigned or used. It is the responsibility of that Supervisor to notify the Quartermaster of the problem. If any agency owned item becomes inoperable, a qualified serviceman or agency who has been contracted by the Department or City shall be contacted for or replacement of the item. If no service agency has been previously contracted, the Quartermaster shall be notified and will provide instructions. If the item is a firearm, said firearm will be turned over to the Range Sergeant to obtain the required service.

- D. Equipment Issued [\[1.12\]](#)
1. Other than some personal items, such as under armor type garments, all uniforms and equipment will be issued by the department. Officers are responsible for all issued equipment and must sign for receipt of said equipment. The Service Division will maintain an inventory of all uniforms and equipment issued to each officer.
 2. All equipment obtained through this process is the property of the Department and shall be returned to the Department upon conclusion of employment. Reacquisition of property by the department will be conducted by Service Division personnel using the following procedure:
 - a. All equipment and uniforms returned will be checked off of the officer's inventory.
 - b. Any items that are missing or returned in unsatisfactory condition (not including normal wear and tear on uniform items) will be noted and the officer responsible for said item(s) could be responsible for replacement costs.
 3. Officers assigned to the Criminal Investigation Division, Drug Task Force, or other divisions whose clothing requirements include civilian clothing, will receive an additional allowance for clothing as part of their regular paycheck.
- E. Approval for personally owned equipment [\[1.11\]](#)
- Items authorized for purchase by the city will occasionally vary and officers may use some items of personally owned equipment in place of department issued items. Shift or unit commanders should ensure that the equipment meets department guidelines and is of a similar enough style, function and color as to be compatible with current department issue. Any personally owned firearm must be inspected and approved by the training coordinator and receive final written approval for use from the Chief. Replacement or alternative badges and any non-lethal weapon alternatives, must receive written approval from the Chief or Assistant Chief.

III. Uniform and Equipment Specifications

- A. Uniforms
1. Officers will be issued a sufficient number of uniform shirts and pants in a polyester blend fabric in 'LAPD blue' color. Officers or employees working other special duty type assignments, such as K-9, Animal Control or Code Enforcement, will be issued BDU style pants and shirts in either a BDU style 'rip-stop' type fabric or polo type pullover shirts with an embroidered PD insignia.
 2. Issued boots will be a black, military style with a plain rounded toe. While other boots or certain styles of athletic shoes purchased by the individual employee may be acceptable, they should still be black and have a plain rounded toe and cannot have visible stitching or logos.
 3. Outerwear - Issued jackets will have side zippers to accommodate a firearm. Officers may purchase replacement jackets of a similar style or a tactical style fleece jacket for lighter wear. All outerwear shall be black or dark navy blue in color and must have arm patches and badge, embroidered badge or badge patch properly affixed if being worn as part of a duty uniform, even when the uniform is worn in an off duty capacity.
 4. Rain gear - The department will issue a calf length reversible rain jacket with reflective striping and 'police' logo on the back. Officers may purchase replacement jackets of a similar style in orange, black or yellow only. Officers assigned to lengthy outdoor traffic direction or other outside assignment may also purchase black weather proof pants.
 5. Gloves, hats and other accessories - Officers will be issued one dark blue tie. Officers may purchase gloves for the protection of their hands during duty or for inclement weather. Caps, hats or ear protection and 'commando' type sweaters may also be worn in inclement weather. Only plain black or dark blue items shall be worn. The style of these items shall be approved by the Chief of Police.

6. Duty belt and holster - The department will issue an under belt, duty belt, keepers, holster, double magazine holder, closed top cuff case, radio holder, baton holder, pepper spray holder and flash light holder. All will be of black basket weave leather. Officers may choose to purchase other styles of items (such as open top type cuff case or triple magazine holder, etc.), but all duty belt items will be black basket weave.
 7. Uniforms are kept neat, clean, in good repair, and well pressed at all times. While wearing the uniform, all employees maintain a professional bearing. Uniform cleaning is provided by the city at no cost and officers are encouraged to utilize this service.
- B. Badges, Insignia and Identification Cards
1. All badges worn in the performance of official duties must be Department issued or have received prior approval from the Chief or Assistant Chief.
 2. Collar brass, rank striping or other insignia will be issued by the department and will be silver for non-ranking officers and gold for sergeant and above.
 3. Officers are to wear only authorized insignia and patches on their uniform. A maximum of three service ribbons (see policy 327) may be worn above the name plate over the right pocket. A set of twelve ribbons in a single holder may be worn with the long sleeve Class A or dress uniform.
 4. All employees will be issued a Department identification card that bears the employee's photo, along with other personal identifier information. Officers shall carry their department issued identification at all times in order to be able produce this identification when requested and feasible. Police identification cards issued to an employee will not be used by or given to any other person.
- C. Other Equipment
1. Certain equipment used in normal daily operations functions by officers will be issued into the care of that officer and not to a specific unit. Officers should maintain all equipment assigned to them so that it is readily accessible for use. In the case of the officer who does not have a permanent unit assignment or an officer who is assigned to a temporary unit for more than five days, they are responsible for transferring their own assigned equipment or ensuring that such equipment is available prior to the beginning of their daily shift.
 2. Other equipment that may be assigned to an officer may include, but is not necessarily limited to: a portable radio, reflective vest meeting current ANSI/ISEA standards, personal protection supplies, tint meter, PBT, spike strips, camera, roller measuring device or booster pack.
- D. Officers are responsible for inspecting and maintaining all equipment, including inspection of any special use equipment such as non-issued SWAT gear, Mobile Field Force gear, radar trailers, negotiator equipment, portable generators, lighting, and others for operational readiness at least every six months. Each division commander or their designee shall identify and document any special use equipment within their division. Inspections will be documented on a form specified by the Service Division. Upon the completion of an inspection, the responsible division commander will turn in a record of the inspection to the Service Division, which will be responsible for maintaining such records.[\[7.27\]](#)
- E. Officers who have assigned equipment will not transfer that equipment to another officer without notifying the quartermaster so that appropriate change can be made to their inventory/inspections records. Officers are also responsible for reporting to their supervisor if a piece of equipment has become non-functioning and ensuring that a replacement is obtained from the Quartermaster if necessary.
- F. Improper or negligent handling of or willful damage to city property is a violation of policy. Employees who have lost, damaged or destroyed any equipment issued to them by the Department may be required to reimburse the City for that piece of equipment at current replacement value if the loss or damage is the result of negligence on their part.

- G. Employees do not alter, make substantial repairs to, or in any way change, add to or remove any parts or accessories of any city-owned property without permission of the Chief of Police. This includes, but is not limited to, buildings, office equipment or motor vehicles. This is not to be interpreted to preclude officers from having minor repairs made to vehicles or other essential equipment to enable the equipment's continued use on duty.
- H. Employees do not convert or use Departmental equipment for personal advantage outside the scope of their employment.

IV. Body Armor [7.25]

A. Availability

Due to the nature and danger of their occupation, law enforcement officers need all the protection that is available to them. Soft body armor can offer substantial protection of vital areas of the human body from assaults by firearms. The Jonesboro Police Department, recognizing this need for added protection for its officers, will ensure that all members of the department will have soft body armor available to them while assigned to field duty.

1. Only Department authorized body armor meeting current NIJ standards and warranties will be worn.
2. Records will be kept of the issuance of body armor and each set will be replaced prior to the date the manufacturer's warranty expires.
3. New body armor products will be evaluated frequently and the Department will continue to seek the best available threat level protection for the officers.

B. Wearing of Body Armor

1. The wearing of protective body armor is mandatory for sworn personnel assigned to the Patrol Division and for those officers assigned to the Street Crimes Unit, the Warrant Division and as School Resource Officers. Division Commanders and/or the Chief of Police may require mandatory wearing of protective body armor or declare it optional for all other personnel, but all officers are encouraged to wear body armor at all times when on duty.
2. Issued body armor must be readily available for use at all times for all officers while in the field. Wearing of body armor is mandatory for any situation deemed "high-risk" by a supervisor. (Example: service of search warrants, felony arrests warrants and tactical response).
3. Sworn personnel must have their issued body armor within immediate access (such as in the passenger compartment of the patrol vehicle). Personnel must be able to access their body armor in a matter of seconds, not minutes. While in the field, the armor should be within arm's reach of the officer. The armor should never be stored in lockers or kept in the trunk of vehicles. The armor should not be jammed, or wedged under seats in vehicles. Officers should be familiar with the location of their armor at all times and be able to put in on at a moments notice.



I. Policy

It is a goal of this Department to maintain departmental integrity and efficient operations that best serve the citizens of the city. Included in this goal are regular periodic inspections of the operations procedures being utilized in all divisions and units and regular inspections of all equipment utilized in any operations. In order to achieve this goal and to ensure that operations remain consistent with existing directives, policies, and standards, Departmental inspections will be conducted for all organizational components and employees.

II. Definitions

Line inspection – Inspections conducted by personnel in control of the persons, facilities, procedures, or other elements being inspected.

Staff inspection – Inspections conducted by personnel who do not have control of the person, facilities, or procedures being inspected.

III. Line Inspections [7.26]

A. Daily Inspection

1. Every employee or officer, who is assigned a unit, is responsible for the inspection of their unit and other equipment on a daily basis, prior to beginning their tour of duty. Supervisors should monitor their personnel and equipment on a daily basis so that problems can be identified and corrected as soon as possible.
2. Patrol supervisors are responsible for ensuring unit inspections are completed and that deficiencies are corrected.
3. Officers shall document mechanical deficiencies by sending an email to the Service Division group. If the deficiency involves a line unit, a note should be placed with the keys so that others are aware of any issues.
4. Equipment deficiencies should be brought to the attention of the supervisor. Officers are responsible for taking steps to ensure that the deficiency has been corrected. If the officer or supervisor is unable to make the corrections, the division or unit commander should be notified.

B. Written Inspections

1. The shift supervisor and/or unit commander shall be responsible for the daily visual inspection of their personnel, as well as a periodic written inspection report. A Line Inspection Report is provided and available to assist the supervisor in performing the inspection.
2. Supervisors are responsible for documenting any deficiencies and for ensuring, those deficiencies are repaired, if possible.

3. The Line Inspection Report containing discrepancies found, repaired, and those unable to be repaired shall be forwarded to the Division Captain when completed.
4. The Division Captain shall review the reports and verify that appropriate action has been taken to correct the noted deficiencies.

IV. Staff Inspection

- A. Staff inspections, consisting of an in-depth review of all or various components of the department, may be conducted periodically. These inspections may be conducted by inspectors assigned from within the department or by an external inspector as directed by the Chief. Such inspections should provide an objective review of operational procedures and equipment. As well as providing some recommendations as to possible improvements, the inspections shall also ensure that agency procedures are being adhered to and department compliance with applicable accreditation standards.
- B. All staff inspections will be followed up with a written report that may be submitted to the Chief or other supervisors, as deemed necessary. Positive aspects of the area inspected, as well as any deficiencies, along with recommendations to correct deficiencies or provide better or more efficient operations should be reflected in the report.
- C. In the case of noted deficiencies, a follow-up inspection will be conducted and a report forwarded to the Chief of Police noting corrections made and any deficiencies that cannot be immediately corrected.



I. Policy

It is the policy of the Jonesboro Police Department to provide training to accommodate Department needs and to actualize the interest and concern, which the Department has for the self-improvement and personal development of its employees.

II. Responsibilities

- A. It is the responsibility of all employees to teach those with whom they work the skills and knowledge necessary to perform the job at hand.
- B. The responsibility of developing, evaluating and maintaining training programs shall lie with the Training Coordinator who works within the Special Services Division. The Training Coordinator is responsible for Department training functions, developing and administering training programs and coordinating training through outside agencies and institutions. Other responsibilities include:
 - 1. Plan, develop and coordinate training programs;
 - 2. Notify personnel of required training and training that is available to agency personnel;
 - 3. Ensure that required training programs are approved by and recorded with the Arkansas Commission on Law Enforcement Standards and Training as required;
 - 4. Maintain training records in accordance to department practices, Arkansas law, CLEST standards and/or other regulations;
 - 5. Select instructors; and
 - 6. Other responsibilities as assigned.

III. Training Committee

A Training Committee may be established periodically to evaluate the available training and to ensure that the quality and quantity of the training programs meet the goals and objectives of the Jonesboro Police Department. It shall consist of at least one representative from each Division, chaired by the Training Coordinator and will be responsible for obtaining input from each division to aid in the development and evaluation of current and future training programs, but shall be limited to reviewing and recommending training.

IV. Training Instructors and Curriculum Standards

- A. Selection of qualified instructors is critical to the successful operation of a successful training program. The Training Coordinator shall assign instructors for Department in-service and new hire training.
- B. Primary instructors utilized for Department in-service and other training must possess a CLEST issued Instructor Certificate and knowledge of the subject matter. The Basic Instructor Course approved by CLEST includes training in the following areas:
 - 1. Lesson plan development;

2. Performance objective development;
 3. Instructional techniques;
 4. Learning theory;
 5. Testing and evaluation techniques; and
 6. Resource availability and use.
- C. Other instructors utilized to assist the primary instructor should possess knowledge of teaching theories, methods and practice and knowledge of the subject matter. Instructors from other agencies, public resources or the private sector may be selected and utilized, especially to provide specialized training when needed and will be evaluated under the same criteria as Department instructors.
- D. In-service or other training held or hosted by the department shall be submitted to the Training Coordinator for approval as to completeness and consistency, as well as notice of requested resources, prior to the scheduled instruction.
- E. When required, formal lesson plans must be submitted to the Training Coordinator 40 days in advance to allow for CLEST approval. The outline shall include a summary of the course content, clear performance objectives and resources desired to complete the training. Plans should also incorporate adequate instruction periods and competency and knowledge based testing when needed.

V. New Hire Training

- A. The department will conduct structured classroom and range based training. All previously non-certified officers will complete CLEST required instruction necessary for state basic certification, through an approved JPD academy class or other state certified academy, prior to their placement with an FTO or assignment to a patrol shift. Officers will not be allowed to take law enforcement action or perform any law enforcement duties prior to the completion of this training. [1.09]
- B. Training for newly hired officers will consist of a curriculum based on tasks of the most frequent assignment associated duties of officers who complete recruit training, including, but not limited to:
1. Department Policy and Procedures
 - Including familiarization with the accreditation process
 - Each new employee will be given instruction of how to access department policies in electronic format on the (F:) drive.
 2. Criminal and Traffic Laws and Rules of Criminal Procedure including:
 - a. probable cause and prompt first appearance [7.05]
 - b. Laws of Arrest
 - i. with a warrant [7.02]
 - ii. without a warrant, [7.03]
 - iii. outside of jurisdiction [7.04]
 - c. Search and Seizure
 - i. How to obtain, execute and return a search warrant [7.08]
 - ii. Searches without a warrant [7.09]
 - d. and Miranda [7.06]
 3. Firearms Training
 4. Accident Investigations
 5. Traffic Law Enforcement / DWI
 6. Report Writing
 7. Defensive Tactics / Arrest Procedures

8. Evidence Procedures
 9. Familiarization with various P.D. divisions (CID, SWAT, DTF, Dispatch, K-9, etc.)
 10. Preliminary Investigations. [7.11]
- C. The training coordinator will utilize evaluation techniques and/or test each new recruit in all of the covered material to determine their competency in these matters before they are assigned to the FTO program.

VI. Field Training / Field Training Officers

- A. Following completion of the specified classroom training, all new officers will be assigned to the Field Training Officer program with a certified FTO, for a period of at least twelve weeks to be divided between different shift platoons and FTO's. The purpose of FTO training is to prepare the new recruit with the knowledge necessary to safely and effectively integrate the new officer into their new work environment. [3.11A, B] [3.15]
- B. The Field Training Officer (FTO) assigned to each Officer in Training (OIT) will complete the approved FTO daily observation report in Departmentware.com in a timely manner, review evaluations with OIT, and notify the FTO shift coordinator immediately of any deficiencies. FTOs and OITs will be required to check off on OIT task in Departmentware.com. Upon completion of each phase the FTO will be required to complete an end of phase report before the OIT can move on to the next phase. When applicable the OIT will perform a "Ghost Ride" evaluation (GR) with a supervisor or senior FTO, and a final evaluation report will be completed. The final evaluation report will be forwarded to the department FTO administrator and division commander. The OIT must successfully complete all phases of the FTO program before being allowed to assume patrol duties as a solo officer. [3.11C] [3.14]
- C. FTO Selection and Assignment
 As need arises or periodically, an announcement will be posted for officers willing to serve as Field Training Officers (FTO). Any officer meeting the minimum qualifications listed below is eligible to apply for the position of Field Training Officer.
1. Three years law enforcement experience and has completed their first year probation with the Department.
 2. Possess a General Certification Certificate or be within 90 days of eligibility for General Certification.
 3. Be current in all departmental certifications.
 4. Have the documented recommendation of a JPD supervisor.
 5. As directed by the Chief, the Patrol Captain or other administrative staff shall select officers to serve as FTO(s).
 6. Selected FTO(s) will attend training in compliance with current CLEST standards.[3.12]
 7. Field Training Officers may be assigned to different platoons or shifts as the need arises and will be under the direct supervision of that platoons assigned OIC.
- D. FTO Meetings
 Regular, documented meetings will be held and attendance required for all FTOs no less than every six months in order to update FTOs on current department policy, Arkansas law or updates and changes to the FTO or training program. Meetings may also be called in order to address any specific issues and should be used as a mechanism to periodically review the FTO program overall, evaluate its effectiveness and implement improvements. [3.13]

VII. Accelerated Field Training [3.11D]

- A. Certain officers with prior experience, such as currently certified officers who have served with other Arkansas agencies with similar policies and practices (as determined by the Chief) or previously non-probationary certified officers from this department returning from an extended military service, may not require a full length field training program.
- B. Following completion of at least one week of classroom refresher on department operational procedures, department policy and directives and firearms training, all new/returning officers will then be assigned to the Field Training Officer program, completing rotations of at least one week with a different FTO on each patrol shift. FTO evaluations should be completed just as in the regular FTO training and forwarded for review and record keeping.
- C. The Chief of Police, or designated command staff member, will review the FTO evaluations and determine if the officer has sufficiently demonstrated their capabilities and can be released from the program.

VIII. Continuing Training

A. Annual In-Service [2.01] [3.06] [13.14]

The Department shall provide for and require attendance at certain annual training for all personnel. All officers (full time, part time and reserve) are expected to complete all department required and CLEST mandated training each year, including firearms proficiency, Use of Force, Deadly Force, Bias Based Policing, defensive tactics, laws of arrest, search and seizure, any current legal updates, and other topics as selected by the training coordinator.

In-service training may be completed through use of available structured classes offered by the department or other agencies, online training or roll call training. Roll call training will also be utilized to acquaint officers with new directives when needed. The training coordinator will format roll call training.

B. Outside Agency Training

A written request for training conducted outside the department should be submitted to the division commander for approval, as funds are available. Course fees will normally be paid by the city by check or credit card and a request for payment should be forwarded to finance with an approved requisition.

1. Officers attending training outside of the immediate Jonesboro area must also submit a Request for Travel form to the Chief's office. The department has city credit cards available for use for expenses or the employee may chose to be reimbursed for these expenses. Authorized expenses include transportation, food, lodging, registration fees, and some tips. Fuel may only be purchased for a city vehicle when the use of the vehicle's fleet fueling card is not an option. Reimbursement for the use of personal vehicles is calculated by mileage. Current meal and mileage rates can be obtained from the city handbook and should be reflected on the request for travel form.
2. In both cases, a Travel Expense Report must be submitted within two, five or ten days upon return. Employees utilizing a city credit card must additionally submit all receipts for purchases where the card was used.
3. Attendance records are maintained for employees attending Department or outside programs and become part of the employee's training file. The employee shall forward a copy of a certificate of completion, if available, to the Training Coordinator, or other department designee, after the completion of the training. The Training Coordinator or a division supervisor

may grant exceptions to mandatory attendance for training for reasonable excuses of a conflicting nature such as a court appearance, illness, department business of an emergency or serious nature, and personal emergencies.. Persons who are on a pre-approved vacation at the time of a training session should not be scheduled to attend the training.

IX. Remedial Training

To ensure that Department personnel do not suffer deficiencies in basic skills, knowledge, and abilities required to perform their assigned tasks, a remedial training program is established.

When, based on sound evidence, a supervisor has identified by testing or inspecting job performance that an employee has demonstrated a deficiency in basic ability to perform assigned tasks, and the supervisor has reason to believe that such deficiency may be corrected, he may direct that employee, in writing, to attend a specific remedial training program. The supervisor will identify such programs through the Training Coordinator.

As soon as practical, the employee will take part in a training session that will address the noted deficiency.

Failure by the employee to correct the deficiency may result in disciplinary action. The refusal to complete or the unsuccessful completion of the assigned training can result in disciplinary action

X. Advanced Supervisor Training

Advanced training is provided to Department members who have been promoted to positions of management or leadership. This advanced training shall be appropriate to their rank and assignment and may be used to meet any mandatory training requirement set by law or other Department policy. Advanced training may take place outside the Department and will be provided within the first year following promotion. [\[3.08\]](#)

XI. Specialized Training

In-service and/or academy instruction for members appointed to positions whose knowledge base exceeds that provided during previous training and employment experience defines the need for specialized training necessary for the development and/or expansion of skills, knowledge and abilities particular to the specialization. Examples of positions for which the department will require specialized training include: Supervisors, SWAT, Crisis Negotiation, Background Investigation and Criminal Investigations

Some specialized positions or assignments such as Firearms Instructor, Less Lethal Weapons Instructor, Field Training Officer (FTO), BAC Datamaster Operator, RADAR/LIDAR Operator, and others may also require or recognize certification or accreditation through such entities as; CLEST , the Arkansas Department of Health or other organizations. Refresher, recertification, and/or retraining are required in certain assignments to maintain certification. Decertification may result in removal from the specialized assignment.

To prepare employees for these assignments, along with formal training, the Department will also provide specialized training, which may include explanation of agency policies, procedures, rules, and regulations specifically related to the component position and/or supervised on-the-job training to complement previous instruction when practical.

XII. Civilian Training [3.07]

- A. All newly appointed civilian personnel would receive a departmental orientation training session that will include, at least, the following:
 - 1. Introduction to the Jonesboro Police Department's role, purpose, goals, policies, procedures and accreditation standards;
 - 2. Working conditions and regulations; and
 - 3. Responsibilities and rights of employees.
- B. Certain positions require more training for newly hired employees, such as animal control, court service related jobs and sex offender registration. Each unit supervisor will be responsible for completing a new hire orientation check list and pre-service job training with all new employees. The content of the checklist will be determined by the supervisor and related to the job tasks of the new employee.
- C. All Civilian personnel will be required to complete CJIS training, as well as any specialized training or continued training related to their job field or necessary to maintain a certification or necessary job skill and knowledge levels (such as ACIC certification). Some positions which may require specialized training include Crime Analysis, Property and Evidence and Animal Control.

XIII. Training Records

- A. Records shall be compiled of all agency hosted training, including lesson plans and attendance records of classes and submitted for approval and maintenance through CLEST.
- B. Records shall be maintained on every employee in accordance with CLEST rules and regulations.
- C. All training shall be reported through the CLEST portal. Documentation of training that is received via other entities and that was not previously submitted to CLEST for approval shall be submitted to the training coordinator for documentation with CLEST. In the event that some training cannot be documented through CLEST, the training coordinator shall ensure that a copy of the training material and/or training certificate are kept in the electronic training files stored on the f: drive.

[3.05]



I. Policy

It is the policy of this Department to regulate the carrying and handling of firearms and less lethal weapons by Department personnel. This Directive establishes standardized guidelines for the carrying, handling, training, and testing of the proficiency of armed personnel. Arkansas Law provides for the legal authority of an officer to carry a firearm (Ark. statute 5-73-120)

II. Firearms and Ammunition Approval and Inspection

A. Authorized Firearms and Ammunition [6.04]

Firearms and ammunition authorized by the department will be reflected on the most current Special Order listing for Weapons and/or ammo. The list will be reviewed and updated as needed. Only factory loaded, department issued ammunition will be used for duty carry. Only the Chief of Police may approve any exceptions to the requirements in regards to the types of authorized firearms or ammunition.

B. Following written authorization or approval from the Chief and/or Assistant Chief, the Training Coordinator shall examine for approval any duty, off-duty, and backup firearms (pistols, shotguns and rifles) based on established Departmental criteria approved by the Chief of Police.

C. Officers who wish to carry a duty, off-duty, or backup firearm that has not been approved or inspected shall notify the Training Coordinator who shall schedule a time for approval, inspection, and demonstration of proficiency. The officer shall not carry any firearm as a duty, off-duty, or backup firearm until all of the Departmental criteria have been met.

D. Firearms Inspections

Prior to annual proficiency qualifications, the on duty Firearms Instructor is responsible for completing a function check and inspection of all weapons to ensure they are safe and in good working order. Weapons found to be unsafe shall be removed from service until they can be repaired. The Training Coordinator shall verify the completion of the repairs before the firearm is returned to service. Additionally, weapons will also be inspected during annual equipment and uniform inspections. [3.03]

III. Carrying of Firearms On-Duty [6.05]

A. Uniformed officers, when on-duty, shall carry an approved firearm in an approved holster when in public places within the jurisdiction of this Department.

B. Officers who are on-duty in plain clothes shall wear their firearms in a holster approved by the Chief of Police, in a manner that will not attract attention and shall display their Department badge near the firearm in a manner that is clearly visible to the public unless special circumstances exist.

C. Officers who are on-duty in plain clothes in an undercover capacity will carry their firearms in approved holsters and will have carry a badge capable of being worn around the neck or other

means of visible display in the event public display of the weapon is necessary during enforcement action.

IV. Off-Duty Firearms Guidelines [6.05]

- A. Officers may carry an approved firearm off-duty, but will exercise discretion as to when and where it is worn.
 - 1. Any display or use of an off-duty firearm will be governed by the same regulations that apply to on-duty officers.
 - 2. Off-duty firearms carried while off duty and not in uniform must be kept concealed and the officer must be in possession of their department identification.
- B. This Directive should not be construed to restrict the legitimate possession and use of sporting or recreational firearms.

V. Backup Firearms Guidelines

- A. Officers shall carry an approved firearm in conjunction with, and as a backup to, the officer's primary Department approved sidearm.
- B. The backup firearm is to be viewed only as a weapon of last resort and the use of a backup firearm will be limited to those instances where an officer's use of deadly force is authorized under the Department's Directive and the officer's primary firearm has been:
 - 1. Lost, stolen, or rendered inoperable during the course of the specific incident authorizing the use of deadly force; or
 - 2. Exhausted of ammunition under circumstances that clearly limit the officer's ability to immediately reload.
- C. Officers will carry the backup firearm on their person in a concealed manner and may be carried in the prescribed manner whenever the officer is off-duty or working in an off-duty capacity and is armed with a Departmental approved firearm.

VI. Shotguns

- A. Only officers who have qualified to use the weapon during the most recent qualification course are authorized to carry a shotgun while on duty.
- B. During routine carry in police vehicles, the approved shotgun will be carried with the magazine loaded and the chamber empty, bolt forward and the safety 'on'.
- C. During routine carry in police vehicles, shotguns will be carried in an approved rack in the passenger compartment or in a rack in the trunk.
- D. Only specified ammunition will be approved for duty use and is the only ammunition approved for general carry.

VII. Rifles

- A. This Department will issue a rifle for sworn officers to carry in their vehicle to offer greater protection to both the public and themselves in extraordinary circumstances. With authorization from the Chief of Police, a personally owned rifle may be approved for carry. Officers utilizing personally owned and department rifles will be provided duty and qualification ammunition. When not mounted in an approved gun rack, a padded gun case is encouraged to prevent damage to sights or optics.
- B. Only officers who have completed the patrol rifle training and qualified to use the weapon are authorized to carry a rifle. Officers carrying a rifle will qualify annually, or as otherwise directed, on daylight and low-light courses of fire.
- C. Rifles are intended to be carried in the trunk of units and will only be allowed to be carried in the passenger compartment of the vehicle when the unit has an approved, locking gun rack that is specifically made for that type of rifle. During routine carry in police vehicles, the approved rifle will be carried with the magazine loaded and seated, chamber empty, bolt forward, and the safety 'on'. If carried in the trunk, the release button in the passenger compartment of the unit should be disabled. If not, the rifle must be cable locked through its receiver while it is carried in the trunk. Any unoccupied patrol unit will not have the keys stored in the passenger compartment.
- D. Specific weapon related requirements:
 1. Determination of weapon suitability will be the responsibility of the chief training officer. If the weapon does not meet the criteria set forth in this policy, it will not be allowed. Safety, reliability and standardized function are the training division's main concerns.
 2. Patrol rifles will only be 'AR-15' style rifles in .223 cal or 5.56 mm only.
 3. Only rifles from reputable manufacturers that are approved by the department will be allowed.
 4. Rifles must be in unaltered mechanical condition from the factory / company. No trigger or safety alterations will be allowed, with the exception of good quality ambidextrous safety/selectors will be allowed. Cosmetic alterations, such as sliding stocks, rails, vertical grips, etc. will be allowed. Sighting optics are allowed and encouraged.
 5. Rifles must have a suitable sling that would allow the officer to handcuff a suspect while retaining control the rifle.
 6. Rifles must have some type of reliably attached light source that will allow two-handed control of the weapon during low light shooting.
 7. Enough magazines will be carried for a 120 round basic load.
 8. Special-Purpose (SPR) and Special-Application Scoped Rifles (SASR)
 - a. The SWAT team command element may authorize the use in addition, carry of other types of semi-auto, select-fire and bolt-action rifles for tactical operations or emergency response situations.
 - b. Officers utilizing these weapons will be trained in their use and qualify with them as directed.
 - c. Examples of the SPR include AR-10 and M1A style rifles in .308 caliber, Mini-14 style rifles in .223 caliber, HK UMP submachine guns in .40 caliber and HK MP-5 submachine guns in 9mm caliber. Examples of the SASR include Remington 700 bolt-action rifles in .308 and .300 Win Mag calibers.
 - d. All rifles other than standard .223 caliber must be approved by the Chief or Assistant Chief prior to carry.
 - e. Only department-approved ammunition will be utilized in the SPR and SASR.

VIII. Authorized Less lethal, Intermediate Weapons

- A. All officers carrying intermediate weapons must be qualified to do so, pursuant to Departmental training standards. Officers may carry an approved intermediate weapon, of the brand(s) approved by the Department. These instruments shall only be used in accordance with Departmental training standards.
 - 1. Annual required training should be conducted by instructors having appropriate certifications for the weapon.
- B. The following products are authorized intermediate weapons that may be carried by City of Jonesboro Police officers: **[6.04]**
 - 1. Expandable or Straight Baton
 - a. Impact weapons may be utilized in cases where the officers believe the use of these weapons would be reasonable to bring the event under control.
 - b. Examples would be where other options have been utilized and failed or where based on the officer's perception at the time, the other options would not be successful in concluding the event.
 - c. Officers shall not intentionally strike a person with an impact weapon where it would create a substantial likelihood of causing serious bodily harm or death, unless the use of deadly force would be justified.
 - 2. Oleoresin Capsicum (OC) Pepper Aerosol Restraint Spray
 - a. The Department issues OC aerosol restraint spray to provide officers with additional use of force options for gaining compliance of resistant or aggressive individuals in arrest and other enforcement situations. It is the policy of this agency that officers use OC when warranted, but only in accordance with the guidelines and procedures set forth here and in this agency's use of force policy.
 - b. Only officers who have completed the prescribed course of instruction on the use of OC and experienced a mandatory exposure to the OC spray are authorized to carry the device.
 - c. Uniformed officers shall carry only Department authorized OC canisters (and shall carry it) in the prescribed manner, when worn, on the duty belt. Non-uniform members may carry OC in alternative devices as authorized by the agency.
 - d. Once control is gained, officers should immediately provide for the decontamination of the subject when reasonable and practical to do so.
 - e. If the person shows any signs of physical distress or does not recover in a reasonable amount of time, officers should immediately direct an emergency medical response and render first aid at the degree for which they are trained.
 - f. Chemical Spray shall not be deployed as a compliance technique for a person who is passively or verbally non-compliant.
 - g. Chemical Spray shall never be used as a punitive measure.
 - 3. Electronic Control Devices (Taser)
 - a. The Department issues Electronic Control Devices (Tasers) to provide officers with additional use of force options for gaining compliance of resistant or aggressive individuals in arrest and other enforcement situations. It is the policy of this agency that officers use Tasers when warranted, but only in accordance with the guidelines and procedures set forth here in this agency's use of force policy.
 - b. Only officers who have completed the prescribed course of instruction on the use of the Taser are authorized to carry the device.
 - c. Only Department issued Tasers are authorized for carry.
 - d. Officers shall carry the Taser in the off side/non-duty weapon side carry position only.

- e. Electronic Control Devices shall never be used as a punitive measure.
- 4. Kinetic / Bean Bag Munitions
 - a. The Department issues less lethal kinetic / beanbag weapons to provide officers with an extended distance less lethal force option for gaining compliance of resistant or aggressive individuals in arrest and other enforcement situations. It is the policy of this agency that officers use the kinetic / beanbag rounds when warranted, but only in accordance with the guidelines and procedures set forth here and in this agency's use of force policy.
 - b. Only officers who have completed the prescribed course of instruction on the use of the kinetic \ beanbag munitions weapons are authorized to carry or deploy the weapon system.
 - c. Only Department issued or approved weapons that have been approved as less lethal weapon systems are authorized for use with kinetic / bean bag rounds.
 - d. No shotgun buckshot or slug ammunition shall be carried with less lethal kinetic / beanbag ammunition. No shotgun buckshot or slug ammunition shall be carried in or affixed to the less lethal weapon system.
 - e. Only Department issued and approved kinetic / beanbag ammunition shall be used in the less lethal weapon system.

IX. Training and Proficiency Qualifications

- A. Officers shall receive a minimum of two (2) annual firearms trainings, one of which must be CLEST certified. Officers shall receive annual training for all authorized weapons, including Less Lethal Weapons. Officers will also receive annual training on the Department's Response to Aggression policy, which may include scenario based training. Officers must demonstrate proficiency with each weapon they are authorized to carry. A CLEST certified instructor must monitor the firearms training. An instructor certified in that system must monitor all less lethal training or use approved training material. All Firearms Instructors shall meet the minimum guidelines established by the Arkansas Commission on Law Enforcement Standards and Training. **[3.01] [13.13]**
- B. A certified Firearms Instructor must monitor all firearms proficiency training.
- C. All officers authorized to carry firearms will ~~be issued a copy of the Use of Force, Deadly Force~~ receive training on the Response to Aggression and Weapons policies prior to being authorized to carry a firearm or other weapon. Officers will also receive training regarding legal requirements on the use of deadly force.
- D. Officers shall be responsible for providing the ammunition for qualification with off-duty firearms.
- E. The firearms proficiency training will, as closely as possible, reflect those circumstances and conditions that law enforcement officers are most likely to encounter in real life deadly force situations. A suitable firearms training simulator may routinely be used to provide this type of realistic training in addition to any outside range (live) firing.
- F. All officers, when participating in firearms qualification, must score a minimum of 80% on an established course of fire. Each course of fire will be specific to each type of authorized weapon. Must be an approved CLEST qualification course led by a CLEST certified instructor. **[3.01]**
- G. In the event of any accidental discharge, the officer shall receive remedial firearms training. The Division Commander shall schedule remedial firearms training as soon as practical.
- H. Should a member fail to meet qualification standards, the authority to carry the weapon shall be immediately revoked. Written notification of such revocation shall be forwarded to the employee's commanding officer and the Chief of Police. The officer shall then be reassigned for remedial training until they meet qualification standards. Officers who fail to achieve qualification after

remedial training shall be reassigned to a non-sworn position if available or recommended for termination.

- I. The Training Coordinator will document the officer's training and proficiency record to reflect the officer's attendance of in-service training classes and document the officer's proficiency in the use of Department authorized firearms. These records shall be maintained of the types and serial numbers for all firearms being utilized by officers.
- J. All officers must be mindful of firearms safety. All range rules as posted or outlined by a firearms instructor must be observed at all times. Failure to observe these precautions is not only dangerous, but may result in disciplinary action.

X. Maintenance, Safety and Modifications

- A. Officers are responsible for their weapons at all times. Firearm safety precautions must be observed at all times. It is recommended that weapons be unloaded and secured in a locked container or secured with a locking mechanism when not in use.
- B. Any officer wishing to make a modification to a Department issued firearm shall submit the request to the Chief, Assistant Chief or Training Coordinator in written form. The Chief of Police must then approve the modification. A list of approved modifications will be maintained.
- C. Any trunk of a patrol unit that a patrol rifle is stored in must have the trunk release button in the passenger compartment of the vehicle disabled. If the trunk release is still functioning on the patrol unit, the rifle must be cable locked through its receiver while it is carried in the trunk. Any unoccupied patrol unit will not have the keys stored in the passenger compartment.
- D. All department-issued or personal weapons that are utilized in an on-duty or extra duty capacity will be maintained and cleaned by the officer and are subject to inspection by supervisory personnel.



I. Policy

The purpose of this directive is to identify the process for official recognition of performance, which exceeds the highest standards of the Department. Awards conferred by the Department give recognition to those who have brought honor to themselves and the Department.

II. Commendations from Outside the Department

- A. When a formal letter or other written correspondence is received from someone outside of the department commending a specific member's action, that letter or correspondence is forwarded directly to the commended employee's division supervisor for discretionary review.
- B. Upon satisfactory determination after such review, the division supervisor forwards a copy of the letter or correspondence to the commended employee, causes a copy of the letter or correspondence to be posted on departmental bulletin boards, if appropriate, and forwards the original letter or correspondence to the Administrative Secretary for placement in the officer's personnel file.

III. Commendations from within the department.

The Jonesboro Police Department expects a very high level of professional conduct from all personnel. However, members of the department occasionally perform duties in a manner exceeding the high standards of the department. The recognition of such performance is provided to those who have brought honor to themselves and to the department. Such recognition is bestowed in one of the following manners:

A. Commendation Form

When a department member performs either in such a manner, that it exceeds the high standards established, in a single incident or an overall area of performance, that member may be recommended for recognition of such performance with the completion of a commendation documentation form. This form should be initiated by a supervisor and sent to the employee's division commander for discretionary review. Upon a satisfactory determination after such review, the division commander forwards a copy of the approved commendation form to the employee, causes a copy of the form to be posted on departmental bulletin boards, and forwards the original to the administrative secretary for placement in the employee's personnel file.

B. Formal Letter of Commendation

- 1. When a departmental member performs in such a manner that either it overwhelmingly exceeds the high standards established, in a single incident or an overall area of performance, that member may be recognized for such action with a formal Letter of Commendation. Any member of the department may submit a memorandum, directed to the initiating member's

immediate supervisor, outlining the recommendation that the specific member receive a Letter of Commendation.

2. The memorandum includes as a minimum, a synopsis of the incident or overall conduct, any pertinent detail facts relating to the incident or overall conduct, and the recommendation for the issuance of a Letter of Commendation. A supervisor receiving such a memorandum forwards the memorandum through the chain of command to the employee's division supervisor for discretionary review. Upon a satisfactory determination after such review, and after an informal preliminary discussion with the Chief of Police, the Chief of Police completes a Letter of Commendation, forwards a copy of the Letter of commendation to the commended employee, causes a copy of the Letter of Commendation to be posted on the Departmental bulletin boards, and forwards the original to the Administrative Secretary for placement in the officers personnel file.

C. Designated Honors

1. When a Department member performs in such a manner that their conduct falls within the guidelines established for a specific honors award, that member may be recognized for such action with the issuance of a specific applicable award. Any member of the department may submit a memorandum, directed to the initiating member's immediate supervisor, outlining the recommendation that the specific member receive a specific honors award.
2. The memorandum includes as a minimum, a synopsis of the incident or overall conduct, any pertinent detail facts relating to the incident or overall conduct, identification of the specific honors award recommended, and the recommendation for the issuance of the specific honors award.
3. A supervisor receiving such a memorandum forwards the memorandum, with an addendum to the memorandum indicating the supervisor's opinion regarding the recommendation, through the chain of command to the commended employee's division supervisor for a preliminary discretionary review. This process is completed for each step along the chain of command to the commended employee's division commander.
4. The division commander then determines if the criteria for receiving such award is met. If the criteria for receiving an award is met, the division commander then forwards all of the material and a recommendation to the Chief of Police.
5. The division commander may recommend approval of a specific honors award, recommend an adjustment to a lesser degree of recognition, or recommend denial. If the recommendation is for a lesser degree of recognition or for denial, the division commander issues a correspondence to the Chief of Police outlining the reasons for such recommendation.
6. Upon satisfactory determination and recommendation for issuance of a specific honors award, the division commander issues a correspondence to the Chief of Police outlining support of the issuance of a specific honors award.
7. The Chief of Police makes the final determination regarding the issuance or non-issuance of the honors award. Upon approval of the issuance of the honors award, the Chief of Police causes the issuance of the award at the time and place as deemed appropriate by the chief of Police.

IV. Citizen and Other Agency Personnel Recognition

- A. Citizens and members of other agencies are expected to conduct themselves in a professional manner commensurate with reflecting a sense of public duty, professional duty, civic pride, and community involvement. While verbal contact is encouraged to be made at every level of

the department to thank individuals for appropriate action and behavior, occasionally such individuals perform in a manner exceeding even the highest expectations. Recognition may be bestowed to such persons by means of an Appreciation Letter, a Commendation Letter or an Honors Award.

- B. Conditions for issuance of recognition to citizens or other agency personnel recognition are established to ensure the integrity of such honors.
- C. Letter of Appreciation
 - 1. When a citizen or member of another agency performs in such a manner to provide assistance or render services in either a single event or an overall area of performance, that individual may be recognized for such action with the completion of a Letter of Appreciation.
 - 2. A member having oversight may issue a Letter of Appreciation or it can be recommended or drafted by any member of the department having direct personal knowledge of the facts or details of the circumstances related to the incident, with a copy sent to the author's division commander and the Chief of Police.
 - 3. A copy of all Letters of appreciation issued to non-department members or citizens will be kept on file in Administration.
- D. Letter of Commendation
 - 1. When a citizen or member of another agency performs in such a manner that it exceeds the normal standards established in either a single event or an overall area of performance, that individual may be recognized for such action with the completion of a Letter of Commendation.
 - 2. A Letter of Commendation may be recommended or drafted by any member of the department having direct personal knowledge of the facts or details of the circumstances related to the commendation; however, such letter carries the signature of the Chief of Police.
 - 3. Nothing contained herein is intended to restrict the issuance of less formal letters expressing thanks or appreciation for conduct or assistance.
 - 4. A copy of all Letters of Commendation issued to non-department members or citizens will be kept on file in Administration.
- E. Honors Awards
 - 1. When a citizen or member of another agency performs in such a manner that the conduct falls within the guidelines established for honors awards, that person may be recognized for the conduct by issuance of a designated honors award.
 - 2. Any member of the department may submit a memorandum, directed to the initiating member's immediate supervisor, outlining the recommendation that the specific person receive a specific honor award.
 - 3. The memorandum includes as a minimum, a synopsis of the incident or overall conduct, any pertinent detail facts relating to the incident or overall conduct, identification of the specific honors award recommended, and the recommendation for the issuance of the specific honor award.
 - 4. A supervisor receiving such a memorandum forwards the memorandum, with an addendum to the memorandum indicating the supervisor's opinion regarding the recommendation, through the chain of command to the initiating employee's Division Commander for a preliminary discretionary review.
 - 5. The Division Commander then determines if the criteria for receiving such an award is met. If the criteria for receiving the award is met, the division supervisor then forwards the recommendation and all material to the Chief of Police.

6. The division supervisor may recommend approval of a specific honors award, recommend an adjustment to a lesser degree of recognition, or recommend denial. If the recommendation is for a lesser degree of recognition or denial, the division supervisor issues a correspondence to the Chief of police outlining the reasons for such recommendations.
7. Upon a satisfactory determination and recommendation for issuance of a specific honor award, the division commander issues a correspondence to the Chief of Police outlining support of the issuance of a specific honor award.
8. The Chief of Police makes the final determination regarding the issuance or non-issuance of the honors award. Upon approval of issuance of the honor award, the Chief of Police causes the issuance of the award at the time and place deemed appropriate.

V. Awards

A. Citizen Awards

1. The Letter of Commendation or Letter of Appreciation may be awarded for action in which the individual went beyond the normal civic or professional duties required or exhibited an unusually high standard of performance.
 - a. The Letter of Commendation or Appreciation is a fine paper oriented document suitable for framing, naming the individual or agency, defining the basis for the award, and bearing the appropriate official's signatures as indicated on the certificate.
2. A plaque may be awarded for outstanding service or action, which had a significant impact or was well beyond the normal civic or professional duties expected.
 - a. Each plaque is designed based on the elements of the event.

B. Employee Awards

1. Employee awards consist of, but are not limited to pins, bars, medals, plaques, certificates, challenge coins, trophies or any other appropriate item that would convey recognition. Each award may be issued at the discretion of the Chief of Police.
2. Any awards issued posthumously are presented to the employee's nearest relative deemed most appropriate by the Chief of Police.

VI. Departmental Medals

A. Jonesboro Police Department Medal of Honor

1. This is the highest award in the Department for bravery.
2. This award is to be presented to police officers for acts of heroism performed in the line of duty at imminent risk of life or serious bodily injury. This award should be reserved for the most outstanding, heroic and selfless acts of bravery recorded by the police department. Employees who give their lives in the line of duty, and the circumstances indicate an act of valor was performed, will be eligible for a posthumous award of the Jonesboro Police Department Medal of Honor.
3. This award shall consist of a medal, uniform bar and certificate.
4. Additional items conveying recognition may also be presented.

B. Jonesboro Police Department Medal of Valor

1. This award is the second highest award in the Department for bravery.
2. This award is to be presented to officers who have performed an outstanding act in the line of duty at the risk of life or serious bodily injury. This medal should be awarded for

- outstanding, selfless acts demonstrating bravery and devotion to duty.
- 3. This award shall consist of a medal, uniform bar and certificate.
- 4. Additional items conveying recognition may also be presented.
- C. Jonesboro Police Department Officer's Medal
 - 1. This award shall be the third highest award in the Department for bravery.
 - 2. This award is to be presented to officers who have performed an act of bravery through which the recipient has demonstrated personal courage and devotion to duty.
 - 3. This award shall consist of a medal, uniform bar and certificate.
 - 4. Additional items conveying recognition may also be presented.
- D. Jonesboro Police Department Honorable Service Medal
 - 1. This award is to be presented to any Jonesboro Police Department employee for outstanding accomplishments, which have resulted in improved operation, administration or image of the department. The accomplishment may be in the form of a single effort, or as recognition of an officer's cumulative efforts for the department.
 - 2. This award shall consist of a medal, uniform bar and certificate.
 - 3. Additional items conveying recognition may also be presented.
- E. Jonesboro Police Department Meritorious Service or "Chief's Award"
 - 1. This award is reserved for presentation at the discretion of the Chief of Police to any officer or person in recognition of extraordinary service to the Department or to the community.
 - 2. This award shall consist of a Medal and certificate.
 - 3. Additional items conveying recognition may also be presented.
- F. Lifesaving

This award may be presented to any officer or person for any act that saves or prolongs someone's life beyond reasonable expectations. The award may be made whether the event involved a risk of injury to the officer or not.
- G. Officer of the Year

This award may be presented to the Jonesboro Police Officer who has demonstrated outstanding performance and dedication to the Department and to the citizens during the award year. This award may be for the performance of a single act, or for an officer's cumulative efforts.
- H. Perfect Pistol Score
 - 1. This medal may be awarded to any officer that scores a perfect score (500) on the ACLEST Pistol Speed and Accuracy Course. The score for this award must have been fired with the officer's departmental issue duty weapon and issue duty ammunition. The officer must have also attended all mandatory qualifications held during the award year.
 - 2. An officer is only eligible for this award once during their career.
- I. Jonesboro Police Department Top Gun Award
 - 1. This award is made to the officer that has the highest average score compiled from all departmental pistol qualifications during the year. The officer receiving the award must have participated in all mandatory qualifications during the year.
 - 2. This award consists of a plaque and a ribbon.

VII. Departmental Uniform Ribbons

Authorization

- 1. Only ribbons and insignia awarded by the department are authorized for wear on departmental

uniforms.

2. Each ribbon award shall be documented and retained in the officer's personnel file.
3. Officers may submit a request for the issuance of a ribbon by submitting a ribbon request form to their division commander.
4. Documentation supporting the award of a ribbon shall be provided prior to the award of the ribbon unless waived by the Chief of Police or his designee.
5. Documentation and supporting facts for the award of a ribbon shall be provided to the division commander for review and approval prior to being sent to the Chief of Police or his designee. The Chief of Police or his designee will make final authorization for the award of the ribbon.
6. The department's purchasing agent shall accomplish the purchasing of all ribbons. The cost of the ribbon shall be deducted from the individual officer's yearly uniform allowance amount, if available.
7. Award of ribbons shall generally be limited to events that have occurred during the officer's employment with the department. Authorization for the award of a ribbon for actions made during an officer's employment with a different agency must have prior approval of the Chief of Police or his designee.
8. Award of ribbons for educational certificates or diplomas and State certificates issued by ACLEST are allowable for award with submission of a copy of the certificate or diploma.

VIII. Display of Ribbons and Medals

- A. Only Departmental issue enamel 1 3/8 x 5/16 Commendation Award Bars are authorized for wear on uniforms.
- B. Officers are authorized to wear a maximum of 15 ribbons on their daily uniform. More ribbons may be displayed on formal uniforms worn during special events with prior authorization from the Chief of Police or his designee.
- C. The ribbons are to be worn on the right side of the uniform shirt, above the right pocket. The ribbons shall in no way be worn to obstruct a clear view of the officer's nameplate.
- D. In addition to their issued CAB ribbons, Members of the Honor Guard are authorized to wear an additional single ribbon bearing the words "Honor Guard" during Honor Guard functions.
- E. Medals are not authorized for wear on daily uniforms. Medals may be worn on formal uniforms for specific events with prior approval.



I. Policy

It is essential for every employee of this department to recognize that the proper functioning of any law enforcement department relies upon the public's confidence and trust in the individual officers and this department to carry out the law enforcement function. Therefore, any matter that brings individual employees or the department into disrepute has the corresponding effect of reducing public confidence and trust in our department, thus, impeding our ability to work with and serve the public. It is the policy of this department to maintain a level of professionalism in both on-duty and off-duty conduct that fulfills the mission of our department. Any publication, through any medium which is potentially adverse to the mission, operation, morale, or efficiency of this department will be deemed a violation of this policy. As such, reasonable limitations are placed upon the personal use of social media by departmental employees. The internet, blogs, the worldwide web, social networking or social media sites and apps and any other medium of electronic communication shall not be used in a manner which is detrimental to the mission and function of this department. The Department understands that its employees may use internet accounts and sites for reasonable personal, family, recreational and community purposes and, in no manner, is attempting to limit this use.

II. Procedure

- A. Employees of this department are prohibited from using department computers or other departmental electronic devices for any unauthorized purpose.
- B. Employees of this department are prohibited from posting, or in any other way broadcasting, without prior department approval, information on the internet, or other medium of communication, the business of this department to include but not limited to:
 1. Photographs/images, video or audio relating to any investigation of this department, criminal or internal.
 2. Photographs/images, video or audio of any member of this department that are obtained in violation of Policy 318, Clandestine Recording of Employees.
- C. Employees of this department who utilize social networking accounts and sites, blogs, or other mediums of electronic communication, whether on or off-duty, shall maintain an appropriate level of professionalism and appropriate conduct so as not to broadcast in a manner which is detrimental to the mission and function of this department.
 1. Employees shall not use references, photos, images, video or audio in these social networking accounts or sites that in any way represent themselves as an employee of this department when such postings are in violation of any Department policy or directive.
 2. Employees shall not use a social networking account or site or other medium of Internet communication to post any materials of a sexually graphic nature.
 3. Employees shall not use a social networking site or other medium of internet communication to post any materials which promote violence of a criminal nature.
- D. Employees of this department are prohibited from using their title as well as any reference to this

department in any correspondence to include emails, postings, blogs, , social media or networking accounts and sites (such as Facebook, Snap Chat, etc.) unless the communication is of an official nature, is serving the mission of this department, and/or is not detrimental to the department. This prohibition also includes signature lines in personal email accounts. An employee may seek department approval for such use.

- E. No member of this agency shall require or cause a current or prospective employee to:
 - 1. Disclose his or her username and password to the current or prospective employee's social media account;
 - 2. Add an employee, supervisor, or administrator to the list of contacts associated with his or her social media account against their wishes; or
 - 3. Change the privacy settings associated with his or her social media account.
- F. If an employer / member of this agency inadvertently receives an employee's username, password, or other login information to the employee's social media account through the use of an electronic device provided to the employee by this agency or a program that monitors this agency's network, the employer/this agency is not liable for the information but may not use the information to gain access to the employee's social media account.
- G. Nothing in this policy prohibits the agency from viewing information about a current or prospective employee that is publicly available on the Internet.
- H. Administrative Investigations: Employees who are subject to administrative investigations may be ordered to provide the department with access to their social networking account and site when the subject of the investigation is directly, narrowly, and specifically related to the employee's performance or ability to perform his or her function within the department or when the subject of the investigation is potentially adverse to the operation, morale, or efficiency of the department.
- I. Nothing in this policy shall prevent an employee from communicating with an elected official about their employment unless the matter is exempt from disclosure under the Arkansas Freedom of Information Act.
- J. A public employer shall not be prohibited from disciplining a public employee who has intentionally made an untrue allegation to an elected public official concerning a matter related to the public employee's job.
- K. City of Jonesboro Employee Handbook, Section I-Employment Policies, Social Media 1-22;
14. City Employees are to refrain from posting on social personal networking sites or media, photographs of City personnel wearing City distinguishable uniforms, logos, shields, badges, weapons, or writings that readily identify one as an employee of the City. City personnel are permitted to "share" or link to postings by the City on their personal networking sites or media. Otherwise when representing the City in an official capacity, City personnel may request that the Communications department post on the official City website and/or social media, photographs of the City personnel wearing City distinguished uniforms, logos, shields, badges, weapons, or writings that readily identify one as an employee of the City.

Employees of this department will adhere to the City of Jonesboro Social Media Policy. Refer to the City of Jonesboro Employee Handbook referencing the Social Media Policy in its entirety.



This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can only form the basis of a complaint by this department for non-judicial administrative action in accordance with the laws governing employee discipline.

I. Purpose

Law enforcement officers are empowered with authority by their government to protect the public from criminal activity. When an officer abuses this authority for sexual purposes, and violates another person, the officer not only commits a crime against the victim, but also damages the credibility and trust of the entire law enforcement community with the public. The purpose of this policy is to caution all officers that any violation of the public trust involving sexual misconduct will result in severe consequences including prosecution to the fullest extent possible.

II. Policy

It is the policy of this Department to train all officers concerning the potential for criminal sexual misconduct within law enforcement, how to recognize it, and the requirements for reporting any violation to the appropriate authorities.

III. Definitions

- A. Criminal Sexual Misconduct: The abuse of authority by a law enforcement officer for sexual purposes that violates the law.
- B. Sexual Misconduct: Any sexual activity while on-duty or stemming from official duty. Sexual misconduct includes but is not limited to use of official position and official resources to obtain information for purposes of pursuing sexual conduct.
- C. Intimate Part: Genital area, inner thigh, groin, buttocks, or breasts of a person.
- D. Actor: The person accused of sexual assault
- E. Sexual Contact: Any contact for the purpose of sexual gratification of the actor with the intimate parts of a person not married to the actor.

IV. Procedure

- A. Sexual activity of any nature while on duty is prohibited.
- B. Any use of official position and official resources to obtain information for purposes of pursuing sexual conduct is prohibited.
- C. Sexual Misconduct is prohibited and shall be disciplined up to and including termination.

- D. Any contact for the purpose of sexual gratification of the actor with the intimate parts of a person while on duty is prohibited.
- E. A police officer shall not engage in sexual contact with another person who is in custody, nor shall an officer have sexual conduct with a person whom he or she has supervisory or disciplinary authority over. Training: All sworn officers of this department including supervisors will receive specific training about the elements of sexual misconduct involving law enforcement officers. The training will also include all elements of this policy.
- F. Reporting Requirements: Any employee of this Department who is made aware of any violation of this policy, is required to report the violation to their supervisor. The supervisor will immediately contact the command level personnel having Internal Affairs responsibility who will immediately initiate an investigation in accordance with their established investigative policy. The investigation will involve other investigative elements of the Department as necessary and any forensic evidence will be protected and processed immediately. The accused officer's supervisor will not attempt to resolve a complaint of this nature with the complainant. Supervisors are required to make immediate contact with Internal Affairs or the command level personnel having Internal Affairs responsibility.

V. Discipline

- A. Any officer found to be in violation of the provisions of this policy shall be disciplined up to and including termination and criminal charges where established.
- B. Any employee having knowledge of a violation of this policy and who fails to report said violation shall also be disciplined up to and including dismissal and criminal charges if appropriate. If the violation involves supervisory personnel, the reporting officer will notify the appropriate command level officer and he/she will not be strictly held to his or her chain of command.



I. Policy

Police officers shall treat all persons, regardless of their involvement in a situation, with humanity, courtesy, and the dignity due any human being, to the extent that such treatment is allowed by the subject's actions. Additionally, this Department recognizes and respects the value and special integrity of each human life. In vesting police officers with the lawful authority to use force to protect the public welfare, a careful balancing of all human interests is required. Officers shall maintain a professional bearing at all times and shall not be argumentative or engage in acts that might incite a subject to become physically aggressive. Finally, officers shall never use a greater degree of force than that which is lawful, reasonable, and necessary for the specific situation. [6.01]

II. Definitions

- A. Active Resistance – A subject actively resists when they take affirmative action to defeat an officer's ability to take them into custody.
- B. Chokehold – means applying any direct pressure to the throat, windpipe, or airway of another with the intent to reduce or prevent the intake of air. 'Chokehold' does NOT include any holding involving contact with the neck that is not intended to reduce the intake of air.
- C. Deadly Force – Force, which creates some specified degree of risk that a reasonable and prudent person would consider likely to cause death or serious bodily injury.
- D. De-escalation – The use of law enforcement tools, such as police presence, containment, communication or other techniques to reduce the immediacy of threats to peoples' safety and stabilize incidents.
- E. Duty of Care – Officer and supervisor responsibility to care for persons in their custody who are injured or complains of injury. This would also include injuries that preceded custody or that were sustained during custody. Officers also have a duty to provide or obtain medical attention for members of the public who are injured as a result of police involved actions.
- F. Electronic Control Device – Electronic Control Devices, TASER™, or stun guns (electronic control weapons) that disrupt the central nervous system of the body.
- G. Excessive Force – Force that is not objectively reasonable from the perspective of a reasonable officer in the same circumstances.
- H. Immediate – means the officer is faced with an instantaneous, or presently occurring threat of serious bodily harm or death.
- I. Imminent – Has a broader meaning than immediate or instantaneous, the concept of imminent should be understood to be elastic, involving an ongoing period of time depending on the circumstances rather than a moment in time under the definition of immediate.
- J. Intervene – To come between, whether verbally or physically, so as to prevent or alter a result or course of events.
- K. Less Lethal Force – Any force used other than that which is considered deadly force.

- L. Vascular/Carotid Restraint – A method of rendering a person unconscious by restricting the flow of blood to the brain by compressing the sides of the neck where the carotid arteries are located.
- M. Non-Deadly Force – All uses of force other than those that are substantially likely to cause serious bodily harm or death.
- N. Objectively Reasonable – The amount of force that would be used by other reasonable and well-trained officers when faced with the circumstances with which the officer using the force is presented.
- O. Passive Resistance – A subject who takes no affirmative action to defeat the officer’s ability to make an arrest but who does not respond to verbal commands and presents a refusal to move by sitting down or acting as dead weight.
- P. Physical Force – Any bodily impact, restraint, or confinement, or the threat thereof (A.C.A. § 5-2-601.(3)).
- Q. Reasonable Belief – A belief that an ordinary, prudent person would form under the circumstances in question and one not recklessly or negligently formed (A.C.A. § 5-1-102 (18)).
- R. Serious Bodily Harm/Physical Injury – Any physical injury that creates a substantial risk of death or that causes protracted disfigurement, protracted impairment of health, loss or protracted impairment of the function of any bodily member or organ (A.C.A. § 5-1-102.(19)).

III. Use of Force Guidelines

- A. Arkansas statutory law provides:
A law enforcement officer is justified in using non-deadly physical force or threatening to use deadly physical force upon another person if the law enforcement officer reasonably believes the use of non-deadly physical force or the threat of use of deadly physical force is necessary to:
 1. Effect an arrest or to prevent the escape from custody of an arrested person unless the law enforcement officer knows that the arrest is unlawful; or
 2. Defend himself or herself or a third person from what the law enforcement officer reasonably believes to be the use or imminent use of physical force while effecting or attempting to effect an arrest or while preventing or attempting to prevent an escape.
- B. The amount and degree of force which an officer may use to terminate violent behavior must be based on surrounding circumstances, such as:
 1. The nature and seriousness of the risk of injury to the officers and others.
 2. The age, physical condition and behavior (physical indicators) of the subject of the force.
 3. Relevant actions by other persons.
 4. Physical conditions (such as visibility) at the scene.
 5. The feasibility and availability of alternative actions (such as waiting for backup).
 6. The opportunity and actual ability of the suspect to injure the officer or others.
- C. An officer has a duty to intervene to prevent or stop the use of excessive force by another officer when it is safe and reasonable to do so.
- D. No officer shall use force in response to mere verbal provocation or abusive language that is directed at the officer(s). Physical force shall not be used against individuals in restraints, except as objectively reasonable to prevent their escape or prevent imminent bodily injury to the individual, the officer, or another person. In these situations, officers shall make attempts at de-escalation when possible and use only the minimal amount of force necessary to control the situation.
- E. In determining the appropriate level of force officers should apply the levels of force under the

Department's trained response to aggression/resistance options, along with the following three factor test:

1. How serious was the offense the officer suspected at the time the particular force was used?
2. What was the physical threat to the officer or others?
3. Was the subject actively resisting or attempting to evade arrest by flight?

F. Force Continuum – Lowest to Highest

1. Officer presence / Command presence
2. Physical skill / strength
3. Baton / OC / Less-Lethal 12 gauge, 40mm and 37mm / K-9 / Taser
4. Authorized Service Weapons (i.e., handgun, shotgun, carbine, rifle)

An officer shall use the lowest level of force based on the situation at hand and escalate as the suspect escalates. In 'disparity of force' situations where you are overpowered or outnumbered, the force used must be reasonable under the circumstances.

- G. Once the subject's active resistance has ceased and control has been gained an officer is no longer authorized to use force. Officers should immediately provide any necessary medical assistance to the subject to the degree to which they are trained and/or provide for emergency medical response by requesting an ambulance or transporting the subject to the nearest medical facility where needed and where reasonable to do so. [\[6.07\]](#)
- H. If an officer utilizes deadly force or if a suspect is obviously injured, alleges injury, or requests medical assistance when an officer has used deadly or less lethal force, the officer will immediately notify a supervisor.
- I. The supervisor will ensure that the primary officer using the force completes a Response to Aggression Report before the officer's duty tour ends. If the primary officer using force is physically or emotionally unable to complete a Response to Aggression Report, the investigator assigned by the Chief of Police to conduct the internal investigation shall attempt to obtain a verbal report from the officer within 24 hours.
- J. The supervisor shall contact the Division Commander and the Chief of Police when the use of force has resulted in serious bodily injury or death.

IV. **Deadly Force** [\[6.02\]](#)

A. Justification for the use of deadly force:

1. Officers may use deadly force only when the officer reasonably believes that the action is in defense of human life, including their own, or in defense of any person in immediate danger of serious physical injury when other less drastic means are not available or would not be effective to eliminate the threat.
2. Officers may use deadly force to effect the arrest of a suspect whom the officer has probable cause to believe has committed a crime involving the infliction or threatened infliction of serious physical harm and the officer reasonably believes that the suspect will pose a significant threat to human life should the escape occur.
3. Justification for the use of force is limited to what reasonably appears to be the facts known or perceived by the officer at the time he decides to use such force. Facts unknown to the officer, no matter how compelling, cannot be considered in later determining whether the action was justified.

B. The use of deadly force is objectively reasonable when:

1. The officer is faced with an immediate threat of serious bodily harm or death to him/herself, or some other person who is present.

2. To prevent the escape of an individual in cases where the officer has probable cause to believe that the subject has committed a violent felony involving the infliction or threatened infliction of serious bodily harm or death AND by the subject's escape they pose an imminent threat of serious bodily harm or death to another.
- C. Police Officers are also authorized to use their firearms in order to:
1. For training, practice or recreational shooting in an area where firing a weapon is both safe and lawful.
 2. Upon the command of a Jonesboro Police Department Firearms Instructor during a legitimate Department firearms training session or qualification being held in an approved firearms training facility.
 3. In order to destroy an animal that is obviously vicious or dangerous and that cannot otherwise be captured or prevented from killing or seriously injuring the officer or others, or for humane reasons. Supervisory approval shall be obtained in advance whenever possible.
 4. Officers may draw or display firearms when there is a threat or reasonable belief that there is a threat to life, or when they have a reasonable fear for their own safety or the safety of others.
 5. Before using a firearm, police officers shall identify themselves and state their intent to shoot, where feasible.
- D. Police Officers are prohibited from using deadly force under the following circumstances:
1. Except for maintenance or during training, police officers shall not draw or exhibit their firearm unless circumstances create reasonable belief that it may be necessary to use the weapon in conformance with this policy.
 2. Officers shall not use deadly force to halt the flight of any suspect or prisoner under conditions which do not meet the criteria of the preceding section.
 3. Officers shall not use deadly force to prevent or interrupt the commission of a crime unless the crime being or about to be committed creates an immediate danger of death or serious injury to the Officer or another person.
 4. Officers shall not fire their weapons when the officer is presented with an unreasonable risk to innocent third parties.
 5. Officers shall not fire their weapons at or from a moving vehicle unless it is necessary to prevent immediate death or serious physical injury to the officer or another.
 6. Warning shots shall not be fired under any circumstances; and **[6.09]**
 7. Officers shall not fire into a building or through doors unless the suspect can be identified and is clearly visible and the use of deadly force is authorized.
 8. Whenever possible, officers should avoid placing themselves in a position where the use of deadly force is the only alternative.
- E. The use of a vascular/carotid neck restraint or chokehold is considered to be a use of deadly force.

V. Use of Physical Force and Less Lethal Weapons

- A. Where deadly force is not authorized, officers should assess the incident in order to determine which less lethal technique or less lethal weapon will best de-escalate the incident and bring it under control in a safe manner.
- B. Officers shall never use a greater degree of force than that which is lawful, reasonable and necessary for the specific situation. A law enforcement officer is justified in using non-deadly physical force or threatening to use deadly physical force upon another person if the law enforcement officer reasonably believes the use of non-deadly physical force or the threat of use of deadly physical force is necessary:
 1. To neutralize an unlawful assault upon the officer or another person; or

2. To effect an arrest (Ark. Statute 16-81-107(b)); or
3. To overcome unlawful passive and active resistance; or
4. To prevent an escape from custody
 - a. The use of physical force will end immediately when aggression or resistance ceases, when resistance has been overcome, or when the arrest has been accomplished. Emphasis will always be upon obtaining control over the resistance situation rather than forcing submission. Officers shall not mentally or physically abuse any person that they contact or take into their custody or control

VI. Duty to Intervene

- A. In accordance with the agency's **Duty to Intervene (Policy 330)** policy Officers of this agency have an affirmative duty to intervene if they witness a use of force that is clearly unreasonable. Any officer present and observing another officer using force that is clearly beyond that which is reasonable under the circumstances shall, when in a position to safely do so, intervene to prevent the use of unreasonable force. An officer who observes another employee use of force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.

VII. Training and Qualifications with Deadly and Less Lethal Weapons

- A. Officers shall receive a minimum of two (2) annual firearms trainings, one of which must be CLEST certified. Officers shall receive annual training for all authorized weapons, including Less Lethal Weapons. Officers will also receive annual training on the Department's Response to Aggression policy, which may include scenario based training. Officers must demonstrate proficiency with each weapon they are authorized to carry. A CLEST certified instructor must monitor the firearms training. An instructor certified in that system must monitor all less lethal training or use approved training material. **[3.02] [3.04]**
 1. All training and proficiency shall be documented.
 2. Officers must receive annual training regarding the Department's Response to Aggression and weapons policies prior to being authorized to carry a weapon.
 3. Less Lethal instructors will be certified in an approved course of training or use approved training material.
- B. Officers shall carry only those weapons, deadly or less lethal, that are authorized and registered with the Department while on-duty or off-duty. Authorized weapons, deadly or less lethal, are those with which the officer has qualified and received Departmental training on proper and safe usage, and that are registered and comply with Departmental specifications.
- C. The Department shall schedule regular training and qualification sessions for duty, off-duty, specialized weapons, and less lethal weapons, which will be graded on a pass or fail basis.
- D. Officers who fail to receive a passing score with a weapon, deadly or less lethal, in accordance with Department, the training supervisor shall evaluate testing procedures and a recommendation forwarded to the Chief of Police. Upon receipt of the evaluation, the Chief of Police may suspend the officer's enforcement duties and assign said officer to remedial instruction. The failure of the officer to qualify after completion of additional training may result in administrative action up to and including termination.

- E. An officer shall not be permitted to carry any weapon, deadly or less lethal, with which he has not been able to qualify with that weapon during the most recent annual qualification.
- F. An officer that has taken extended leave or suffered an illness or injury that could affect his use of firearms or less lethal weapons ability will be required to qualify before returning to enforcement duties.
- G. Defensive tactics and handcuffing techniques shall be reviewed annually during the Response to Aggression and Resistance / Use of Force review.

VIII. Handcuffing

All persons who are detained or arrested by officers of the police Department should be handcuffed to provide the greatest degree of safety for the officer, as well as the safety of the arrested person. Appropriate restraint devices such as handcuffs, flex cuffs, belly chains with cuffs or leg irons shall be used to secure prisoners.

1. Handcuffs should be applied with the hands behind the person's back with the palms facing outward.
2. Handcuffs must be applied tightly enough to prevent them from being slipped, but care must be taken that they are not so tight as to interfere with circulation or cause unreasonable discomfort. In instances where the individual is not physically able to place his hands close enough together behind his back, the officer may elect to use two sets of handcuffs linked together.
3. The handcuffs should always be double locked and remain double locked during transport.
4. Upon consideration of the circumstances, an officer may elect to utilize leg restraints.
5. At no time will a prisoner be handcuffed to any part of the police unit during transport.
6. Flex cuff type restraints should be removed with bandage type scissors, a seat belt cutting device or similar safety device.

IX. Reports and Documentation

- A. Officers using force must be able to articulate the need and justification for the use of force and the reason(s) why the level of force utilized was selected. Full disclosure of the circumstances requiring the use of force, and the type and extent of force shall be thoroughly documented in the Response to Aggression Report. Officers shall complete a Response to Aggression Report and an incident or offense report when: **[6.03]**
 1. The officer has employed any level of physical force other than presence or verbal direction against active resistance; or
 2. The officer has displayed a firearm, less lethal weapon, and/or Electronic Control Device in such a manner that it was actually pointed at an individual; or
 3. The officer has discharged a firearm for any purpose, intentional or unintentional, other than training or recreational use except for the destruction of animals which requires only an incident report; or **[6.06]**
 4. The officer has employed force through the use of any weapon or canine use; or
 5. The officer has employed any level of force that results in, or is alleged to have resulted in, injury or death to anyone.
- B. These reports shall be submitted to the officer's supervisor prior to the end of the shift unless extenuating circumstances exist. Reports must be completed whether the action was taken on duty, off-duty, or during an extra duty assignment.

- C. Officers shall submit a detailed report when the officer or supervisor believes documentation pertaining to any force employed or not employed by the officer is necessary for the protection of the officer, the Department, or the City of Jonesboro.
- D. All reported Use of Force forms will be reviewed by the officer's shift or unit supervisor and division commander to determine whether Department rules, policies and legal guidelines were followed. All findings of policy violation or training inadequacies shall be reported to the Chief of Police for resolution and discipline, if necessary. [6.03]
- E. All Response to Aggression Reports and the corresponding incident report shall be filed and maintained. These reports will be used for preparation of an annual review report that shall be completed and forwarded to the Chief identifying any trends in the use of force and to ascertain training and equipment needs or policy revisions. [6.10]

X. Supervisory Responsibilities

- A. Once notified of an incident involving a reportable response to aggression, an on duty supervisor will immediately contact officers at the scene to determine the scope of the incident and if further response by a supervisor is needed.
- B. Irrespective of duty status, supervisory and investigative staff will respond immediately to all response to aggression events involving death or serious bodily injury (or the likelihood thereof).
- C. The ranking supervisor at the scene of an incident involving a reportable response to aggression will ensure that adequate investigation is conducted, forensic and photo evidence is obtained, video evidence is preserved, case investigation is sufficiently reported, and that response to aggression forms are completed. In those cases where a supervisor is not present, the Reporting Officer will ensure that adequate investigation and all required reports are completed.
- D. For all response to aggression events not involving death or serious bodily injury, the Officer's immediate supervisor or the Supervisor responding to the scene will review the response to aggression form and preliminary investigative information to determine policy compliance. The Supervisor will meet with the involved officer(s) to discuss the event, review policy, and clarify any matters of concern. The supervisor will forward the response to aggression form via the chain of command to the Chief of Police. If, at any time during the supervisor's review process, it is determined that a serious policy infraction or criminal act occurred, the supervisor will immediately cease investigation and notify their division commander. All information shall then be forwarded to the Office of the Chief of Police or the Internal Affairs Captain.
- E. All response to aggression events involving serious bodily injury will be investigated by the Internal Affairs Captain. The Chief of Police may also designate additional investigators as needed.
- F. All response to aggression events involving a death will be turned over to the Arkansas State Police or other similar outside investigative agency. In the event that no such outside support is available, the Chief of Police shall designate an investigator for the incident and will also review the incident for legal and policy compliance.

XI. Deadly Force and Serious Physical Injury Investigation and Review

- A. Investigation Requirement – If an officer is involved in an incident in which either the officer or another person is injured or killed as a result of actions in an official capacity, or the use of deadly force, or if an officer intentionally employs deadly force but no injury or death results, an administrative investigation will be initiated and a criminal investigation may be initiated separately.

- B. Officers who have been involved in any action or use of force which has resulted in death or serious physical injury to any person will be placed on administrative leave with pay for a minimum of 24 working hours, pending an administrative review of the action. During this time, the officer will still be responsible for assisting in any internal investigation and the time may be utilized for debriefing, Employee Assistance Program appointments or other counseling options. **[6.08]**
1. Officers who have been placed on such leave will not engage in off-duty employment during this time, nor are they expected to perform police-related functions except under extreme circumstances. Officers on administrative leave will be available at the direction of the assigned investigator to assist in the investigation of the deadly force incident.
 2. The involved officer's division supervisor will be responsible for ensuring that the officer is placed on leave and that such action is documented.
 3. Officers who have been placed on such leave will not be returned to normal duties until completion of psychological evaluation. The involved officer's division supervisor will be responsible for ensuring that such evaluation and/or any counseling is scheduled and completed and that appropriate supporting documentation is forwarded to the Chief of Police.
 4. The involved officer's division supervisor will authorize the officer to return to normal duties.
 5. Administrative leave may be extended at the discretion of the appropriate division supervisor, as they deem necessary.



I. Policy

The Jonesboro Police Department is committed to safeguarding the constitutional rights of all individuals while simultaneously gathering all evidence possible to aid in the prosecution of criminal violations. The Department wants to ensure that all searches are executed in compliance with constitutional guidelines, applicable statutes, and current case law decisions. It is the policy of this Department to provide general guidelines and procedures for agency personnel to follow in conducting all searches. In every instance, officers should follow current applicable federal and state law and shall document all searches in agency reports.

II. Definitions

- A. Consent - The voluntary granting of permission for an officer to enter an area that is protected by the 4th Amendment, by a person who has a reasonable appearance of authority over that area.
- B. Exigent Circumstances Entry – Entry of a dwelling without a warrant due to some existing emergency that would not allow an officer time to get a warrant.
- C. Frisk – A limited type of search where an officer may only conduct a search for weapons. With respect to a person, such a search is limited to a pat-down of the subject’s outer clothing.
- D. Probable Cause – Facts and circumstances based upon observations or information that would lead a reasonable law enforcement officer to believe that evidence of crime exists and that the evidence exists at the place to be searched.
- E. Reasonable Suspicion – “a suspicion based on facts or circumstances which of themselves do not give rise to the probable cause requisite to justify a lawful arrest but which give rise to more than a bare suspicion; that is reasonable as opposed to an imaginary or purely conjectural suspicion.” (Ark Rules of Criminal Procedure 2.1)
- F. Search – “any intrusion other than an arrest, by an officer under color of authority, upon an individual’s person, property, or privacy, for the purpose of seizing individuals or things or obtaining information by inspection or surveillance, if such intrusion, in the absence of legal authority or sufficient consent, would be a civil wrong, criminal offense, or violation of the individual’s rights under the Constitution of the United States or this state.” (Ark Rules of Criminal Procedure 10.1)
- G. Seizure – “the taking of any person or thing or the obtaining of information by an officer pursuant to a search or under other color of authority.” (Ark Rules of Criminal Procedure 10.1)

III. Warrantless Searches [7.09]

- A. At the outset, officers are directed that there are only three lawful methods upon which they may enter a person’s residence or dwelling:
 - 1. With a warrant (arrest or search warrant, see section IV below)
 - 2. With consent

3. Exigent circumstances
- B. Search by Consent
 1. Searches may be conducted of a person's vehicle, property or person when the person freely and voluntarily consents to such a search.
 2. A search may not exceed the terms of the consent, and consent may be withdrawn at any time.
 3. Whenever possible, officers will obtain a signed Consent to Search form. If consent to search is given and no such form is signed, the officer must establish articulable facts that consent was freely and voluntarily given. (The consent may also be recorded)
 4. When obtaining consent to search a residence, the officer must tell the consenting party that they have the right to refuse consent.
- C. Exigent / Emergency Circumstances

Exists when – 'an officer who has reasonable cause to believe that premises or a vehicle contains:

 1. Individuals in imminent danger of death or serious bodily harm; or
 2. Things imminently likely to burn, explode, or otherwise cause death, serious bodily harm, or substantial destruction of property; or
 3. Things subject to seizure which will cause or be used to cause death or serious bodily harm if their seizure is delayed;

"may without a search warrant, enter and search such premises and vehicles, and the person therein, to the extent reasonably necessary for the prevention of such death, bodily harm, or destruction." (Arkansas Rule of Criminal Procedure 14.3)

An officer may also enter premises in hot pursuit of a fleeing felon or serious, jail-able misdemeanor.

Once the exigency has ended, officers should secure the scene and obtain a search warrant.
- D. Stop and Frisk Searches
 1. If a law enforcement officer who has detained a person under Rule 3.1 reasonably suspects that the person is armed and presently dangerous to the officer or others, the officer or someone designated by him may search the outer clothing of such person and the immediate surroundings for, and seize, any weapon or other dangerous thing which may be used against the officer or others. In no event shall this search be more extensive than is reasonably necessary to ensure the safety of the officer or others. (ARCP 3.4)
 2. Such a search may not be any more intrusive than necessary and the scope of the search will be limited to a search for weapons. However, any contraband discovered in such searches is subject to seizure and may be admissible as evidence.
- E. Crime Scene Searches
 1. Officers may seize items in plain view if:
 - a. Officers are lawfully in an area from which the evidence is viewed;
 - b. The incriminating nature of the evidence is immediately apparent; and
 - c. Officers have a lawful right to access the evidence
 2. Searches at the scene of a crime may be conducted to secure the scene and search for evidence if the victim is the owner or possessor of the property to be searched.
 3. In cases where the suspect owns the property or otherwise has an expectation of a right to privacy, either consent to search or a search warrant must be obtained, unless other exceptions to a warrantless search apply.
 4. The fact that a crime scene exists does not create exigency.
- F. Vehicles Stops / Searches

1. A vehicle which has been lawfully stopped or otherwise encountered by an officer, may be searched without a warrant under the movable vehicle exception (Carroll Doctrine) when the officer can articulate probable cause to believe that the vehicle contains evidence of a crime or contraband and the vehicle is capable of movement.
2. Under Arkansas law, Probable Cause Searches of Motor Vehicles may only be conducted: on a public way or waters or other area open to the public; in a private area unlawfully entered by the vehicle; or in a private area lawfully entered by the vehicle; if exigent circumstances require immediate detention, search, and seizure to prevent destruction or removal of the things subject to seizure.
3. Drug Sniffing Canine
 - Where officers have a lawfully stopped vehicle, they may utilize a drug-detection canine to sniff the exterior of the vehicle as long as the sniff occurs within the duration from a time standpoint of the purpose that justified the stop to begin with or the officer can articulate sufficient reasonable suspicion to justify prolonging the stop for the canine's arrival. A canine alert does constitute probable cause for a search of the vehicle.
4. A stop may not be prolonged beyond its original justification in order to obtain consent.
5. The search incident to arrest is limited to the arrestee's immediate area of control (passenger compartment only) but is a thorough search. If the vehicle's trunk is in the immediate area of control of the arrestee and accessible from the passenger compartment, it may be searched incident to arrest. Unlocked containers within the vehicle may also be searched irrespective of whom the containers belong to. (Search incident to arrest is only valid for evidence of the crime for which the person has been arrested.)
6. Other occupants may not be frisked or searched simply because another person in the vehicle has been arrested.
7. The inventory of a vehicle may not be used as a pretext for an otherwise unlawful search. For an inventory of a vehicle or other property to be legal, the police custody must be legal. An inventory may be conducted to protect the owner's property and to protect the police against false claims or dangers. The inventory must be in accordance with the policy of the Jonesboro Police Department

G. Other Circumstances

1. Warrantless searches may also be conducted of abandoned vehicles, in public places or open lands where no one has a reasonable expectation of privacy or incident to a lawful arrest.
 - a. Under Arkansas law, searches incident to arrest are limited to those events at the time of the arrest where the accused is in or on premises all or part of which he is apparently entitled to occupy and in view of the circumstances the officer has reason to believe that such premises or part thereof contain things which are: subject to seizure; and likely to be removed or destroyed before a search warrant can be obtained and served; the arresting officer may search such premises or part thereof for such things, and seize any things subject to seizure.
 - b. Additionally, Arkansas law states that the arrest must be lawful and a full-custodial arrest. The arrest must not be pretextual in nature, in other words, the decision to arrest must not be based upon a desire to search the vehicle incident to arrest in a case where normally the officer should not have made a custodial arrest.
2. Probationer or Parolees

- a. A person who is placed on supervised probation or is released on parole is required to agree to a waiver as a condition of his or her supervised probation or parole that allows any certified law enforcement officer to conduct a warrantless search of his or her person, place of residence, or motor vehicle at any time, day or night, whenever requested by the certified law enforcement officer. A warrantless search that is based on a waiver shall be conducted in a reasonable manner (16-93-106)
- b. Prior to a 4th amendment seizure (detention or stop) and or search of a parolee/probationer based on the sole fact that the person is merely a parolee/probationer, a member of this agency shall verify the status of the person believed to be on supervised probation or parole and that a waiver exists prior to conducting a seizure and or search by one of the following methods:
 - 1) As part of a consensual contact, a person admits to being on probation or parole, admits that a waiver exists, and consents to search. Under this scenario, no seizure has occurred and the Officer is conducting a search under the consent to search doctrine without having verified that a waiver exists via logical means.
 - 2) Officer determines person is on probation/ parole via ACIC and confirms that a waiver is on file.
 - 3) Officer determines person is on probation /parole and that a waiver exists through personal contact with the Departments of Correction or Community Correction or by contacting a Community Correction Officer prior to any warrantless search being conducted.

In all instances, contact should be made with the subject's probation or parole officer.

IV. General Search Warrant Procedure [7.08]

- A. Officers must have probable cause to believe that evidence of crime exists and must have probable cause to believe it will be located at the place to be searched. **[7.08 A]**
- B. The officer who obtains information which requires that a warrant be executed shall:
 1. Discuss the information with the appropriate supervisor;
 2. Prepare the warrant particularly describing the place to be searched and items to be seized and sign the affidavit while presenting to a judge with applicable jurisdiction; **[7.08 A]**
 3. If assistance from another division is needed, inform the supervisor to make the request;
 4. Inform Dispatch that the warrant will be executed at a particular location and time. For security purposes, these notifications are made just prior to execution of the warrant;
 5. Execute the warrant; and
 6. After execution of the warrant, prepare a receipt and the warrant return in accordance with time limits prescribed by state law. **[7.08 C]**
- C. Knock and Announce **[7.08 B]**
 Prior to considering a forced entry into a dwelling, officers must knock at the entrance and announce their identity and purpose unless one of the following circumstances exist:
 1. The officer's purpose is already known to the occupant
 2. When the personal safety of the officer or others would be jeopardized by the announcement.
 3. When the delay caused by the announcement may enable the suspect to escape.
 4. When a prisoner has escaped and retreated to his home.
 5. When the announcement may cause evidence to be destroyed.

6. NOTE: If officers believe that one of the above circumstances exist prior to obtaining the warrant, they should seek judicial approval for a “no-knock” warrant by outlining the factors believed to exist in their affidavit.
7. In determining how long an officer must wait before forcing entry following the knock and announcement, officers should consider the nature of the item sought and how long it would take to destroy the item. The United States Supreme Court found 15-20 seconds to be a reasonable amount of time in a drug warrant case.

D. Nighttime Searches [7.08 B]

The judge must approve nighttime searches that occur between the hours of 8:00 p.m. and 6:00 a.m. during the presentation of the warrant affidavit. The affidavit must set forth facts justifying a nighttime search, such as the place to search is difficult of speedy access, the objects to be searched are in danger of removal or the warrant can only be safely executed at night.

- E. In all cases petition for, execution of and return of a search warrant shall follow the laws and procedures as set forth in Federal and State law. Service returns should be completed as soon as practical. Such reports will include the date and time of the service of the warrant, the names(s) of the officers making the service, the name of the person on whom the warrant was served, the method of service and the address where the warrant was served. [7.08 C]
- F. In circumstances where the execution of a search warrant is deemed ‘high risk’, guidelines as outlined in Policy 404 concerning high risk warrant service should be followed.

V. Arrest Warrant Search

- A. An officer may enter the home of the subject of an arrest warrant to search for the subject of the warrant in cases where the officer also has probable cause to believe the subject is home. Knock and announce rules apply and any search of the residence may only be incidental to arrest. Officers must obtain a search warrant before entering the residence of a third party in order to search for the subject of an arrest warrant unless exigency or consent exists.
- B. Before officers of this Department forcibly enter a private residence to make an arrest, they must obtain the approval of a supervisor and, whenever possible, act only when the supervisor is present.

VI. Strip Searches [10.04]

- A. No person shall be subjected to a strip search (complete or almost complete removal of the clothing) unless such search is conducted pursuant to a search warrant, the suspect has consented, exigent circumstances exist and there is a compelling need for official action and there is not time to obtain a warrant or as an element of the booking process as normally conducted at a detention facility.
- B. An employee, who is the same gender as the suspect, will perform the search.
- C. The search will consist of a visual inspection only with no physical contact between the employee and the suspect, and be conducted in a private and secure setting.
- D. If such a search is warranted, a supervisor will be notified prior to the search and the strip search shall be documented in an investigative report detailing compliance with the provisions of this policy.

VII. Cavity Searches [10.05]

- A. No person shall be subjected to a body cavity search, other than a sweep of the mouth or collection of a buccal swab, unless such search is conducted pursuant to a search warrant or the suspect has consented.
- B. All suspects who consent to a body cavity search must sign a consent form before a search will be conducted without a warrant.
- C. A licensed physician, licensed nurse, or other properly trained professional must perform body cavity searches, other than the mouth, in a secure private and sanitary facility, such as a hospital, medical clinic, or a detention facility.
- D. An employee, who is the same gender as the suspect, may be a witness to the search.
- E. If such a body cavity search is conducted, a supervisor will be notified prior to the search and the search shall be documented in an investigative report detailing compliance with the provisions of this policy.

VIII. Seizure

- A. In all cases where an officer has seized items as evidence in a case, the officer is responsible “for the appropriate safekeeping of the things seized.” (Ark Rule of Criminal Procedure 15.1)
- B. If an officer makes seizure of a vehicle or other related contraband with the intention to confiscate such items, a Confiscation Report must be completed and the person from whom the property was seized must immediately receive a copy of the report. The original must be filed with the Chief’s office within 48 hours.
- C. If the identity of the rightful owner of stolen property can be established beyond a reasonable doubt, the items may be returned to the rightful owner.
- D. Disposable items retained for processing may be destroyed at the time the processing has been completed. Non-disposable items retained for processing may be returned to the owner as outlined in the policy concerning evidence.
- E. Other items seized and retained as evidence will be disposed of in accordance to applicable Federal and State law, but generally, the items may be disposed of by destruction or sale... “At such time as the court finds that there is no further need for custody of the seized things and if no motion for return has been made,...”. (Ark Rule of Criminal Procedure 15.2(g))



I. Policy

In carrying out the daily duties and responsibilities of law enforcement, it is often necessary to arrest and physically detain persons pending appearance in court, transfer to another facility, or until the immediate phase of an investigation has been completed. Officers may detain persons for the purpose of testing, questioning, or processing as the result of an arrest.

This department does not have a permanent jail holding facility but will utilize the facilities of the Craighead County Detention Facility or any other state facility as needed.

II. Definitions

- A. Temporary Holding Cell – a room, cell, space, or area for temporary detention of prisoners or suspects where they may not be subject to the continuous control or supervision of Department personnel in the same room, cell, space, or area for a period not to exceed two hours.
- B. Processing Room – a processing area utilized to roll prints, take photos and process detainees, and perform a BAC Test.

III. Procedures

- A. Temporary Holding Cells
 1. Prisoners may be locked in the temporary holding cell without continuous physical supervision of an officer for a period not to exceed two hours, but must be monitored at all times by the presence of the court security officer or other officer or by video monitoring. Documented visual check must be completed every 30 minutes.
 2. Detention shall be documented and posted near the cell with the name of the detainee, the responsible officer, reason, date and time in/out and times of visual checks. Any food, restroom trips, etc. shall also be documented.
 3. Male and female prisoners must be separated. Juvenile prisoners must be separated from adults by sight and sound, including in common areas such as restrooms and hallways.
 4. Only those rooms within the police department building designated for such purposes shall be used for prisoner detention.
 5. Signs are posted in the holding cell areas with instructions on how to obtain emergency assistance. These instructions tell prisoners to knock to make contact. Officers shall respond to such requests without undue delay.
 6. Officers will inspect the temporary holding areas, before and after use, for weapons and contraband. Prisoners shall be searched prior to placement in a holding area. The Bailiff is required to inspect the holding cells periodically for operational wear and detainee tampering.
- B. Processing Rooms – Datamaster / Fingerprint areas

1. Officers will not leave prisoners unattended while in the processing area.
 2. Officers utilizing processing areas shall secure their weapons in the lockboxes provided, by leaving them with another officer or other secure storage.
 3. A panic alarm is not available in the processing areas. Officers shall use their portable radios to notify dispatch and other personnel of an emergency in the processing room.
- C. Security
1. Security of detainees held in temporary holding areas is the responsibility of the arresting officer until transferred to another officer.
 2. All holding cells operate by means of a key lock. All officers shall be issued a key for the temporary holding cells and will be responsible for the security of that key.
 3. Officers shall not enter an occupied holding cell with their firearm. Weapons may be stored in lockers provided or another secure location.
 4. For security reasons, unsupervised contact with persons other than an attorney, mental health professional, or other such necessary personnel shall be prohibited when detainees are secured in a holding cell.
 5. No panic alarms are available in the temporary holding areas. Officers shall use their portable radios to notify dispatch and other personnel of an emergency in the temporary holding area.
- D. Detainees will only be restrained to fixed objects designed and intended for such use, such as the eyebolts on the front of the benches in the holding cells and processing area.
- E. Unsupervised contact with persons other than an attorney, mental health professional, or other such necessary personnel shall be prohibited when detainees are secured in a holding cell.
- F. Detention in holding areas at the department shall be extremely limited and only for a limited period as needed to arrange transportation, arrange bonding, for investigative interviews, processing or court proceedings. As such, contact between employees and detainees should be on a level similar to any other arrest contact. Such detention should be limited in time and arrangements made for transportation to the detention center as soon as practical.
- G. Detainees will be allowed access to restroom and drinking facilities. The restroom facility utilized should only be the one that is a separate, controlled restroom near the courtroom that does not require that an officer be inside the room with the detainee utilizing the facility.
- H. Cleaning staff will also make regular weekly inspections of the holding areas for cleanliness, contraband and potential hazards. The building maintenance division under contract with a licensed pest control service maintains monthly pest inspections. First aid kits are available near each of the holding cell areas.
- I. Detainee Property
1. For security reasons, all detainee property will be placed in a bag and then placed in one of the lockers outside the holding cell. Officers removing the property will list the items on the outside of the bag or in the arrest report. Since prisoners are not held for an extended period, further processing than collecting property will not be necessary.
 2. When prisoner property includes medication, such medication should not be dispensed or given to the prisoner until the property is released. Dispensing of medication should only occur under the direction of Detention Center or other medical staff.

IV. Fire safety provisions

A. Fire prevention

State law prohibits smoking in city or county buildings. Matches and cigarette lighters are not permitted in the possession of detainees in a temporary holding area.

In the event of a fire or other related emergency, the primary objective will be the protection of lives of all persons in the building, including detainees and staff.

- B. Fire suppression
 - 1. Fire suppression equipment is located throughout the building.
 - 2. As soon as fire is detected in a police building, the following steps shall be accomplished in order:
 - a) Inform Communications of the location and nature of the fire so that FD may be informed and dispatched;
 - b) Extinguish the fire with fire extinguisher; or
 - c) If the fire cannot be controlled with the extinguisher, immediately evacuate the building.
- C. An evacuation plan shall be posted in conspicuous areas of the building, including the area immediately outside of the holding areas and in the hallways.



I. Policy

The policy of this department is to protect and serve the constitutional rights of all citizens when stopping, arresting or searching individuals while balancing the needs of law enforcement in solving crime for the protection of the community. The following Directive cannot address every situation, which an officer might encounter. However, in exercising arrest authority, officers should be guided by what is contained in this Directive. Nothing in this Directive should be interpreted as authorizing or restricting an officer's arrest authority.

The fact that a minor infraction of the law has been committed is not sufficient reason to justify an arrest. Officers should not only be concerned with what the law says, but with what the law was designed to accomplish. Laws generally serve as the tools given peace officers to be used to protect residents' rights and to maintain peace in the community. Officers of this Department should select the least intrusive or severe method, which accomplishes one or more of the following: stopping existing criminal conduct, removing the imminent threat of violence or criminal conduct, or preventing persons from endangering themselves or others.

This policy is based upon the idea that the use of an arrest, followed by prosecution, is not the exclusive method available to police officers and this Department. One of our concerns is the maintenance of public order, looking toward a preventive rather than a punitive approach to crime. All personnel will be trained in the procedures outlined in this policy. **[7.02, 7.03, 7.04, 7.05]**

II. Definitions

- A. Probable Cause - Facts and circumstances based upon observations or information that would lead a reasonable law enforcement officer to believe that a crime has been or is being committed and the person to be arrested is the one who is or has committed the crime.
- B. Reasonable Grounds - As used in this policy reasonable grounds shall have the same meaning as probable cause.
- C. Reasonable suspicion (temporarily detain) - Facts and circumstances based upon observations or information, short of probable cause but based upon articulated facts that would lead a reasonable law enforcement officer to believe that criminal activity is afoot.
- D. Reasonable suspicion (Frisk) - Facts and circumstances based upon observations or information, short of probable cause but based upon articulated facts that would lead a reasonable law enforcement officer to believe that a person who is lawfully stopped is in possession of a weapon.
- E. Frisk (weapon) - A limited type of search where an officer may only conduct a search for weapons. With respect to a person, such a search is limited to a pat down of the subject's outer-clothing.
- F. Consensual Contact - An interaction between a member of law enforcement and the public that is voluntary in nature. The law enforcement member has shown no authority that would cause a reasonable person to believe that they had no choice but to respond or comply with the officer's

efforts. Under this type of contact, an officer has no power to detain an individual who chooses not to participate in the contact.

- G. Arrest - the taking of a person into custody so that he may be held to answer for the alleged commission of a public offense.
- H. Fresh Pursuit - shall include fresh pursuit as defined by the common law and the pursuit of a person who has committed a felony or who is reasonably suspected of having committed a felony in this state. It shall also include the pursuit of a person suspected of having committed a supposed felony in this state, though no felony has actually been committed, if there is reasonable ground for so believing. Fresh pursuit as used here shall not necessarily imply instant pursuit, but pursuit without unreasonable delay.

III. Contacting Individuals

- A. Consensual Contact - An officer may approach anyone and attempt a consensual contact.
 - 1. An officer is not required to have reasonable suspicion for this type of contact.
 - 2. Officers may not take any steps through words or conduct to stop the person's movement under this type of stop.
 - 3. A person cannot be compelled in any way to participate in a consensual contact
- B. Reasonable Suspicion Stops / Terry Stops –A law enforcement officer lawfully present in any place may, in the performance of his duties, stop and detain any person who he reasonably suspects is committing, has committed, or is about to commit (1) a felony, or (2) a misdemeanor involving danger of forcible injury to persons or of appropriation of or damage to property, if such action is reasonably necessary either to obtain or verify the identification of the person or to determine the lawfulness of his conduct. An officer acting under this rule may require the person to remain in or near such place in the officer's presence for a period of not more than fifteen (15) minutes or for such time as is reasonable under the circumstances. At the end of such period the person detained shall be released without further restraint, or arrested and charged with an offense. (ARCP 3.1)
 - 1. Any Law Enforcement Officer detaining a person under Rule 3.1 must immediately identify themselves and the reason for the stop. (ARCP 3.2)
 - 2. An officer acting under authority of Rule 3.1 may use such nondeadly force as may be reasonably necessary under the circumstances to stop and detain any person for the purposes authorized by Rules 3.1 through 3.5. (ARCP 3.3)
- C. Frisk - An officer may conduct a limited frisk/pat-down of a person's outer clothing when the officer has reasonable suspicion to believe that a person who has been lawfully stopped is in possession of a weapon that poses a danger to the officer or others present.
 - 1. Items that may support reasonable suspicion:
 - a. The crime for which the person is stopped involves the use or threatened use of a weapon.
 - b. The officer observes a Bulge in the subject's clothing that has the appearance of a weapon
 - c. The officer has information (anonymous tip merely providing description and location is not enough) indicating that a person is armed.
 - d. The officer is aware of the subject's history of carrying weapons.
 - e. The officer observes the subjects actions as if reaching for, or reaching to hide a weapon (furtive movements)
 - 2. Plain Feel
 - a. The officer is conducting a valid frisk; and

- b. The officer feels an item which the officer knows is not a weapon;
 - c. The officer immediately recognizes the item as evidence or contraband without making a further intrusion. Squeezing or manipulating the item during the frisk would constitute a further intrusion under this section and would therefore invalidate the seizure.
3. The frisk is limited to a pat-down of the outer-clothing and does not include reaching into pockets etc. unless the officer feels an item during the frisk that the officer reasonably believes is a weapon

IV. Arrests

- A. An officer may arrest an individual for a crime that occurred in their presence or if the officer has probable cause to believe that, a felony or specified misdemeanor crime has been committed and probable cause to believe that, the person to be arrested is the person who committed that crime. Once probable cause is established, an officer may take custody of the subject and involuntarily transport the subject. Arkansas law also states that officers may arrest for certain misdemeanors that did not occur in their presence, such as acts of domestic violence, shoplifting, etc [\[7.05\]](#)
- B. Upon making an arrest, a law enforcement officer shall:
 - a. identify himself as such unless his identity is otherwise apparent
 - b. inform the arrested person that he is under arrest; and
 - c. as promptly as is reasonable under the circumstances, inform the arrested person of the cause of the arrest. (ARCP 4.4)
- C. Authority to arrest without a warrant – A law enforcement officer may arrest a person without a warrant if: [\[7.03\]](#)
 - a. the officer has reasonable cause to believe that such person has committed a felony;
 - b. the officer has reasonable cause to believe that such person has committed a traffic offense involving:
 - i. death or physical injury to a person; or
 - ii. damage to property; or
 - iii. driving a vehicle while under the influence of any intoxicating liquor or drug;
 - c. the officer has reasonable cause to believe that such person has committed any violation of law in the officer's presence;
 - d. the officer has reasonable cause to believe that such person has committed acts which constitute a crime under the laws of this state and which constitute domestic abuse as defined by law against a family or household member and which occurred within four (4) hours preceding the arrest if no physical injury was involved or 12 (twelve) hours preceding the arrest if physical injury, as defined in Ark. Code Ann. § 5-1-102, was involved;
 - e. The officer is otherwise authorized by law. (ARCP 4.1)
Supervisor approval is required prior to transport on the following types of non-warrant arrests: All arrests where an officer is the victim, a traffic offense other than DWI/DUI, refusal to sign a citation or failure to identify. It is the responsibility of the supervisor to then determine the validity of the arrest.
- D. Arrest with a warrant [\[7.02\]](#)
 - a. Any law enforcement officer may arrest a person pursuant to a warrant in any county in the state. (ARCP 4.2)
 - b. A law enforcement officer need not have a warrant in his possession at the time of an arrest, but upon request, he shall show the warrant to the accused as soon as possible. If the officer

does not have the warrant in his possession at the time of the arrest, he shall inform the accused of the fact that the warrant has been issued. (ARCP 4.3)

- c. An officer may enter the home of the subject of an arrest warrant to search for the subject of the warrant in cases where the officer has probable cause to believe the subject is currently in the home. Knock and announce rules apply and any search of the residence may only be incidental to arrest. Officers must obtain a search warrant before entering the residence of a third party in order to search for the subject of an arrest warrant unless exigency or consent exists.
- d. Before officers of this Department forcibly enter a private residence to make an arrest, they must obtain the approval of a supervisor and, whenever possible, act only when the supervisor is present.
- e. In order to provide for a safer method of serving high risk warrants and reduce the potential for injury, it shall be the policy of this department that a tactical response will be utilized when the following criteria are met:
 - 1. When the location in question is barricaded against entry or the suspect is inside a location, vehicle or hidden from view and refuses to submit to arrest
 - 2. There is reason to believe the suspect(s) is (are) armed and will use the weapon against law enforcement officers
 - 3. The suspect's background reveals a propensity toward violence
 - 4. There is no practical way the suspect can be arrested outside the location
- E. Authority to Arrest Outside of this Department's Jurisdiction: It is the policy of this department to assist local, state and federal law enforcement agencies in their legitimate law enforcement operations when requested. To provide such assistance, members of this department may travel outside this jurisdiction when requested by another law enforcement agency; under the terms of a mutual aid agreement; or when acting pursuant to applicable law. [\[7.04\]](#)
An officer of this department may make an arrest outside of this department's jurisdiction within the State of Arkansas under the following circumstances:
 - 1. Fresh Pursuit; (16-81-301) (also allows for entry into a private residence for felony or serious misdemeanor)
 - 2. Warrant for Arrest; (16-81-104; ARCP 4.2)
 - 3. When requested by the local law enforcement agency for assistance and the officer requested is from an agency that has a written policy covering arrests outside of his jurisdiction; (16-81-106 (c) (3)(4))
 - 4. When a county sheriff requests or grants permission for an officer from a contiguous county to come into the sheriff's county for purposes of investigating and making arrests for violation of controlled substances laws. (12-12-102)
- F. A full- custody arrest should be made in the following situations, when such arrest is authorized by law:
 - 1. Where the threat of bodily injury to any person is imminent and cannot be removed by a lesser method of intervention;

V. Handcuffing

While investigating an offense or suspected offense, officers may handcuff individuals solely for the safety of the officer or others when it is appropriate, or when the risk of escape exists.

VI. Documentation of Arrest / Release

1. An incident report is required anytime an officer arrests a person, whether or not handcuffs are applied, even if the person is subsequently released at or near the scene.
2. This does not apply to temporary detention situations in which an arrest is not made.
3. Persons arrested for a Class A misdemeanor or above must be fingerprinted (Ar. Code Ann 12-12-1006) and will be photographed each time they are arrested. This is normally completed at the time of booking at the CCDC, but will be completed at the Justice Complex by the bailiff or Court Services personnel if the court discovers that it has not been completed. [13.22]
4. In the event of an arrest, state laws governing the time elements of when an arrested individual must appear before a magistrate will be adhered to and arrangements made for the defendant's prompt first appearance. [7.05]

VII. Search Incident to Arrest

1. When an officer arrests a person on the street, the officer may conduct a thorough search of the subject's person (not strip search) and the subject's immediate area of control.
2. When possible and practicable, cross-gender pat-downs and searches will be conducted by an authorized person of the same sex as the arrestee.
3. The purpose of this search is the following:
 - a. Protecting the officer from attack
 - b. Discovering or seizing the fruits of the crime for which the person has been arrested
 - c. Discovering or seizing any instruments, articles, or things that are being used or which may have been used in the commission of the crime for which the person has been arrested.
4. This search may include the subject's pockets as well as any items they are in possession of at the time of the arrest. (For search incident to arrest in home-see Policy 408)

VIII. Suspect Identification [7.34D]

- A. In cases where a crime has just occurred and officers searching for the suspect have encountered a subject who resembles the description given, officers may contact that individual and detain them long enough to have one or more of the eye witnesses view them for the purpose of identification. Suspects should be presented to witnesses as they appeared when located by the officer (s) and shall not be required to put on clothing worn by the suspect or asked to say anything to the witness.
- B. Officers should escort the witness or witnesses separately – to where the suspect is located. (Do not take the suspect to the witnesses!). Some effort should be made to allow the witness to view the suspect outside of a patrol car without handcuffs, unless safety issues prohibit such.
- C. Witnesses should be allowed to view the suspect without any outside comment that may influence the witness and be instructed not to interact with the suspect. They should also be cautioned that the person they are viewing might not be the suspect. If there is more than one witness, the witnesses should view the suspect separately without influence from the other witnesses.
- D. Report documentation of the locating of the suspect and subsequent witness viewing should include details and descriptions given that resulted in the contact, as well as the identity of every

subject so contacted (including unit video or photo), whether identified by the witness or not and any witness statements and level of certainty as to the identification.

IX. Questioning & Miranda [7.06]

Whenever an officer initiates an interrogation of a person suspected of a crime, the individual shall be informed of their rights prior to questioning. A suspect's rights commonly referred to as a "Miranda Warning" should be given from a standard source, either a preprinted card or utilizing a departmentally issued Statement of Rights form.

Suspects should never be stopped from making voluntary statements. The Miranda warning is however, necessary if officers intend to interrogate or question the subject in a manner where the subject is likely to incriminate themselves. All questioning shall cease if the suspect no longer wishes to answer questions or requests an attorney.

X. Special Types of Arrests

A. Domestic

1. Assault / Battery - Arkansas Ark. Code Ann. 16-81-113 and Ark Rule of Criminal Procedure 4.1 gives law enforcement the authority to make a warrantless arrest based on probable cause for felony domestic violence crimes, as well as authority to make a warrantless arrest for misdemeanor domestic violence if the officer has probable cause to believe the person committed those acts within the proceeding four hours if no physical injury was involved or twelve hours preceding the arrest if physical injury was involved.
2. Protective Order – Arkansas Code Ann. 5-53-134 provides that an officer may arrest a suspect believed to have 'violated the terms of the order, even if the violation did not take place in the presence of the law enforcement officer.'

B. Gas Drive Off - Arkansas Code Ann.16-81-114 gives law enforcement officers the authority to make a warrantless arrest based on probable cause for the theft of fuel within four hours of when the crime was committed.

C. Shoplifting - Arkansas Code Ann. 5-36-116 provides that a law enforcement officer may arrest without a warrant upon probable cause for believing the suspect has committed the offense of shoplifting.

D. Juveniles - Officers will be guided by, and comply with, current Department policy regarding the handling of juvenile offenders (see policy 411).

E. Arrests by citizens - In the event that a private citizen has detained a suspect, officers will initiate all necessary reports and will ensure that a complete and impartial investigation is made so that the rights of the victim, and the accused, are protected and that the citizen will appear as a witness, and give a sworn statement of facts. For the purposes of this policy, private citizens include security guards and loss prevention agents.

XI. Arrest of Consular Officials or Foreign Nationals [10.06]

A. The U.S. is obligated under the Vienna Convention on Consular Relations, international treaties, and customary international law to notify consular officials when foreign nationals are arrested or otherwise detained in the U.S.

- B. When a foreign national is arrested, determine the foreign national's country. In the absence of other information, assume this is the country on whose passport or other travel documents the foreign national travels.
- C. All foreign nationals shall be advised of their right to have their consular officials notified concerning the arrest or detention. Consular officials have the right to visit their arrested or detained nationals unless the person objects to the visit.
 - 1. If a foreign national's country is not on the mandatory notification list, but the subject asks that such notification be made, the arresting officer will do so immediately by ensuring notification to the nearest consulate or embassy.
 - 2. If a foreign national's country is on the mandatory notification list, the arresting officer will, immediately ensure notification to the nearest consulate or embassy, regardless of whether the national requests such notification.
- D. Foreign consular officials enjoy varying degrees of immunity from arrest. Consular officials should carry an identification card issued by the United States Department of State. Instructions on immunity printed on the reverse side of the identification card will guide the officer's decision to arrest or detain the person. If an officer arrests an individual who claims diplomatic immunity, but who cannot produce an identification card, the officer should contact the Department of State at (202) 647-1985 from 8a.m. to 5p.m. Eastern Time and (202) 647-2412 at all other times.

XII. Arrests Made by Other Agencies

- A. When an arrest is made by another law enforcement agency within the jurisdiction of the Jonesboro Police Department, and the Jonesboro Police Department is asked for assistance, necessary assistance will be provided in compliance with Department policy governing relations with other law enforcement agencies.
- B. All follow-up investigations, booking, and filing of complaints will remain the responsibility of the arresting agency. The outside agency arresting officer is required to complete the necessary supplementary reports.

XIII. Children in Custody of Arrested Persons

- A. When arrested persons have a child less than 16 years of age in their care, custody and control at the time they are arrested, it is the responsibility of the arresting officer and the immediately available supervisor to ensure the safe placement of the child.
- B. The arresting officer will first attempt to locate a competent adult, at the request of the arrested party, to come and take custody of the child. Should a competent adult be located, the officer shall identify the person with whom the child is being placed and complete a warrant and criminal history check to ensure the child is not being placed with a wanted or dangerous felon and document that information in the report.
- C. Should a competent adult not be located after a reasonable amount of time, the arresting officer may contact the Arkansas Department of Children and Family Services (DCFS) for placement.

XIV. Additional Information

The following Arkansas State Statutes, Rules of Criminal Procedure, and/or Written Directives govern the execution of the criminal process by members of the Department:

1. Territorial Limits – Frequently, persons are arrested on an outstanding warrant outside the Police Department’s jurisdiction. Some factors that should be considered include the location of the arrested, the nature of the crime, and available manpower.
2. Summoning Aid – A.C.A. 16-81-107 (d) states an officer making an arrest may orally summon as many persons as he deems necessary to aid him in making the arrest.
3. Use of Force – Written Directive 401- Use of Force will govern the use of force in the execution of an arrest warrant.
4. Rules of Criminal Procedure: Rule 4.2. - Authority to arrest with a warrant. Any law enforcement officer may arrest a person pursuant to a warrant in any county in the state.
5. Authority to Issue a Citation – Rule 5.2 of the Rules of Criminal Procedure: A law enforcement officer in the field acting without a warrant who has reasonable cause to believe that a person has committed any misdemeanor may issue a citation in lieu of arrest or continued custody.
6. Authority to Issue a Summons – Rule 6.1 of the Rules of Criminal Procedure: All officials having the authority to issue an arrest warrant may issue a criminal summons in lieu thereof in all cases in which a complaint, information, or indictment is filed or returned against a person not already in custody.
7. Service of Criminal Summons – Rule 6.3 of the Rules of Criminal Procedure: a criminal process may be served by any method prescribed for personal service of civil process or by certified mail, for delivery to the addressee only with return receipt requested.



I. Policy

It is the policy of the Department to provide responsible and professional service of criminal process consistent with the lawful authority granted to officers of the Department. Officers are charged with the duty to insure that the authority of any criminal process served is valid on its face to restrict service of such process to that of courts with proper jurisdiction.

II. Definitions

- A. Legal Process – Any item of civil or criminal process, whether original, intermediate, or final that is valid on its face and is to be served or executed by a law enforcement agency.
- B. Criminal Process – Those writs, summons, mandates, warrants, or other process issuing from a court of law compelling a person to answer for a crime. The term also includes process issued to aid in crime detection or suppression, such as search warrants.
- C. Civil Process – Those writs, summons mandates, or other process issuing from a court of law pertaining to matters of a civil nature. The term includes original, intermediate, and final process to be served by a law enforcement agency in any action involving civil litigants.

III. Civil Process [\[7.31\]](#) [\[7.32\]](#)

Arkansas Rules of Civil Procedure Rule 4, Section (c) states the service of civil summons shall be made by the Sheriff of the county where the service is to be made or his/her deputy unless the Sheriff is a party to the action. The Department does not handle calls for service involving civil process. The officer will remain on the scene to keep the peace until relieved by a deputy.

IV. Criminal Process: Warrant Procedure

- A. The Department utilizes an established warrant tracking system. The function is to provide accurate information regarding the status of each warrant issued by the District Court. The department also has access to the AS400 system and Court Connect utilized by the court.
- B. The Jonesboro Police Department also uses the Arkansas Crime Information Center and the National Crime Information Center (ACIC/NCIC) which have computerized Wanted Persons Files. Entries into these systems must comply with the rules and regulations set forth by ACIC and NCIC. The file contains personal descriptors and identifiers for persons who have warrants and are being sought by the law enforcement community. The Craighead County Sheriff's office enters and removes all felony warrants originating from the Jonesboro Police Department into those systems (ACIC/NCIC) and maintains a file for the warrants issued and is responsible for the periodic auditing of those files.
[\[9.07\]](#) [\[9.08 C\]](#) [\[9.09A,B\]](#)

- C. Warrants received from other jurisdictions for regular attempts at service shall be routed to the Warrants Office.

V. Records of Execution/Attempted Service of Legal Process Documents

- A. Warrant Officers and other members of this department will attempt to serve all active legal process documents, including warrants, subpoenas, summons, “No Contact Orders”, and any other legal process documents required by law.
- B. When an officer makes contact with a party in reference to serving a locally issued misdemeanor warrant, or with an individual for whom an outstanding warrant is listed in ACIC or NCIC, the following procedure for confirming the warrant shall be followed prior to placing the subject in question into custody: [\[9.09D\]](#)
 - 1. The officer requesting confirmation shall contact the Warrants Division, the Desk officer or Dispatch to initiate confirmation of the warrant.
 - 2. On local misdemeanor warrants - The Dispatch Center shall locate the “hard copy” of a misdemeanor warrant from the files located in Dispatch or locate the warrant in Court Connect and compare the name, DOB or other identifies in order to confirm the warrant. [\[9.09A\]](#)
 - 3. On felony or out of town misdemeanor warrants - The Dispatch Center will contact the entering or originating agency and/or send a hit confirmation through ACIC/NCIC in order to confirm the warrant. [\[9.09A\]](#)
 - 4. That confirmation or other information shall then be relayed to the officer requesting confirmation of the warrant.
 - 5. After the warrant is served, service will be documented on the warrant itself (when applicable), in the records management system warrant file (when applicable) and notice given to the Craighead County S.O. or other entering or originating agency of the service and the need for the warrant to be deleted from ACIC/NCIC (when applicable). [\[9.09C\]](#)
- C. After serving a warrant, the arresting officer shall complete the return section on the original warrant. In addition, the arresting officer shall complete an Incident/Arrest Report. This report will contain, at a minimum, the following information:
 - 1. Date, time and location of arrest;
 - 2. Name of the officer(s) making the arrest;
 - 3. Name of the arrested person;
 - 4. Details as to how the warrant was served; and
 - 5. Notation of any applicable warrant or citation numbers.
- D. Upon receiving a served misdemeanor warrant or other warrant canceling information (order to quash, etc.), the dispatch center will be responsible for clearing the warrant from Court Connect. The warrants clerk will be responsible for clearing any warrants issued prior to September 1, 2018 from the in-house system. In the case of felony warrants, the Craighead Co S.O. or the countywide dispatch center shall be responsible for removing the warrant from the ACIC/NCIC system. [\[9.08 B,C\]](#) [\[9.09B,C\]](#)

VII. “No Contact Order” Procedure

- A. ‘No Contact Orders’ received from the courts are to be scanned and maintained in an alphabetical file on the F:drive and accessible twenty-four (24) hours a day.
- B. When an officer makes contact with a party on a call for service and discovers there may be a ‘No Contact Order’ against this person, the officer should attempt to confirm the existence of such an order.
- C. When ‘No Contact Orders’ orders expire they will periodically be purged from the system.

VIII. Orders of Protection

- A. Officers contacting a subject who they discover has had a valid order of protection issued against them shall contact a deputy to serve the order if it has not yet been served.
- B. Subjects discovered to have a valid order of protection against them shall be arrested if found to be in violation of the order, pursuant to A.C.A. 5-53-134.



I. Policy

The Jonesboro Police Department recognizes its moral and legal responsibilities to treat arrested persons humanely. Acknowledging its responsibility to the community and to the arrested person, it shall be the policy of the Jonesboro Police Department to take all reasonable precautions necessary to securely and safely transport prisoners and to prevent their escape from custody.

II. Prisoner Search Procedure

- A. Upon assuming custody of a prisoner, officers shall conduct a proper search of the individual for contraband or weapons, prior to transport. Officers will also search the prisoner each time they assume custody, including transportation to and from court appearances. Officers must never assume that someone else has searched the prisoner. [\[10.01 A\]](#)
- B. A proper search shall include an examination of the contents of all pockets, articles of clothing, baggage, and purses. Prisoners shall not be allowed to retain custody of baggage and purses. Such items should be kept in the driver's compartment or in the trunk of the transporting vehicle.
- C. Officers may utilize their own judgment as to whether to request a pat down search or officer safety when transporting civilians for non-criminal matters. Refusal to submit to such a search may warrant the officer to refuse transportation.

III. Protection of Prisoners, Their Rights and Property

- A. Officers will not arrest any person or search any premises or person except with a warrant of arrest, a search warrant, or where such arrest or search is authorized without a warrant under the laws of the State of Arkansas, the United States, or the ordinances of the City of Jonesboro.
- B. All officers protect the rights of persons held in custody and no employee shall falsely arrest, imprison, or direct any malicious prosecution against any person. Officers also shall not willfully mistreat, verbally abuse or use unnecessary violence against any person. Officers shall use only that force necessary to effect an arrest.
- C. Officers have a duty to secure any property taken from a prisoner and transferring the property to the receiving agency or returning such property intact to the prisoner upon release. The arrested prisoner's property should be secured from access by unauthorized individuals. Any employee, who has lost, damaged or destroyed any property or equipment belonging to a person in custody may be required to make restitution if the loss or damage is the result of negligence on the part of the employee. [\[10.01F\]](#)

IV. Restraints [10.01 E]

- A. The Jonesboro Police Department shall utilize appropriate restraint devices during transport, such as handcuffs, flex cuffs, belly chains with cuffs or leg irons to secure prisoners prior to transportation or for temporary detention.
- B. Handcuffs should be applied with the hands behind the person's back with the palms facing outward. Handcuffs must be applied tightly enough to prevent them from being slipped, but care must be taken that they are not so tight as to interfere with circulation or cause unreasonable discomfort. The handcuffs should always be double locked and remain double locked during transport. At no time will a prisoner be handcuffed to any part of the police unit during transport.
- C. In instances where the individual is not physically able to place his hands close enough together behind his back, two sets of handcuffs may be linked together. In rare instances, the officer may elect to handcuff the individual in front, but should exercise extreme caution during the remainder of his contact with the prisoner.
- D. Flex cuff type restraints should be removed with bandage type scissors, a seat belt cutting device or similar safety device.

V. Transport

- A. All officers are responsible for inspecting their units at the beginning of each tour of duty and prior to and after any transport, to ensure that the vehicle they use for the transport of a prisoner is safe, appropriately equipped, and free of weapons and contraband both before and after a prisoner has occupied the vehicle. [10.01 D]
- B. Prisoners should be properly restrained and shall only be transported in the vehicle's rear passenger compartment. Under no circumstances shall a prisoner be transported in the front seat. A single prisoner should be seated on the passenger side of any transport unit. If transporting prisoners in a unit without a cage or safety barrier, an additional officer, seated in the front, is preferred if transporting more than one prisoner. Prisoners should be seat belted, except in cases where doing so exposes officers to risk of attack. [7.22]
- C. Officers transporting prisoners will not be assigned to handle other calls that would interrupt their transportation. In no case will an officer be authorized to make a vehicular emergency response while transporting a prisoner. Under normal circumstances, no stops will be made between the point of arrest and the detention facility, except what is necessary to obtain necessary paperwork or for normal traffic flow issues. [10.01 B]
- D. In the rare event that an incident of a life threatening nature occurs, a supervisor must authorize the transporting officer to respond prior to the response. Transporting officers should remain mindful of the possibility of diversionary tactics that may be employed to divert the officer and facilitate a prisoner's escape. Only when the risk to the prisoner or risk of the prisoners escape is minimal and the risk to a third party is grave, should the officer render assistance while transporting a prisoner. [10.01 B]
- E. Due to the inherent difficulty in maintaining security and safety, a prisoner's right to communicate with his attorney or others will not be exercised during the period that the prisoner is being transported. The arresting or transporting officer is responsible for arranging such communication either prior to or just after the transport. [10.01 B]
- F. Officers should monitor prisoners for medical difficulties during transport and should seek immediate medical attention for prisoners experiencing a medical emergency. The receiving agency

personnel should be informed of any escape or suicide attempts, unusual illnesses or health risks, or any tendencies toward violent behavior. [10.01 G]

- G. When transporting a prisoner from any detention facility or receiving prisoners from another agency, officers assigned to the transport duties must verify the prisoner's identification through booking records or other appropriate means available.
- H. When transporting prisoners from a jurisdiction located in a state other than Arkansas, the officer must have in his possession a valid Governor's Warrant authorizing such extradition, or a legally signed waiver of extradition.
- I. Should a prisoner require special care or attention while being transported because of a physical injury, mental impairment, sickness, or disability, the transporting officer, with the assistance of the on-duty shift supervisor if needed, should arrange for any special equipment or special vehicles to facilitate the transport in a safe and secure manner. Special vehicles, such as an ambulance, may be used when safe transportation cannot be accomplished using a Jonesboro Police Department vehicle. Any medication for the prisoner as well as mechanical aids, unless required for life support, shall be retained in the control of the transporting officer. Transporting officers shall use the appropriate equipment required to securely restrain the prisoner without causing injury. [10.01 C]

VI. Detention Center

All officers shall adhere to the following guidelines concerning custodial arrest and transport:

- A. When transporting a prisoner to the Craighead County Detention Center, the officer shall not remove the prisoner from his vehicle until it is safe to do so or until he is within the "sally port" enclosure of the Detention Center and the overhead door is completely closed.
- B. The officer must secure his firearm in the trunk area of his vehicle or in the gun locker located in the sally port prior to removing the prisoner from the vehicle.
- C. Prisoner restraints shall not be removed until inside the facility building. This is to ensure there are sufficient personnel on hand to safely handle the individual. Likewise, prisoners shall not be removed from the Detention Center until properly restrained.
- D. During the booking process, the transporting officer shall complete all the appropriate paperwork as required by the Detention Center, as well as any citations to appear that may be required.
- E. The transporting officer shall advise the Detention Center booking officer of any problems the prisoner has presented relative to any security hazards or medical/health problems that may be known.
- F. The transporting officer shall wait until the booking officer has reviewed the paperwork and accepts custody of the prisoner and shall then relinquish his responsibilities for the prisoner to the Detention Center.

VII. Escape Procedures

- A. In the event a prisoner escapes from custody, the officer shall immediately notify dispatch of the escape and provide at a minimum the following information: The location of the escape and the prisoner's last known direction of travel, a complete physical and clothing description and any other pertinent information known, such as the nature of the charge for which the prisoner had been arrested, or whether the prisoner is a danger to the public, other officers, or to himself.

- B. The Dispatch Center will, as soon as possible, make other officers and surrounding agencies aware of the escape, as well as coordinate with the on duty supervisor requests for any assistance that may be needed.
- C. The officer will also insure that an on-duty shift supervisor is notified of the escape. When necessary, the on-duty shift supervisor may then assume control of the incident and assume the responsibility for coordinating the search efforts, requesting additional personnel or assistance from outside agencies and may prepare a briefing item to be disseminated to subsequent patrol and detective shifts.
- D. The officer shall be responsible for completing a written report detailing the escape.

VIII. Medical Treatment

- A. Jonesboro Police Department personnel will seek immediate medical attention for prisoners in their custody who become sick, who are injured while in the custody of the Jonesboro Police Department, or are injured or disabled while being taken into custody. If an individual requests medical attention, or if the officer determines that medical attention is needed, the arresting or transporting officer must make all reasonable efforts to see that medical attention is afforded by transporting the individual to an approved medical facility. **[10.01C]**
- B. When prisoner property includes medication, such medication should not be dispensed or given to the prisoner until the property is released. Dispensing of medication should only occur under the direction of Detention Center or other medical staff.
- C. When a prisoner is transported to a hospital or other medical facility, the transporting officer should request that the hospital staff place the prisoner alone in a room, away from other patients, if possible, ensure that the prisoner is not left alone or unobserved and that restraints are properly utilized for the duration of the visit unless a request by the hospital staff is made to remove them for treatment purposes.
- D. Completed Medical Billing forms shall be forwarded to Administration with notation of any medical attention that was received, including that refusal of DWI testing or for a second test for DWI. If the suspect's injury was the result of use of physical force, the appropriate response to aggression documentation should also be completed.
- E. If the prisoner is to be admitted to the hospital and the nature of the charges against the prisoner necessitate that the prisoner remain under constant police guard, the officer shall notify his immediate supervisor, who shall (1) arrange for a temporary security schedule and (2) notify the appropriate Division Commander so that plans for extended security can be made.
- F. When released from treatment by the hospital, the prisoner's post-release instructions by medical personnel should be obtained in writing and included in the prisoner's property and advise Detention Center personnel of the treatment. The prisoner shall be searched for contraband prior to being transported to the Detention Center.



I. Policy and Purpose

The District Court adjudicates cases, penalizes those found guilty of violating the law, and protects the constitutional rights of those brought before it. Violence or the threat of violence, in the courtroom would have a profound negative impact on the court's functioning. Accordingly, appropriate levels of security should prevail in the courtroom to protect the integrity of court procedures, to sustain the rights of individuals before it, to deter those who would take violent action against the court or participants in court proceedings, and to sustain the decorum of the court and allow court proceedings to occur without disruptions or the threat of violence.

II. Procedures

A. Security [11.01]

1. The security of the District Court on city docket court days is the responsibility of the Jonesboro Police Department. The primary officers assigned to maintain court security and decorum in the courtroom are the Court Bailiff and Transport Officer. These officers will be assigned to the Warrants Division. Other officers of the division will fill these roles if the primary officers are unavailable.
2. Doors are available for emergency exit on three walls of the courtroom, however, only the main double entrance doors should be generally accessible for daily public use. The door at the end of the holding and restroom hallway is equipped to lock automatically when closed and requires a key to be opened from either direction. This door should remain closed and locked at all times while court is in session.

B. Primary Responsibilities for Court Bailiff

1. To protect the judge, court employees, court participants, and the public from physical violence. Officers will eject individuals disturbing the proceedings and eject or arrest persons held in contempt by the judge.
2. To serve subpoenas, summonses, and other legal processes as ordered by the court.
3. To function as Court Bailiff and maintain order in the court, as well as other duties that may include assisting in flow of defendants through court proceedings, assisting the judge and other judicial court personnel, and assisting the public in the courtroom.

C. Operations

1. The Court Security Officers will ensure that all court facilities are functional and operating properly. Daily visual checks should be made to ensure that the physical security of the courtroom is operational. Items to be checked include entrances and exits, windows and doors, emergency lighting, fire and smoke detection equipment, medical supplies and distress alarms.
2. A documented test of fire equipment will be conducted annually by a licensed contractor.
3. Prisoners with possible serious medical emergencies or conditions requiring prompt attention should have medical assistance or an ambulance summoned as soon as possible.

4. All incidents threatening the security of the court or police department facilities shall be documented in a written report.
 5. Prisoners should not be left unattended in the courtroom. Prisoners should also be in handcuffs unless making voluntary appearance before the court or otherwise instructed as such by the judge. Prisoners transported from the Detention Center should be secured with belly chains with cuffs and leg irons when possible. [\[11.01\]](#)
 6. Weapons are permitted for officers in the courtroom areas, but not in the holding cells, themselves (see Policy 403). Officers working in the courtroom should be aware of current law concerning the carrying of weapons in the courtroom, although individual search of every court attendee may not be required. [\[11.01\]](#)
 7. Court Security Officers will carry their portable radios with them while on duty. [\[11.02\]](#)
 8. Duress alarms are equipped in courtrooms. The Court Security Officers will periodically test the alarms to ensure they work properly. [\[11.02\]](#)
- D. Emergency Response and Evacuation Plans [\[11.03\]](#)
Plans and procedures for dealing with emergencies (fire, medical, hostage, bomb, disaster) high-risk trials, searches, weapons, use of restraining devices, detainee movement, and circulation and evacuation patterns will be constructed. These plans will be reviewed every year. The Court Security Officers will be responsible for maintaining necessary equipment to fulfill an emergency response plan.
- E. In compliance with the training requirements of the Arkansas Court Security Act (Act 576 of 2007), all Court Security personnel (i.e., bailiff and transport officer) and all other warrants division personnel who may fulfill these duties in the absence of the regularly assigned officer, will receive initial training and training in this directive and Policy 403 (Holding Areas). [\[11.01\]](#)

III. Escape Procedures

- A. In the event a prisoner escapes from custody from the courtroom, the bailiff or other officer present shall immediately notify dispatch of the escape and provide at a minimum the following information: The location of the escape and the prisoner's last known direction of travel, a complete physical and clothing description and any other pertinent information known, such as the nature of the charge for which the prisoner had been arrested, or whether the prisoner is a danger to the public, other officers, or to himself.
- B. The Dispatch Center will, as soon as possible, make other officers and surrounding agencies aware of the escape, as well as coordinate with the on duty supervisor requests for any assistance that may be needed.
- C. The bailiff will insure that an on-duty warrants or shift supervisor is notified of the escape. When necessary, the supervisor may then assume control of the incident and assume the responsibility for coordinating the search efforts, requesting additional personnel or assistance from outside agencies and may prepare a briefing item to be disseminated to subsequent patrol and detective shifts.
- D. The bailiff or transport officer shall be responsible for ensuring that a written report detailing the escape is completed.



I. Policy

Each officer of this Department must be familiar with the unique requirements of juvenile matters, respond to those requirements, and take special precautions when dealing with juveniles to ensure that the constitutional rights of the juvenile are protected and the least coercive methods are used in addressing any problems, in accordance with Arkansas law.

Juvenile records are generally exempt from FOIA, but in all circumstances will be stored, released and disposed of in accordance with A.C.A. 9-28-217, 9-27-352 and other Arkansas laws which require limited release, separate or identifiable storage and disposal within certain time frames.

II. Procedure

A. Custody and Intake [10.02A]

1. Police officers dealing with juvenile offenders shall use the least forceful of available alternatives, consistent with preserving public safety, order and individual liberty.
2. When taking a juvenile into custody, officers may select a less restrictive course of action appropriate to the situation and needs of the juvenile, such as diversion from the courts by release to parent, guardian, or custodian with no further action or following a verbal counsel by the officer or release to a parent, guardian or custodian and later seek a petition or a warrant through the Juvenile Court with the issuance of a summons or citation to appear at the Craighead County Juvenile office in lieu of physical arrest.
3. When considering which course of action to be taken with the juveniles, officers should consider the nature of the offense, the juvenile's age and possible previous record and the access to a parent, guardian or custodian and any direction as given by juvenile authorities.
4. After consideration of the seriousness of the offense(s), circumstances, and previous history, the officer may elect to make a custodial arrest and transport the juvenile to the Craighead County Juvenile Detention Center. In keeping with department procedures, as well as necessary actions as specified in A.C.A. 9-27-313; whenever a juvenile is taken into custody, either with or without a warrant, the officer shall, without unnecessary delay, perform the following tasks:
 - a. Immediately make every effort possible to notify the parent, guardian, or custodian of the juvenile's location and the name and phone number of the person whom they can contact for information regarding the juvenile or information relative to the arrest and court proceedings.
 - b. Notify the Craighead County Juvenile Department so that a Juvenile Intake Officer (if the juvenile is not already on probation) or Juvenile Probation Officer (if the juvenile is on probation) may be notified. [10.02B]
 - c. Transport the juvenile to the Craighead County Juvenile Detention Center (when applicable).

B. Categories of Juvenile Offenders [\[10.02C\]](#)

Juvenile - From birth to eighteen (18) years of age, whether married or single; or Adjudicated delinquent, a juvenile member of a family in need of services, or dependent or dependent-neglected by the juvenile division of circuit court prior to eighteen (18) years of age and for whom the juvenile division of circuit court retains jurisdiction.

Delinquent juvenile - A juvenile ten (10) years old or older who: Has committed an act other than a traffic offense or game and fish violation that, if the act had been committed by an adult, would subject the adult to prosecution for a felony, misdemeanor, or violation under the applicable criminal laws of this state.

C. Rights of Juveniles [\[10.02D\]](#)

A.C.A 9-27-313 states that a juvenile may be taken into custody without a warrant prior to service upon him a petition and notice of hearing or order to appear as set out under 9-27-312, only:

1. Pursuant to an order of the court;
2. Pursuant to the laws of arrest as described in the Arkansas Rules of Criminal Procedure, Rule 4.1 that defines the authority to arrest without a warrant.
3. By a law enforcement officer, if there are reasonable grounds to conclude that the juvenile is in immediate danger and that removal is necessary to prevent serious harm from his surroundings, or from illness or injury and if parents, guardian, or others with authority to act are unavailable or have not taken the action necessary to protect the juvenile from danger and there is not time to petition for and obtain an order of the court prior to taking the juvenile into custody.
4. Status Offenses - An officer may take a juvenile into custody if there is probable cause to believe the juvenile has committed a status offense (i.e. runaway, behavioral problems, truancy, etc.) The parent should be advised to contact the juvenile office reference filing a FINS (Family In Need of Services) petition. If a parent cannot be contacted, alternate arrangements such as placement with DCFS or Consolidated Youth Services should be made. A FINS petition is also a course of action available if a child under 10 violates the law. The victim, city, county or state citing the violation may file the petition.

D. Citation

Any juvenile age 10 or above may be charged with an offense. If the decision is made to cite a juvenile, the following procedures should be followed:

1. When issuing a citation to a Juvenile who resides in Craighead County, the parent/guardian must be advised to call the juvenile office within 48 hours. The Juvenile Department number is (870) 933-4545.
2. When issuing a citation to a Juvenile who does not reside in Craighead County, the officer should contact a juvenile officer for a court date and time of appearance.
3. If a juvenile is arrested for a traffic offense (i.e. No Driver's License, No Insurance, DUI, a District Court Warrant, etc) a juvenile officer will not need to be contacted.
4. City ordinance violations do not fall under the juvenile court so a juvenile officer will not need to be notified and the citation should be forwarded to District Court.

E. Fingerprinting

When a juvenile is arrested for any offense that if committed by an adult would constitute a Class Y, Class A, or Class B felony, the juvenile shall be photographed and fingerprinted which may be completed by the CCDC upon intake or completed at the police department.

III. Search, Transport & Detention

- A. Upon assuming custody of a prisoner, officers shall conduct a proper search of the individual for contraband or weapons. [10.02E]
- B. Prisoners should be properly restrained and seat belted and shall only be transported in the vehicle's rear passenger compartment. [10.02F]
- C. Appropriate restraint devices shall be utilized during transport, such as handcuffs, flex cuffs, belly chains with cuffs or leg irons to secure prisoners prior to transportation or for temporary detention. [10.02G]
- D. Prisoners should be monitored during transport for any medical difficulties. If an individual requests medical attention, or if the officer determines that medical attention is needed, the arresting or transporting officer must make all reasonable efforts to see that medical attention is afforded. [10.02G]
- E. All juvenile prisoners will be transported without unreasonable delay to one of the department buildings and turned over to an investigator if needed during an investigation or to the Craighead County Detention Center. [10.02H]
- F. Juvenile offenders, regardless of the offense committed, will always be separated from adult prisoners.

IV. Interviews

- A. Jonesboro Police Department officers shall, at all times, ensure that the constitutional rights of juveniles are protected. A.C.A. 9-27-317 governs procedures for the interview or interrogation of juveniles in the following manner: [10.02D]
 - 1. Officers wishing to interview or interrogate a juvenile must first notify the juvenile's parent, guardian or custodian of the interview and explain the reasons for the interview. The parent may later elect to waive their right to be present for the interview, but must be present during an advisement of rights.
 - 2. The advisement of rights must be presented to the juvenile in their own language and the juvenile must sign the Advisement of Rights form and any waiver of those rights.
 - 3. A police officer may not question a juvenile who has been taken into custody if the juvenile has in any way indicated that he or she does not wish to be questioned, wishes to speak with his or her parent, guardian or custodian or states that they wish to speak with an attorney or if the, parent, guardian, custodian or attorney requests that the interview be stopped.
 - 4. Juveniles must have an attorney appointed for them prior to any questioning by a police officer in the following instances:
 - a. If the parent, guardian, or custodian of the juvenile suspect is also the victim in the case;
 - b. If contact is made with a parent, guardian, or custodian and they refuse to attend the interview or give the officer verbal permission to proceed with the interview; or
 - c. If the juvenile to be questioned is in the custody of the Department of Human Services.
(Note: a foster parent cannot give consent for an interview)However, if the juvenile suspect is to be charged as an adult, the above listed instances that require an attorney to be appointed do not apply. The Prosecuting Attorney's office must approve ALL instances of a juvenile being charged as an adult.
- B. After the parent, guardian, custodian or appointed attorney arrives at the Police Department, the police officer should confer with them and explain the circumstances of the custody and explain

the procedures that will be followed as they relate to the custody, transportation to the detention center, and the detention hearing.



I. Purpose

It is the purpose of this policy to explain the legal and moral obligation members have regarding their duty to intervene. This duty is embodied in the law enforcement officer's Code of Ethics, and in the law. Department members shall have a clear understanding of this Department's expectations pertaining to conduct and activities while on and off-duty.

A law enforcement officer has an affirmative duty to intervene on behalf of a citizen whose constitutional rights are being violated in his or her presence by other officers.

Officers of this Department also have a duty to intervene when they observe or hear conduct by a fellow member of this Department that is unethical, clearly violates the law, or violates Department policy.

II. Protection

This Department is committed to protecting officers who act on their duty to intervene to prevent or minimize misconduct by another Department member.

III. Definitions

Intervene – To come between, whether verbally or physically, so as to prevent or alter a result or course of events.

IV. Duty To Intervene

- A. **Use of Force:** Officers of this Department have an affirmative duty to intervene if they witness a use of force that is clearly unreasonable. Any officer present and observing another officer using force that is clearly beyond that which is reasonable under the circumstances shall, when in a position to safely do so, intervene to prevent the use of unreasonable force. An officer who observes another employee use of force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.
- A. Officers of this Department must recognize and act upon the duty to intervene to prevent or stop any member from conducting any act that is unethical, or that violates the law or a Department policy (e.g., excessive force, theft, fraud, inappropriate language, sexual misconduct, harassment, falsifying documents, inappropriate behavior, etc.). Intervention may be verbal and/or physical. Failure to intervene may subject an officer of this Department to disciplinary and or legal action.

V. Required Action – Department Member

- A. Officers should take a preventive approach toward misconduct. When an officer observes behavior that suggests another officer is about to conduct illegal, unethical or inappropriate behavior the officer should intervene verbally or physically, depending on the circumstances.
- B. If verbal interventions are not sufficient to stop the act, come between the offending officer and the other individual involved.
 - 1. Notify a supervisor after conducting any type of intervention, when safe to do so.
 - 2. When a physical intervention was performed, document the incident in writing.
- C. Render Aid
If any person is injured and requires medical attention, officers of this department will render aid in accordance with their training and request medical assistance when necessary.
- D. Supervisor Responsibilities
 - 1. Once learning of an incident involving an officer intervening with another officer, separate all officers involved in the incident.
 - 2. Conduct a preliminary investigation to gather any pertinent information that would coincide with the reason for the intervention (e.g., witnesses, BWC footage, videos, area canvass, etc.).
 - 3. Ensure all parties involved in the incident complete a report detailing the circumstances that led to the Intervention and what, if anything, occurred once the member intervened.
 - 4. Forward to the Division Commander, Administration or Internal Affairs to determine whether the actions leading to the intervention constitute misconduct, unethical behavior, or potential criminal conduct and create report.



I. Purpose

The following policy and procedures shall be in effect for members of the Jonesboro Police Department and their handling of vehicle pursuits. The decision to pursue a motor vehicle is among the most critical made by law enforcement officers.

A police vehicle can potentially be a deadly weapon during a high speed pursuit and such pursuit is justified only when the necessity of apprehension outweighs the degree of danger created by the pursuit.

The Jonesboro Police Department desires the apprehension of suspects and officers are not automatically prohibited from pursuing all suspects. However, officers shall carefully weigh the seriousness of the offense with the hazards of the pursuit.

II. Policy [7.15A]

A. The safety of officers and citizens is the paramount concern of the Jonesboro Police Department with regard to vehicle pursuits. The operation of emergency vehicles is governed by A.C.A. § 27-51-202, which authorizes emergency vehicles responding to emergency calls, with activated emergency lights and audible siren, to exceed the posted speed limit, but it shall be the officer's duty not to create through his or her conduct any greater risk to public safety than that involved in every pursuit. Therefore, vehicle pursuits shall be prohibited unless the person(s) to be pursued have:

1. Committed a violent felony; or
2. Prior to officer engagement, the person drives any vehicle under circumstances manifesting extreme indifference to the value of human life and in such a manner as to indicate a wanton disregard for the safety of persons or property; or
3. Prior to the officers' engagement, the person's driving skills constitute a clear and substantial danger of physical injury or death to himself/herself and other motorists or pedestrians.

B. The initial decision to pursue rests with the individual officer in accordance with this directive. Officers will continually question whether the seriousness of the violation reasonably warrants the initiation or continuation of the pursuit.

Apprehension is secondary to the importance of safety. The pursuing officer or ANY supervisor shall terminate a pursuit at any point when the risk associated with continuing the pursuit is greater than the risk associated with terminating it.

C. Officers of the Jonesboro Police Department SHALL NOT engage in the pursuit of any vehicle where the sole reason for pursuit is predicated upon a misdemeanor offense, a traffic offense or both. There is no justification for endangering human life, or even property, merely to apprehend a misdemeanor violator.

D. Factors to be considered include, but are not limited to:

1. Objective reason for the pursuit.
2. Likelihood of personal injury or property damage.

3. Probability of identifying the suspect.
4. Probability of apprehension.
5. Time of day.
6. Weather conditions and condition of road surface.
7. Approximate age of the suspect, if known.
8. Observed driving method of the suspect.
9. Mechanical condition of the officer's vehicle and the suspect's vehicle, if known.
10. Observed number of passengers.
11. Ability to maintain clear radio communication.
12. Pedestrian and vehicular traffic.

III. Definitions

- A. Vehicle Pursuit - For the purposes of this section, shall apply to vehicles that are actively attempting to elude officers as manifested by high speed or disregard for traffic laws. At this point, an officer's attempt to 'overtake' the vehicle (i.e. such as for the purpose of a traffic stop) ceases and any further attempt to apprehend the violator's vehicle is a pursuit that is subject to the rules on pursuits specified by policy.
- B. Violent Felony - For purposes of this section, Violent Felony shall be one of the below-listed offenses:
 1. Murder
 2. Manslaughter
 3. Aggravated Assault
 4. Battery in the 1st or 2nd degree
 5. Kidnapping
 6. Rape
 7. Aggravated Robbery
 8. Terroristic Threatening in the 1st degree where the threat was against a school or hospital where multiple injuries could result if the threat were carried out.
Note: swerving or attempting to make contact with a pursuing police vehicle does not equate to a violent felony as the statutes governing such behavior do not generally reflect the elements of the applicable crime.
- C. Primary Pursuit Vehicle - The law enforcement vehicle in control of a pursuit.

IV. PROCEDURES [7.15B]

- A. Requirements
 1. Emergency lights and sirens will be activated at all times by all units involved in any way, during a pursuit.
 2. All units shall be mindful of maintaining a safe distance from the violator and other units and vehicles in order to allow for sudden changes in direction, sudden slowing or stopping and the safe deployment of tire deflation devices.
 3. All units should exercise extreme caution at intersections. Secondary units should also remain mindful that motorists may not be aware of additional emergency vehicles after initial vehicles have passed by.
- B. Primary Pursuit Vehicle Responsibilities

1. Immediately upon initiation of a pursuit, the primary unit shall contact a line supervisor (his/her Sergeant or Lieutenant) and notify them of the pursuit.
 2. The primary unit must also notify dispatch with the following information:
 - a. That they are in pursuit.
 - b. The unit(s) involved.
 - c. The reason for the pursuit and the nature of violations.
 - d. The general location and direction of pursuit.
 - e. Descriptions of the vehicle and occupants (if known).
 3. The unit that originates the pursuit is the primary pursuit unit and may maintain the pursuit as long as it is safe to do so, unless they make the decision to terminate the pursuit or until directed to terminate the pursuit by ANY supervisory personnel.
- C. Secondary Pursuit Vehicle(s) Responsibilities
1. Secondary pursuit vehicles will be assigned by the supervisor in charge of the pursuit. Normally no more than two secondary pursuit vehicles will be involved, however, under exigent circumstances this may be waived by the on duty supervisor.
 2. Assisting vehicles, upon joining the pursuit, will maintain a safe distance behind the primary vehicle, while remaining close enough to provide assistance when required.
 3. If the primary is a one-man car, the back-up unit may assume radio communication responsibilities, allowing the primary unit to devote full attention to driving.
 4. Be prepared to assume the duties of the primary pursuit vehicle if the primary vehicle becomes disabled or upon instruction of the on duty supervisor or upon request of the primary unit.
- D. Supervisor Responsibilities [\[7.15C\]](#)
- The ranking line supervisor on duty is directly responsible for supervision of the pursuit and any forcible stopping techniques utilized unless or until relieved by higher authority. The supervisor in charge will:
1. Monitor the pursuit and continually assess the situation.
 2. Coordinate and direct all pursuit activities.
 3. Designate vehicles to assist the primary pursuit unit.
 4. Ensure that the pursuit is conducted within policy guidelines.
 5. Determine when and if a pursuit should be terminated. The pursuit may also be terminated by any ranking officer regardless of division assignment.
 6. Upon termination of the pursuit, limit the number of assisting vehicles to those necessary to control the situation.
 7. Should the shift commander/supervisor themselves initiate a pursuit; responsibility for coordination of the pursuit shall be delegated to another supervisor.
 8. Ensure that officers involved in the incident complete the appropriate report(s).
- E. Additional Units
- Additional units, in the event they are requested and assigned by a supervisor, may be involved in a pursuit for various reasons, including any of the following:
1. Replace either of the first two units in the event that one of them becomes disabled or is otherwise unable to continue the pursuit.
 2. Assist with placement of tire deflation devices.
 3. Be in position at the point of pursuit termination to implement a felony stop, containment, or apprehension of fleeing suspects or to provide traffic control as necessary.
- F. Dispatcher Responsibilities

Upon receiving information that a unit(s) is involved in a pursuit, the main channel dispatcher, shall immediately notify other units, including a supervisor, of any pursuit in the city or any pursuit about to enter the city from the county.

The net shall be directed (with note made in CAD for net direction time) for the units involved and information broadcast about the pursuit including:

1. The units involved.
2. The reason for the pursuit and the nature of violations.
3. The general location and direction of pursuit.
4. Descriptions of the vehicle and occupants.

Other dispatcher responsibilities include:

1. Notifying other or neighboring agencies if a pursuit appears to be entering their jurisdiction.
2. While monitoring the pursuit through Jonesboro, the dispatcher will advise all vehicles to hold non-emergency traffic and will coordinate the assignment of additional vehicles through the on duty supervisor.

G. Termination Decision [\[7.15D\]](#)

1. A pursuit must be terminated when in the opinion of the pursuing officer, or in the opinion of a supervisor, there exists a clear and unreasonable danger to other motorists, pedestrians or others created by the pursuit that outweighs the necessity for immediate apprehension of the suspect(s).
2. The pursuing officer will have to use their own judgment, training and overall experience, and bearing in mind the procedures, and guidelines outlined in this policy, apply them collectively to the existing circumstances. If the officer feels certain that the pursuit is justified according to the established criteria and it can be performed safely, he or she may continue with the intent to apprehend the suspect, but only while exercising the maximum of safety to all concerned.
3. Never should the element of a personal challenge to the officer enter into the decision. A professional officer is aware that the decision to abandon pursuit is, under certain circumstances, the most intelligent course of action. Officers should discontinue any chase when:
 - a. The hazards of exposing the officer and the public to unnecessary dangers are high; or
 - b. The environmental conditions indicate the futility of continued pursuit; or
 - c. The pursuing officer knows, or is almost certain, that the fleeing vehicle is operated by a juvenile and the offense constitutes a misdemeanor or a felony that did not involve an actual or threatened attack, such as Unauthorized Use of a Vehicle, and the offense committed is one for which the juvenile cannot be charged as an adult; or
 - d. When directed to do so by a superior officer, regardless of division or assignment. Officer involved in pursuits will adhere to all instructions and orders given by supervisors.

H. Prohibited Conduct

1. No vehicles other than the primary and secondary or other assigned units are authorized for emergency operation (lights and siren) or disregarding other traffic control devices unless specifically directed to do so by a supervisor. On duty units may travel towards a pursuit to assist but shall not violate the uniform rules of the road in any manner that would contribute to an increased risk to themselves or the public (i.e. running code 3 is NOT authorized for unassigned units).
2. Officers, even in involved units, shall not go the wrong way on a one way.
3. In the course of any pursuit, deliberate contact between vehicles, ramming, or forcing pursued vehicles into parked cars, other vehicles or fixed objects is prohibited unless such actions are authorized by the on duty supervisor (only when the facts and circumstances would justify the use of lethal force).

4. No officer shall fire at or intentionally ram the fleeing vehicle unless deadly force is justified against all occupants of the vehicle.

I. Inter-Jurisdictional Pursuits

1. The initiating agency will remain in control of any pursuit that crosses into another jurisdiction, and will remain responsible for the pursuit.
2. When requested to assist another agency entering our jurisdiction, officers will assist in clearing intersections and may enter the pursuit ONLY if it is requested and it is known that the violator fits the requirements set forth in this policy.
3. Jonesboro Police Department vehicles will not continue with the pursuing vehicles (from another jurisdiction) once the pursuit has left Jonesboro.

J. Reporting Requirements [7.16]

1. Upon completion of a vehicle pursuit, the supervisor responsible for monitoring the pursuit shall complete a vehicle pursuit report. The report shall be forwarded to the Division Commander. The Division Commander shall complete a thorough review of the supervisor's pursuit report and sign-off on the report indicating if the pursuit was within or not within policy. The report will be forward to the Office of the Chief of Police.
2. The report shall include the following information: the reason for the pursuit, a listing of all personnel involved in the pursuit and the result of the pursuit, including any injury, damage or other significant event related to the pursuit.
3. Command Staff shall conduct an annual review, documented in writing, of all pursuit reports filed.

V. Specialized Vehicles in Pursuit

A. Unmarked Vehicle

1. Unmarked vehicles will not become involved in any pursuit unless it involves a violent felony and the unmarked unit is the initiating unit. Any unmarked unit without both blue lights and siren will not become involved in pursuits.
2. Unmarked vehicles will cease pursuit, immediately, upon the arrival of a marked unit to continue the pursuit.
3. Unmarked vehicles will not routinely stop, pace, or follow traffic offenders (except as above). The operator of the unmarked vehicle shall place a lookout on the vehicle and resume his / her assigned duties.

B. Special Consideration Vehicles

Vehicles that are transporting prisoners, witnesses, suspects, complainants, or passengers other than on-duty sworn personnel will not engage in pursuits.

Prisoner transport vans will not engage in pursuits.

VI. Forcible Stop / Roadblock Procedures

- A. An attempt to prevent the continued movement of a fleeing vehicle through use of physical means such as:

1. Spike Strips / Forcible Stopping [7.21]

- a. All intervention tactics short of deadly force such as spike strips, low speed tactical intervention techniques, and low speed "Boxing" (with appropriate advanced warning) should be used when it is possible to do so in safety and when the officers utilizing them have received appropriate training in their use.

- b. Supervisors may authorize the use of ‘Stingers’ (hollow spike strips), to flatten the suspect vehicle tires. Personnel in possession of the devices are certified and trained in the deployment of the devices. When deploying hollow spike strips, the following precautions should be considered:
 - 1) The officer deploying the spike strip should do so from a position of safety.
 - 2) During high speed pursuits, the spike strip should not be used in locations where specific geographic configurations increase the risk of serious injuries to the operator, violator, or the public.
 - 3) As the fleeing vehicle approaches, the officer should pull the spike strip onto the roadway surface and hold the device loosely in case the device pulls away when the violator’s vehicle passes over it.
 - 4) When nearing the spike strip, pursuing officers and the officer deploying the device should maintain communication. The pursuing officers should reduce speed to allow the device to be cleared from the roadway.
 - 5) The use of spike strips is strongly discouraged for trucks carrying hazardous materials or vans/buses occupied by passengers who appear to be victims except in exigent circumstances.
- 2. Rolling / Moving Roadblocks [7.20]
 - a. Under certain extremely limited circumstances, the use of the rolling or moving roadblock is may be effective and the chance of injury and vehicle damage is greatly reduced.
 - b. Blocking: In a pursuit of moderate speed (less than 40 mph), blocking can be accomplished by positioning a Jonesboro Police Department vehicle in front of the violator and another Jonesboro Police Department vehicle beside the violator. Speed should be reduced gradually until the violator is stopped. Every effort should be made to avoid actual contact with the violator vehicle.
 - c. Creating slow moving traffic: In a pursuit situation, reducing the movement of the wanted vehicle can be accomplished by slowing the normal flow of traffic. Jonesboro Police Department vehicles not involved in the pursuit enter the roadway ahead of the violator. By slowing the flow of normal traffic, the violator and pursuit vehicle are forced to reduce their speed.
 - d. Only officers properly trained in the use of agency-authorized roadblocks and forcible stopping techniques will engage in the use of those techniques and prior authorization from a supervisor is required.
- 3. Stationary Road Blocks [7.20]
 - a. Because of the extreme and obvious dangers inherent in the use of roadblocks in pursuit situations, it is the policy of this department that the use of roadblocks for the purpose of apprehending wanted suspect / violators shall not be employed when it is apparent that innocent persons would be endangered.
 - b. Stationary roadblocks may only be utilized by members of this department in an extreme situation and then only on the order of a supervisor, as an absolute last resort when the person being pursued has committed a violent felony as described in this chapter, and has proven, by his or her method of flight, that further danger to innocent lives is immediate and deadly force is authorized.
 - c. Once a decision has been made to utilize a roadblock, the dispatcher will announce on the radio the location of the roadblock and the situation requiring the roadblock. The dispatcher will also insure that the principal pursuit vehicles acknowledge the location of the roadblock. If the pursuing units do not acknowledge the existence of the roadblock, the roadblock will be immediately abandoned.

- d. Under no circumstances shall vehicles other than Jonesboro Police Department vehicles be used as roadblocks. Once a roadblock has been ordered and a Jonesboro Police Department vehicle has been stationed as part of a roadblock, no one shall remain in the vehicle. A stationary roadblock should have the vehicle(s) placed in the roadway to reduce the travel path but should have an avenue to allow passage if the vehicle attempts to run the roadblock. Roadblocks should only be used where there the roadblock is visible from a reasonable distance to allow the fleeing vehicle to stop. Roadblocks should not be set in place on hills, crests, curves or at a bridge abutment.
- B. Training
1. Only officers properly trained in the use of agency-authorized roadblocks and forcible stopping techniques will engage in the use of those techniques.
 2. Creating slow moving traffic: In a pursuit situation, reducing the movement of the wanted vehicle can be accomplished by slowing the normal flow of traffic. Jonesboro Police Department vehicles not involved in the pursuit enter the roadway ahead of the violator. By slowing the flow of normal traffic, the violator and pursuit vehicle are forced to reduce their speed.

VII. Entering Another Jurisdiction

- A. Before entering another jurisdiction, officers of the JPD will notify the other agency with the following information:
1. Pursuit is about to enter their jurisdiction.
 2. Reason for the pursuit and nature of the violation.
 3. Location and direction of pursuit.
 4. Complete description of occupants and vehicle.
 5. Number of units involved in the pursuit.
 6. Whether or not assistance is needed.
 7. When applicable, notify agency when pursuit is leaving their jurisdictional boundaries, or the location of termination.
- B. The JPD officers should retain control and be responsible for the pursuit. Other agencies should not participate unless requested to assist, however, it is recognized that such coordination among other agencies may not always be feasible.
- C. Ideally, a total of no more than three (3) vehicles from the combined jurisdictions should be involved in any pursuit, but again, it is also recognized that assisting agencies may not adhere to the same standards.
- D. Where pursuits enter subsequent jurisdictions, the JPD unit(s), due to area familiarity, should attempt to notify that jurisdiction of a desire for assistance. The assisting unit will then remain with the pursuit until replaced by the next assisting agency. If the suspect is apprehended, all concerned agencies will be notified of the location and supplied pertinent information for appropriate charges.
- E. During a pursuit involving more than one agency, the following practices are prohibited by JPD officers:
1. Roadblocks (fixed and rolling);
 2. Ramming;
 3. Forcing pursued vehicles off the roadway;
 4. Shooting at pursued vehicle (except to protect against the use of unlawful deadly force).
- F. Responsibility of JPD officers, (if the initiating agency):

1. Arraignment of arrested persons;
 2. Disposition of any passengers;
 3. Disposition of arrested person's vehicle;
 4. Coordination of all reports, citations and criminal charges with the exception of accident reports.
- G. A supervisor from the agency where the pursuit terminates should be requested to respond to the location to supervise and assist officers.

VII. PENALTIES FOR VIOLATIONS OF THIS POLICY

Due to the potential for loss of life and/or serious injury, violations of this policy and procedure by Jonesboro Police Department Personnel shall result in severe disciplinary action up to and including termination.



I. Policy

In order to apprehend violators of the law and to offer adequate assistance and protection to the citizens of Jonesboro, the Department recognizes the necessity to respond under emergencies as rapidly as possible. It is further recognized that discretion is necessary when making an emergency response and that the importance of the officer arriving safely at the scene is of primary concern. Indiscriminate driving habits can only serve to jeopardize life and property. Officers will use seat belts at all times when operating any city vehicle. [7.22]

II. Legal Implications

A.C.A. § 27-51-202 authorizes emergency vehicles responding to emergency calls, with activated emergency lights and audible siren, to exceed the posted speed limit, but it shall be the officer's duty not to create through his or her conduct any greater risk to public safety. Officers should carefully review the laws and Departmental directives, which apply to the operation of authorized emergency vehicles, to ensure that they operate within the established boundaries.

III. Definitions

Code Three – This designation is used to describe the operation of a vehicle while the emergency lights and siren are activated.
Code Two – This designation is used to describe the normal operation a vehicle without the use of emergency lights or siren, when responding to a call for service immediately.
Code One – This designation is used to describe the normal operation of a vehicle without the use of emergency lights or siren when responding to a call for service that would allow for temporary delays if necessary.

IV. Emergency Driving Procedures - General (Non-Pursuit Situations) [7.17]

A. The Jonesboro Police Department's primary concern in emergency driving situations is the protection of the lives and safety of all citizens and officers. During emergency driving situations, officers will operate their vehicles with extreme caution and in compliance with A.C.A. § 27-37-202, which requires that the emergency light bar and siren be activated on authorized emergency vehicles when exceeding the posted speed limit. Driving under emergency conditions does not relieve the officer from the duty to drive with due regard for the safety of all persons, nor will these provisions protect the driver from the consequences of his disregard for the safety of others.

- B. The decision to drive under emergency conditions will be discretionary with each individual officer, based on the following considerations:
 - 1. When deciding to initiate or continue driving under emergency conditions, officers shall consider such factors as traffic volume, time of day, and potential hazard or liability to themselves and the public.
 - 2. Calls will be designated through the CAD system as priority levels “Low”, “Medium”, and “High”.
 - 3. Officers shall have sufficient information to justify the decision to drive under emergency conditions.
 - 4. Officers responding to an “officer needs assistance” type call must bear in mind that even though a rapid response is important, they must arrive at the scene safely in order to be of assistance.
 - 5. Officers who are operating in emergency status should not operate the emergency flashers, as operation of emergency flashers will make the turn signals inoperative.
 - 6. Officers shall not implement an emergency response to those calls believed to be “routine” or non-emergency in nature.
- C. Jonesboro Police Department unmarked vehicles shall not be routinely used for traffic enforcement. This does not prohibit unmarked vehicles from stopping violators when encountered.

V. Code Three [7.17]

- A. Code three emergency responses shall be made only when the call involves a life-threatening situation or a violent crime in progress. These calls will be designated through the CAD system as priority level “High”. These calls will include, but will not be limited to the following:
 - 1. Accidental shooting;
 - 2. Physical assault in progress;
 - 3. Disturbance involving weapons;
 - 4. Robbery in progress;
 - 5. Aggravated residential burglary in progress (residence occupied);
 - 6. Kidnapping in progress;
 - 7. Officer’s emergency;
 - 8. Other calls types as designated by the shift supervisor.
- B. No officer shall operate a police vehicle in emergency (Code Three) status if any passengers other than another police officer or a person who has signed a release or waiver of liability occupy the police vehicle.
- C. Police vehicles without emergency lights and sirens will not make emergency (Code Three) responses.

VI. Code Two [7.17]

- A. This mode of operation may be used when responding to urgent calls. These include situations in which there is reason to believe the immediate response of a police officer will prevent a situation from worsening, or there is the reasonable possibility that the suspect can be apprehended. Examples of Code II calls include, but are not limited to:
 - 1. Non-violent felonies in progress
 - 2. Disorderly conduct involving violence
 - 3. Assault in Progress
 - 4. Fleeing Shoplifter

- B. When operating Code II, officers SHALL obey all traffic laws and regulations.
 - 1. If it becomes necessary, officers may temporarily activate their lights or the air horn to pass through a congested traffic area.
 - 2. Officers will at all times use due regard for the safety of motorists, pedestrians, and property.

VII. Code One (Non-Emergency) Operation of Departmental Vehicles [7.17]

- A. This mode describes all other normal operation of a vehicle without the use of emergency lights or siren when responding to a call for service that would allow for temporary delays if necessary. Department employees will comply with all city ordinances and state laws when operating vehicles owned, rented, leased or seized by the City, when not engaged in an emergency response in a properly equipped vehicle.
- B. Inspection prior to Commencement of Duties
 - 1. All pool vehicles will be inspected for damage or missing equipment prior to the commencement of patrol duties. (After the vehicle is in service, the operating officer shall be responsible for any damage or missing equipment.)
 - 2. Officers will also inspect the rear seat area for contraband or evidence. (Officers shall inspect the rear seat area after transporting every prisoner.)
 - 3. Officers should also ensure that they have a sufficient amount of fuel and ensure that the spare tire is in its proper location and secured to avoid damage to radio or other equipment. When a police vehicle has a flat tire at any time, the assigned officer will have the tire repaired/replaced, after approval of a supervisor and notification of the repair is made to the service division.
- C. Careless, abusive, negligent or reckless handling of any vehicle by any employee shall result in disciplinary action.



I. Policy

Effective communication in the operation of the Department is a vital element of law enforcement and plays an important role in officer safety. Most radio transmissions are recorded and improper radio usage will be grounds for disciplinary action. It is imperative that all employees conduct themselves as professionals while utilizing the communications system.

II. Equipment and Use

- A. Centralized, twenty-four hour communications provided by the Public Safety Answering Point (herein after, Communications Center or Center) include, but are not limited to: Base-mobile radio communications and Telephone communication. [9.01]
 1. Telephone
 - a. The Center has twenty-four hour 911 emergency telephone number available for citizens to obtain emergency services. The Center also has toll-free telephone service with multiple lines for all calls for service, emergency and non-emergency, as well as a telecommunication device for the deaf. [9.05]
 - b. All calls received by the Center are recognized and recorded by their 911 communications system and delineation made between calls received via a 911 line and other lines, as well as available information as to the identity and/or location of the caller.
 - c. All telephone calls and radio transmissions record and have immediate playback capability. Recordings store for a period of 30 days and requests to review the recorded material should be made by written request through a Department supervisor to the Communication Supervisor on duty. [9.03]
 2. Radio
 - a. The Center is equipped with a 24 hour, multi-channel state AWINS radio system with the capability to transmit and receive from all Jonesboro police, fire and public works units, as well as all other law enforcement and emergency service responders in the county, including the Craighead County Sheriff's Department, Arkansas State University and other municipal police agencies and first responders. [9.06]
 - b. All police and fire units are also equipped with a portable or hand-held radio that is able to transmit to, and receive communication from other mobile units or dispatch.
 3. Computer
 - a. The Center also provides 24 hours access to local, state, and federal criminal justice data information systems. [9.07]

- b. Information gained via NCIC/ACIC is privileged and only for police investigative and employment purposes. Arkansas law states that no information may be released except to criminal justice personnel who are authorized to receive the information.

B. Security

Access to the Communications Center is restricted to authorized personnel by means of a keypad door lock. The Center Director is responsible for authorizing personnel entry. [9.02]

C. Safety

The Center was specially designed and built with earthquake and storm resistant construction in order to protect communications personnel and equipment. A generator sufficient to provide electrical power for continued operation is on site and is regularly inspected and tested to assure its readiness. [9.04]

III. Services Administered

With use of the Public Safety Communications Center equipment, Communications Operators shall be responsible for securing the following services when requested:

A. Fire and rescue equipment

The Center is responsible for call entry and dispatching fire and rescue equipment as requested in the City of Jonesboro. Requests for mutual aid are referred to the Fire Chief or his acting representative in accordance with Jonesboro Fire Department written procedures. See Jonesboro Fire Department Fire Dispatching Procedures Manual for complete dispatching procedures. CAD notes and reference manuals are also available in the Public Safety Communications Center with phone numbers for outside agencies, when applicable.

B. Environmental and humane services

The Center receives requests and incidents requiring responses from outside agencies for environmental and humane services. Animal Control officers are available by radio during regular business hours and reference manual is located within the Center for other services.

C. Ambulances

All 911 requests for ambulances are handled by the Center. Responding services are determined by request or on a rotational basis. The Communication Operator will remain on the line to determine if police or fire service is necessary and to provide assistance as needed.

D. Wreckers

The Center will not recommend a particular wrecker service, but will follow guidelines pertaining to the type of wrecker request being made. Unspecified requests for wrecker service are determined on a rotational basis.

IV. Receiving/Recording Calls for Service

A. The basic function of the Communications Center is to receive, screen, and prioritize calls for police or fire services and subsequently dispatch the appropriate response units in an efficient and coordinated manner.

1. Department or Center employees who receive a call for services shall appropriately inquire as to the circumstances of the incident in order to determine if an emergency or non-emergency response is appropriate.
2. If personnel in the P.D. buildings receive an emergency call, it should be routed to dispatch immediately after giving instructions to the caller to call 911 if disconnected. If an emergency call for another agency is received, it may require taking note of at least some basic information

from the caller or possibly relaying the information to the appropriate agency in case the call is lost during connection.

3. If the call is not an emergency and is not a request for services handled by the Center, the caller should be given the appropriate agency number when available.
- B. Relevant information is recorded for each request for service or self-initiated activity in the records management system. Each record includes information such as: a unique, sequential call number; the date and time of request; name and address of complainant (if given); type of call; location of call; identification of the officer(s) assigned as primary or back up; time dispatched, arrived and cleared or returned to service; and the call disposition.
- C. Center personnel will be responsible for informing the victim or witness of the Department's response, informing them as to whether it will be a direct police response to handle the situation or if it will be a referral to another agency.

V. Dispatching Units

- A. Number of units to be dispatched
 1. The basis for determining the number of units to be dispatched is based on facts such as previous calls and the circumstances (weapons involved, etc.) as described by the caller. Enough details should be recorded in CAD to allow the Dispatcher or an officer to easily determine a call's priority.
 2. No less than two units should be dispatched to fights, disturbances or violent crimes against a person that are in progress, an armed person, a hold-up or panic alarm, accidents at major intersections during heavy traffic times or any calls where information indicates that additional units may be necessary in order to ensure the safety of the public or other officers.
 3. In any case, initial responding officers can call for or cancel additional units.
- B. Unit to be Dispatched
 1. Officers should be dispatched as follows:
 - a. Area officer in service
 - b. Area officer not in service – hold call for that officer unless:
 - 1) Code 3 – send closest 10-8 officer
 - 2) Code 2 – send closest 10-8 officer if area unit will not be available for several minutes
 - 3) Code 1 and the area officer will be unavailable for an extended period
 2. Dispatching of calls to 'any available unit' will normally be avoided except in cases of time urgency or higher priority calls where the area unit is not immediately available.
 3. When an "officer needs assistance" call is received, a general broadcast of the officer's location should be given and adjoining area unit(s) designated to respond.
 4. Other units may volunteer to take calls when they are closer, in order to allow training or to allow another unit to complete a break or other task.
 5. Officers going off duty should not be assigned a report call within 15 minutes of the end of their shift. They may be assigned minor calls that do not require a report or assigned to cover higher priority calls until relieved by an officer coming on duty.
- C. Dispatching Supervisors
 1. Supervisors may be dispatched to calls when needed, especially as secondary or back-up units.
 2. In order to assume command and coordinate response, a supervisor should always be dispatched to : bomb threats, officer involved incident or accident, events involving large scale property damage or injury, tactical situations, fire or hazardous materials response involving a street closure, major investigative scenes and upon an officer request.

VI. Radio Operations

- A. Radio broadcasts should be in a normal, controlled voice to ensure the broadcast is heard clearly.
- B. All officers have a specific, designated radio number and must identify themselves by that number when the Center or other units by radio.
- C. Officers should listen to make sure the frequency is clear before transmitting.
- D. Officers investigating incidents who find that the location or nature of the call is different from the call originally dispatched are to notify the dispatcher of the correct information.
- E. Officers will not engage in debates or argue with the dispatcher concerning an assignment. Conflicts of this nature are routed to the employee's immediate supervisor who clarifies the issue to the best of his ability. Complaints on Communications personnel should be directed to a supervisor. If the conflict cannot be resolved at that time, the complaint should be forwarded to Administrative Services.
- F. Officers should not seek advice from the dispatcher regarding a point of law, enforcement action, or policy. Questions of this nature are directed to the appropriate supervisor.
- G. Long conversations should be avoided when transmitting on primary talk groups. Secondary talk groups and/or the telephone should be used for these situations.
- H. In situations requiring discreet, confidential traffic, lengthy explanation, etc – use the computer or of a cellular phone is permitted.
- I. Officers must notify the Communications Center anytime they leave their vehicle. For the purpose of officer safety, officers are required to give their location by physical address and not by telephone number, or general "available by radio". Circumstances that also require dispatch notification include, but are not limited to:
 - 1. Beginning and ending of tour of duty
 - 2. Beginning and ending or extra duty job, giving location and times
 - 3. Upon arrival at the scene of a dispatched call
 - 4. When making traffic stops and assisting motorists – officers should give a vehicle description, including the license plate number and state of origin, the number of occupants and physical location.
 - 5. When making contact with subjects or suspicious persons – officers should give a physical description of the subject, the location and the reason for the contact
 - 6. Any other self initiated activity in which officer safety could be enhanced by notifying Communications.
 - 7. When checking out for meals or breaks
- J. When a call, incident, or enforcement action has been completed, officers will broadcast a disposition of the incident and immediately return to service.
- K. Supervisors are responsible for the radio conduct of their subordinates and as such, should monitor all talk groups. Supervisors are to remain available to the primary channel to assist officers as required and shall immediately correct improper radio procedure.

VII. Emergency Situations / Tactical Dispatching

- A. Transmissions regarding emergencies, pursuits, and serious crimes in progress shall be given priority over all other transmissions. When an emergency exists on any talk group, an announcement should be made to other units that the 'net is directed', accompanied by an audible alert and a brief description of the nature and location of the emergency.
 - 1. The net may directed according to the seriousness or type of call or at the request of officers on scene.

2. Units not involved must route all other radio traffic to a secondary channel as directed.
 3. Routine requests for license information and other checks should be curtailed while the net is directed. (Data checks can still be completed via the in-car computer)
 4. Officers should listen for the all clear from dispatch before resuming normal radio traffic.
- B. Tactical Dispatching
1. In the event of a tactical or special operation, the supervisor in charge should inform the Center of the nature of the event, as well as the location and units involved (when practical). A radio channel will then be designated and shall only be utilized by those involved in the operation until its completion.
 2. In a non-tactical unit situation, a single dispatcher should be designated, as manpower allows, monitoring traffic on this channel for the duration of the event. In tactical team responses, team members will communicate directly with a designated person in the command post.
 3. In order to maintain a more complete record of the call, additional entries should be made to the notes area of the call log of events, such as the arrival time of different units or services, as well as notation of significant events, descriptions and details.

IX. Training [3.17, 9.10]

- A. All dispatchers will be trained in the operations of utilized equipment and complete basic tele-communications training related to best industry practices as required by CLEST and taught by ALETA, APCO or other recognized tele-communicator courses within 12 months of employment.
- B. All personnel will be trained annually in the content of this directive and any other department policy and procedure related to the telecommunications center.



I. Policy

The use of computer technology, such as computer and mobile video and audio equipment, has proven valuable in the apprehension and prosecution of traffic violators and in other offenses, in evaluation of officer performance, and in training. In order to ensure the most efficient and effective use of all computerized equipment utilized in patrol units, officers shall follow the procedures set forth in this procedure.

II. Definitions

MVR - Mobile Video and Audio Recording equipment.

III. MVR Program Objectives

The Department has adopted the use of in-car video and audio recording systems in order to accomplish several objectives. These objectives include, but are not limited to:

1. The enhancement of officer safety;
2. The enhancement of officer reporting, evidence collection, and court testimony through audio and video documentation of events, actions, conditions, and statements made during arrests and critical incidents;
3. The enhanced ability to review probable cause for arrest, arrest procedures, officer and suspect interaction, and evidence for investigative purposes;
4. The protection from false claims of impropriety; and
5. For officer evaluation and training.

IV. General MVR Guidelines

- A. MVR equipment will automatically activate when the vehicle's emergency warning devices are in operation.
- B. Officers shall manually activate the MVR equipment during enforcement activity or other contact where the vehicle's emergency warning devices are not utilized. This includes during all calls for service (disturbance calls, civil stand-bys, etc.) or officer initiated contact – especially any contact that has potential for conflict or question.
- C. Officers shall not erase, reuse or in any manner alter MVR video. For an officer to do so may result in disciplinary action up to and including dismissal.
- D. Officers shall only use video equipment issued and/or approved by the Jonesboro Police Department. Any alterations or repairs to MVR equipment must be completed through the department service technician, city IT department or other authorized service provider.

V. Appropriate MVR Applications [13.15H]

- A. Record traffic stops;
- B. Record all enforcement actions;
- C. Record the actions of all parties involved during calls for service, interviews or sobriety checks;
- D. To document the circumstances at crime and accident scenes or other events such as the confiscation and documentation of evidence or contraband;
- E. During other circumstances in which documentation of the suspect's or officer's actions may prove useful in court; and
- F. Officers shall properly notify subjects that they are being recorded when Federal or State law requires such notification. MVR equipment shall not be utilized as an illegal listening device.

VI. MVR Operating Procedures & Officer Responsibilities

- A. MVR equipment installed in vehicles is the responsibility of the officer assigned to the vehicle and will be maintained according to manufacturer's recommendations.
- B. Prior to each shift, Officers shall determine whether their MVR equipment is working satisfactorily. This shall include:
 - 1. Checking that the camera is positioned and adjusted to record events;
 - 2. Their wireless microphone is activated in order to provide narration with the video recording to explain the reason for their current or planned enforcement action.
 - 3. As soon as practical, Officers shall bring any equipment problems to the attention of the duty supervisor and attempt to resolve the problem.
- C. The MVR equipment shall be activated prior to any emergency response or prior to any enforcement action and shall not be deactivated until the enforcement action is completed.
- D. The MVR equipment may be manually deactivated during non-enforcement activities such as when protecting accident scenes from other vehicular traffic, during parade escorts, etc.
- E. If the video recording documents any type of incident that may result in later court action (i.e. an arrest, a pursuit, or a drug or alcohol related arrest), officers should take care to preserve their evidence. This includes making notes and submitting a video request that will allow for later retrieval.
- F. Officers are encouraged to inform their supervisors of any videotaped sequences that may be of value for training or internal affairs investigation purposes.
- G. If an officer fails to activate the MVR equipment when required or deactivates any part of the MVR equipment during any enforcement action, the officer shall submit a memorandum to the Patrol Captain via the chain of command detailing the reasons for their failure to comply with this Directive.

VII. Video Retention and Storage [13.15H]

- A. Storage – All digital video evidence is maintained on a computer database accessible only to a limited number of supervisory officers (including patrol shift commanders). Access to the files is maintained using individual passwords.
- B. Retention
 - 1. All video from the digital recording devices installed in police units should download automatically and is available for a period of 30 days following the incident.

2. Video concerning specific incidents and labeled as contact, citation, arrest, DWI or other will be retained for a longer period and will be saved to a backup disc. Officers must submit a 'Video Evidence Request' form to the video custodian or their shift supervisor for each incident. Those events identified as necessary for future evidentiary purpose beyond that time, as well as all DWI arrests, will be retained in a separate file by a supervisory officer following receipt of a Video Evidence Request form.

VIII. Video Security and Access

- A. Access to all video files is maintained using individual passwords and is accessible only to a limited number of supervisory personnel and the Video Evidence Custodian (normally the court bailiff).
- B. These limited persons are responsible for the systematic storage, retrieval and reproduction of video items stored on computer for court or for appropriate release following a records request. Police personnel may not take video home to view, nor may they obtain copies of a video except through normal channels specified by this directive.



I. Purpose and Scope

- A. The purpose of this policy is to provide guidelines to aid in the effective recognition, apprehension, and prosecution of persons who are driving under the influence of alcohol or drugs. This policy shall apply to all sworn members of the Department.

II. Policy

- A. As part of its efforts to ensure the safety of motorists and pedestrians, the Jonesboro Police Department will aggressively enforce laws pertaining to traffic violations by drivers who operate a motor vehicle while under the influence of alcohol or drugs. This effort will be undertaken in the following manner:
 - 1. By fielding specially trained and equipped personnel;
 - 2. By identification of these offenses as a priority enforcement activity; and
 - 3. Participation in a DWI Enforcement effort (provided funding is available) through the Arkansas Highway Department. Under this "Selective Traffic Enforcement Program" or STEP, officers work extra-duty employment in selective enforcement directed at DWI Enforcement.
- B. It is the policy of the Jonesboro Police Department to vigorously enforce all laws prohibiting the operation of motor vehicles while under the influence of intoxicating liquor, drugs or both. A physical arrest will be made in all cases where sufficient probable cause exists that an operator of a motor vehicle is DWI or DUI. Because of this "zero tolerance" policy, warnings will not be considered for DWI or DUI offenses.

III. Procedure

- A. A police officer's observations are crucial in establishing the requisite probable cause necessary to arrest a motorist for a DWI violation. Police officers must rely on their formal training and experience in this area, placing particular emphasis on those driving actions that give rise to the officer's belief that a motorist is driving under the influence. The following basic detection methods should be utilized:
 - 1. Conducting surveillance on a driver suspected of DWI in order to observe his or her behavior;
 - 2. Initiating a traffic stop after observing a moving or equipment violation;
 - 3. Observing the actions of drivers' during accident investigations; and
 - 4. Acting upon the reports of witnesses concerning erratic or improper vehicle operation.
- B. After the decision has been made to stop a motorist suspected of DWI, the officer shall follow departmental procedures for initiating a misdemeanor traffic stop. Certain guidelines and competent

evidence must be used to support an arrest (A DWI Field Notes form issued by the NHTSA is an excellent documentation resource), including the following:

1. Fully document all observations related to driver behavior, make sure to note erratic or improper vehicle operation.
 2. Note any observations concerning the physical, mental, or emotional condition of the driver, aside from those concerned with vehicle operation, that add to the suspicion of intoxication and/or impairment. (Example: odor of intoxicants, slurred speech, bloodshot eyes, general appearance, etc.)
 3. Closely observe driver for signs of impairment of physical or mental functions, as evidenced by poor coordination, equilibrium, comprehension or a lack of concentration or confusion. Note if the driver has difficulty following simple instructions, answering questions, or fumbling with wallet or papers.
 4. Use of testimony by witnesses who observed the driver's behavior to establish operation and to describe erratic vehicle operation if noted. (Usually related to a traffic accident.)
- C. After making contact with a person suspected of DWI, officers will conduct field sobriety or psychophysical tests to support their probable cause that a person is under the influence of some type of intoxicant or drug, unless doing so presents a hazard. The following tests are recommended for use by the National Highway Traffic Safety Administration to determine probable cause indicative of a lack of sobriety and will be the primary tests utilized by officers of this Department:
1. Horizontal Gaze Nystagmus Test
 2. Walk and Turn Test; and
 3. One-Leg Stand test.

Officers are not limited to conducting only these tests. Any other tests, such as alphanumeric tests, finger to nose test, or others that will support probable cause that a person is under the influence may be utilized.

- D. Any person stopped for suspicion of driving while intoxicated (or driving under the influence) is required by *Arkansas' Implied Consent Law, §5-65-202*, to submit to a chemical test of his or her breath, saliva, or urine for the purpose of determining the alcohol concentration or controlled substance content of his or her breath or blood. The Implied Consent Law states that any person who operates a motorboat on the waters of this state or a motor vehicle or is in actual physical control of a motorboat on the waters of this state or a motor vehicle is deemed to have given consent to undergo this chemical test. If after conducting field sobriety tests, an officer has sufficient probable cause to believe a driver has consumed a substance that is impairing his or her ability to operate a motor vehicle, the officer shall arrest the driver following standard arrest procedures. The officer will request the driver submit to a chemical analysis in accordance with the Implied Consent Law.
- E. Upon arrival at the testing facility, the officer shall inform the arrested individual of his or her rights pertaining to the chemical test, pursuant to *Act 549 of 1983* also known as the Omnibus DWI Act. This statement of rights pertaining to DWI or DUI cites the following Arkansas State Statutes:
1. Implied consent statute (Arkansas §5-65-202);
 2. Type of chemical analysis to be utilized (Arkansas §5-65-203);
 3. Refusal to submit to this chemical test (Arkansas §5- 65-205);
 4. Right to an alternate test by a qualified person (Arkansas §5-65-204(d)(1)); and
 5. After taking an alternate test, if found not guilty, the Jonesboro Police Department will reimburse the person for the cost of the additional test ((Arkansas § 5-65-204(d)(2)).
- F. Pursuant to *Arkansas §5-65-203*, which governs the administration of chemical tests, the law enforcement agency that employs the arresting officer shall designate which test shall be

administered. The Jonesboro Police Department shall utilize chemical testing in the following order of preference:

1. Breath Test - If the arresting officer believes the offender is solely under the influence of alcohol, a breath test utilizing Intoximeter Intox EC/IR-II will be conducted. The breath test will be the preferred test that is utilized by the Jonesboro Police Department. An officer certified through the Arkansas Department of Health pursuant to Arkansas §5-65-204(b) will conduct the breath test. The breath test will be conducted following the procedures for the analysis, established and approved by the Arkansas State Board of Health, pursuant to *Arkansas §5-65-204(c)*. The officer conducting the test shall enter in the BAC Intoximeter Intox II and on the logbook all information pertaining to the administration of the test.
 2. Blood Test – If circumstances make the administration of a breath test impractical, or if the arresting officer has reason to believe the offender is under the influence of a combination of alcohol and drugs or drugs only, a blood test may be utilized. If the officer suspects drugs are involved, he is encouraged to seek the assistance of a certified “Drug Recognition Expert” or DRE. If an offender refuses to allow a blood test be conducted, a different test should be performed based on the officer’s suspicions. *Arkansas §5-65-204(d)* states that a physician or a person acting under the direction and supervision of a physician may draw blood.
 3. Urine Test – If the arresting officer believes the driver’s impairment is solely from drugs, a DRE should be contacted, and a complete Drug Recognition Examination should be conducted. As a portion of this examination, or if a DRE is unavailable, a urine sample will be collected in accordance with methods set forth.
- G. The arresting officer will conduct the breath test on the BAC Intoximeter Intox II and shall be responsible for entering the information pertaining to the test on both the Intoximeter Intox II Unit and the logbook. The arresting officer is also responsible for submitting all paperwork pertaining to the administration of the breath test to the appropriate location in a timely manner.
- H. The arresting officer is responsible for the disposition of all evidence collected because of the administration of a blood test. The blood vials will be placed in the custody of the Evidence Custodian in accordance with Property and Evidence Control policy. Blood samples shall be refrigerated and submitted for processing in the following manner:
1. Alcohol Only – Samples will be submitted to the Arkansas Department of Health for analysis. The arresting officer must complete an Arkansas Department of Health submission form to be submitted in addition to the JPD Evidence Submission Form. The chain of custody section on the Department of Health form must be completed.
 2. Alcohol and/or Drugs – Samples will be submitted to the Arkansas Crime Laboratory for analysis. The arresting officer must complete a State Crime Lab submission form, in addition to the JPD Evidence Submission Form.
- I. The Drug Recognition Expert (DRE) who administers the drug recognition evaluation shall be responsible for properly submitting the urine sample to the custody of the Evidence Custodian. If a DRE is unavailable, the arresting officer shall be responsible for properly submitting the sample. The sample should be submitted in the following manner:
1. The urine sample container shall be sealed with a biohazard label and then heat-sealed in a polyethylene bag before placing it in the refrigerator.
 2. In addition to the JPD Evidence Submission Form, a State Crime Lab submission form shall be completed.
- J. When a driver of a motor vehicle submits to a chemical analysis at the request of a Jonesboro police officer, the driver then has the right to request an alternate chemical test. Pursuant to *Arkansas §5-65-204(e)*, if this request is made, the arresting officer must assist the driver in obtaining the type of test that he or she has requested. *Arkansas §5-65-203(b)(1)* states the expense of the additional test

shall be borne by the person tested. In addition, officers must, in compliance with *Arkansas §5-65-204(e)(1)*, advise the person being tested that if they take an alternate test and are found not guilty, the Jonesboro Police Department will reimburse the person the cost of the alternate test.

- K. *Arkansas §5-65-103(b)* states “it is unlawful for a person to operate or be in actual physical control of a motor vehicle if at that time the alcohol concentration in the person’s breath or blood was eight-hundredths (0.08) or more based upon the definition of breath, blood or urine concentration as defined in *Statute 5-65-204*.” Also, *Arkansas §5-65-104 (a)(1)* states it is unlawful to operate or be in actual physical control of a motor vehicle while intoxicated in addition to citing the legal limit established by 5-65-103(b). Officers should always be prepared to testify as to the level of intoxication observed at the time and not depend solely on the results of the chemical analysis.
- L. *Arkansas §5-65-303(b)* states it is unlawful for any underage person, which is defined as any person under the age of twenty-one (21), to operate or be in the actual physical control of a motor vehicle if at that time there was an alcohol concentration of two-hundredths (0.02) but less than eight-hundredths (0.08) in the person’s breath or blood as determined by a chemical test.
- M. The arresting officer shall be responsible for processing the arrested driver into the Craighead County Detention Center in accordance with policy regarding prisoner handling and transportation. The arresting officer shall ensure that all appropriate intake forms and citations are completed at the time of booking.
- N. The arresting officer will be responsible for impounding the arrested driver’s vehicle. The arresting officer shall request that Dispatch notify a towing company to impound the vehicle. The arresting officer shall conduct the impoundment in compliance with department policy. At the request of the arrested person, and in lieu of impoundment, the officer is authorized to release the vehicle to a responsible third party.
- O. The arresting officer shall submit the following paperwork, along with the arrest report and citation, following established departmental procedures:
 - 1. Statements of Rights form;
 - 2. Arkansas Department of Health Breath / Blood Alcohol Report form; and
 - 3. BAC Intoximeter Intox II ticket with printed results.
 - 4. State of Arkansas Department of Finance and Administration – Omnibus DWI Law Official Driver License Receipt and Notice of Suspension/Revocation Form – Yellow Copy
- P. The arresting officer shall retain possession of the driver’s license of the arrestee and submit it along with the completed State of Arkansas Department of Finance and Administration – Omnibus DWI Law Official Driver License Receipt and Notice of Suspension/Revocation Form. After completion, the white copy along with the driver’s license, copy of BAC ticket and copy of Statement of Rights form will be placed in the envelope provided. The envelope should be sealed and placed in the outgoing mailbox at the Jonesboro Police Department Information Desk. The yellow copy of this form shall be submitted along with the paperwork as described in Section P. The two pink pages of this form shall be given to the driver as a receipt for his or her driver’s license.



I. Policy

Domestic violence is a crime that differs from other crime because of the intimate relationship between the victim and the accused. Notwithstanding that difference, police should respond to domestic violence as they would respond to any crime. Officers should arrest and pursue criminal remedies appropriate to the crime that the officers have probable cause to believe the accused have committed. Employees of this department involved in domestic violence incidents will be treated the same as non-employees. [7.10] In recognition of the difference between domestic violence and other crimes, however, police also should provide victims with special assistance, including efforts to ensure that victims are informed of available services to victims of domestic violence.

II. Definitions

- A. Domestic Abuse - *(A) Physical harm, bodily injury, assault or the infliction of fear of imminent physical harm, bodily injury, or assault between family or household members; or (B) Any sexual conduct between family or household members whether minors or adults, which constitutes a crime under the law of this state.* Arkansas Code Ann. 16-81-113 (b)(1)
- B. Family or Household Member – *“spouses, former spouses, parents and children, persons related by blood within the fourth degree of consanguinity, any child residing in the household, persons who are presently or in the past have resided or cohabitated together, persons who have or have had a child in common and persons who have been in a dating relationship together presently or in the past.”* Arkansas Code Ann. 16-81-113 (b)(2)
- C. Dating Relationship – *“(A)...means a romantic or intimate social relationship between two individuals which shall be determined by examining the following factors (i) The length of the relationship; (ii) The type of the relationship; (iii) The frequency of the interaction between the two individuals involved in the relationship. (B) ...shall not include a casual relationship or ordinary fraternization in a business or social context between two individuals.* Arkansas Code Ann. 16-81-113 (b)(3) and Arkansas Code Ann. 5-26-302 (1)(H)(2)(A)

III. Purpose

- A. To reduce the incidence and severity of domestic violence by establishing arrest and prosecution, rather than mediation, as the preferred means of police response to domestic violence;
- B. To afford protection and support to victims of domestic violence;
- C. To ensure that the mandatory Arkansas lethality assessment form is completed;
- D. To reaffirm the police officer’s authority and responsibility to make arrest decisions according to established probable cause standards;
- E. To promote officer safety for personnel responding to domestic calls;

- F. To ensure thorough investigations and effect arrest of primary aggressor upon the establishment of probable cause to help reduce the number of police interventions required by any particular household.

IV. Procedure [7.10]

A. Approaching the Scene

1. The responding officer should approach the scene of a domestic dispute as one of high risk. Whenever possible, two officers will respond to a domestic call.
2. The officer should obtain all available information from the dispatcher before arriving at the scene and will notify the dispatcher upon arrival.
3. The officer should not park directly in front of the residence or scene of the disturbance. The officer should be alert of assailants leaving the scene and for employment of weapons from doors, windows or nearby vehicles.

B. Initial Contact

1. The officers may enter and conduct a search of the premises if consent has been given to do so. If entry is refused, the officer should be persistent about seeing and speaking to the victim, but in every instance, the officer should ensure the safety of the victim. Under the Ark Rules of Criminal Procedure 14.3, it is provided that an officer may conduct a search if the officer *"...has reasonable cause to believe that premises or a vehicle contain: (a) individuals in imminent danger or death or serious bodily harm:"*
2. The officers should ask to see the person who is the subject of the call. If the person who called the police is someone other than the subject of the call, the officers should not reveal the caller's name.
3. The officer should ensure the safety of victims by asking to speak with all the residents or others present and by separating the victim and the assailant.

C. On Scene Investigation and Incident Documentation

1. The responding officer should interview all parties to identify the victim(s) and the assailant(s). Primary aggressor status with evidence of injury should be used in making this determination to safeguard against re-victimizing the victim through arrest.
2. The officer should ensure the victim's privacy by interviewing the victim in an area apart from the assailant, witnesses and bystanders. In questioning the victim, the officer should use supportive interview techniques. The officer should ask the victim about previous domestic incidents, their frequency and severity. The officer should not tell the victim what action is contemplated until all available information has been collected.
3. If the accused are in custody before the interview, the accused must be given Miranda warnings before any questioning takes place. If the accused have fled the scene, the officer should solicit information regarding the possible whereabouts of the accused (place of employment, relatives, friends, etc.)
4. Pursuant to the requirements of Ark Act 877 (Laura's Law), officers shall complete a departmental domestic violence lethality assessment following response to or investigation of an allegation of domestic violence, whether or not an arrest is made.
5. All witnesses shall be interviewed, including asking about prior domestic incidents.
6. All physical evidence, including victim injuries, torn clothing, etc. and copies of any dispatch calls and/or unit recordings, shall be photographed, documented and collected.

D. Arrest Decision

1. It is the officer's responsibility to decide whether an arrest should be made. The officer, therefore, should not consider the victim's opposition to arrest and should emphasize to the victim, and to the accused as well, that the criminal action thus initiated is the action of the State of Arkansas, not the action of the victim.
2. Arkansas law gives law enforcement the authority to make a warrantless arrest based on probable cause for felony domestic violence crimes, as well as authority to make a warrantless arrest for misdemeanor domestic violence within twelve hours of when the crime was committed.

"...a certified law enforcement officer may arrest a person for a misdemeanor without a warrant if the officer has probable cause to believe that the person committed battery upon another person and the officer finds evidence of bodily harm, and the officer reasonably believes that there is danger of violence unless the person alleged to have committed the battery is arrested without delay".Arkansas Code Section 16-81-106 (b)(2)(B)

And

"...when a law enforcement officer has probable cause to believe a person has committed acts which constitute a crime under the laws of this state and which constitute domestic abuse as defined in subdivision (b)(1) of this section against a family or household member, the officer may arrest the person without a warrant if the law enforcement officer has probable cause to believe the person has committed those acts within the preceding four (4) hours or within the preceding twelve (12) hours for cases involving physical injury as defined in 5-1-102(14), even if the incident did not take place in the presence of the law enforcement officer. "Ark. Code Ann. 16-81-113 (a)(1)(A)

Further procedural guidance for arrest in "domestic violence" situations is provided in

And Arkansas Rules of Criminal Procedure, Rule 4.1(a)(iv) states: *"(a)a law enforcement officer may arrest a person without a warrant if : (iv) the officer has reasonable cause to believe that such person has committed acts which constitute a crime under the laws of this state and which constitute domestic abuse as defined by law against a family or household member and which occurred within four (4) hours preceding the arrest if no physical injury was involved or twelve (12) hours preceding the arrest if physical injury as defined in A.C.A. 5-1-102, was involved;"*

3. The term "domestic violence" will not be deemed to include reasonable discipline administered by a parent to a child in the form of corporal punishment, restraint, or detention.
4. Where complaints of family violence are received from two or more opposing parties, the officer shall evaluate each complaint separately to attempt to determine which party was the primary aggressor. If the officer determines that one of the parties was the primary physical aggressor, the officer shall not be required to arrest any other person believed to have committed an act of family violence during the incident.
5. There are going to be situations where the parties refuse to separate and refuse, or are afraid, to obtain a warrant and the likelihood of bodily injury exists to such an extent that an officer has no recourse but to act. If such circumstances exist and if an officer has probable cause to believe that a domestic related crime has occurred, the officer will make an arrest, informing the arrestee that the arrest is your decision, not the victim's, and charge the individual with the specific crime. Ark Code Ann 16-81-113 also states: *(a)(1)(B)"The arrest of the person shall be considered the preferred action by the law enforcement officer when evidence indicates that domestic abuse has occurred..."*
6. In the case where there have been previous complaints of domestic violence, other avenues of arrest may be feasible. Arrests may be made for Violation of a No Contact Order pursuant to

Ark Rules of Criminal Procedure 9.5 (b) or Violation of an Order of Protection (5-53-134) if the victim has previously obtained an order of protection and it has been served.

E. No Arrest

If the arrest is not authorized because of the absence of probable cause to believe a crime has been committed, or if arrest is authorized but not made for other extenuating reasons (such reasons to be detailed in an incident report), the officer should:

1. Explain to the victim the reasons that an arrest is not being made;
2. Advise the victim of procedures for filing a misdemeanor affidavit; and
3. Encourage the victim to contact the family violence shelter for information regarding counseling and other services available to victims of domestic violence.

V. Victim Assistance

A. Victim

1. Whether or not an arrest is made, the responding officer should not leave the scene of the incident until the situation is under control and the likelihood of further violence has been eliminated.
2. The officer should stand by while victims gather necessities for short-term absences from home, such as clothing, medication and necessary documents.
3. Whether or not an arrest is made, the officer should notify the victim of the availability of a shelter, including its phone number or other services of the community as outlined in the policy concerning Victim's Rights (Policy 517.00).

B. Children

1. If the child is physically injured, arrangements should be made for transportation to a medical facility.
2. Department employees are mandated reporters and notification shall be made to the child abuse hotline if maltreatment is suspected or observed.
3. If the accused are arrested and are the sole caretaker of a child, or if the victim is the sole caretaker of a child and can no longer provide care (for example the victim is hospitalized), the officer should determine whether there is a responsible relative or other adult who can care for the child and, if so, the officer should contact them and wait for that person's arrival.
4. If no responsible relative can be located, the officer's immediate supervisor will be contacted and the supervisor will in turn ensure that notification is made to the Dept of Human Services / Division of Child and Family Services to obtain assistance in finding a caretaker for the child(ren).

C. Elderly

When a victim of domestic violence is elderly (60 or over) and the accused are the sole caretaker, and an arrest is indicated, or when the victim of domestic violence is the sole caretaker of a physically dependent elder and the victim can no longer provide care (for example, when the victim is hospitalized), the responding officer should determine whether the elder is physically endangered, wither as a result of the abuse, a pre-existing medical condition or the removal of a caretaker.

1. If the elder is physically endangered and mentally alert, the officer should ask the elder for the name of a relative or friend who could be contacted immediately to assist the elder.
2. If there is no one available to assist the elder, or if the elder appears not to be mentally alert, the officer should make an emergency referral to Adult Protective Services.



I. Policy

Traffic enforcement must be uniform to be acceptable to the public. It is the intent of the Department to establish guidelines for the uniform enforcement of traffic laws under all categories, after taking into account the degree and severity of the violation committed. The ultimate goal of traffic enforcement is to reduce traffic accidents and provide for the safe and efficient flow of traffic through enforcement of state laws and city ordinances.

II. Traffic Law Enforcement [7.30A]

- A. Traffic enforcement should be directed against hazardous moving violations, particularly in those areas where a high number of traffic accidents occur. Additionally, one of the primary objectives of traffic enforcement is to reduce alcohol, drug- related traffic offenses, and the Department encourages the apprehension through the training of all officers in detecting DWI and assigning officers to selective enforcement.
- B. The Patrol Division Captain is responsible for the overall evaluation, development and implementation of selective traffic enforcement techniques and procedures. Also for the coordination of selective traffic enforcement activities through citizen requests, areas of concern noted by officers or other city personnel and review of enforcement and traffic collision data in order to determine what types of violations appear to contribute to traffic accidents and that can be used to target locations with a high frequency of accidents and evaluate traffic complaints and the periodic evaluation of the success of traffic enforcement activities.
- C. The patrol and traffic unit supervisors are responsible for deploying personnel to conduct selective traffic enforcement. Deployment of personnel should be based on consideration of the time(s) of day and areas with the greatest concentration of traffic accidents.
- D. Enforcement methods
 - 1. Officers may use the following methods in traffic law enforcement:
 - a. Line patrol – Patrol between two specific points on a given street.
 - b. Area patrol – Moving patrol within a defined area.
 - c. Directed patrol – Patrol in a specific area with a specific purpose.
 - d. Stationary traffic observation, covert and overt
 - 2. In normal patrol operations, it is the policy of the Department to maintain a visible traffic patrol as a deterring presence for traffic violators.
 - 3. Units not equipped with lights and siren and police markings will not be used for traffic enforcement unless approved by a command officer.
 - 4. This Department may utilize roadside sobriety checks as a method of traffic enforcement.
- E. Enforcement Actions
 - 1. All sworn personnel shall take the appropriate action(s) in enforcing State and local traffic laws in accordance with the general guidelines established in this Directive. In doing so, officers

should be mindful of the ultimate goal of traffic enforcement, which is to reduce traffic accidents and provide for the safe and efficient flow of traffic. As such, officers are not required to issue citations, but should seek to practice officer discretion in the furtherance of that goal.

[7.30B]

2. Warnings - warnings are utilized as substitutes for citations when circumstances warrant, especially in the case of inadvertent non-hazardous violations. If a previous warning has failed to correct driving habits, a citation should be issued. Written warnings are encouraged to be issued during traffic stops.
3. Traffic Citations – traffic citations should be issued to violators who jeopardize the safe and efficient flow of vehicular or pedestrian traffic with a hazardous moving violation or a violator who operates an unsafe or improperly equipped vehicle or when the officer has reason to believe that a warning will not gain compliance with the law. **[7.30C]**
4. Arrest – Officers may make physical arrest in the following circumstances: **[7.30D]**
 - a. Violations of traffic laws pertaining to driving under the influence of alcohol or other intoxicants.
 - b. Whenever a felony has been committed involving a vehicle.
 - c. Whenever the operator has no valid operator license and cannot prove his/her identity, or is operating a motor vehicle with their operator license suspended.
 - d. When the officer has reason to believe and can articulate that belief, that the operator will represent a continued threat to the safety of vehicular or pedestrian traffic.
 - e. Suspended or revoked driving privileges - Upon confirmation that a subject is driving with a suspended or revoked license, the officer may arrest the violator or release the violator provided he or she does not continue to operate the vehicle.

F. Uniformity

1. Uniform enforcement of traffic laws is essential in controlling unlawful acts and encouraging voluntary compliance. When an officer observes a traffic violation, unless otherwise directed and based upon the seriousness of the violation, it is the officer's discretion as to which of the following applicable levels of enforcement to take: Written or verbal warnings; Citations; or Custodial arrest.
2. Factors for consideration - consideration should be given to the weather conditions, traffic volume, pedestrian traffic, and location.
3. Speed violations - Legally, there is no defense for exceeding the speed limit. Practically, however, there exists sufficient reason to believe that certain factors can occur that give a driver cause to believe the speed was legal. Officers should exercise discretion when deciding if a citation or warning is appropriate, but little or no tolerance should be allowed in school or construction zones.
4. Violations resulting in traffic collisions - Depending on the circumstances, enforcement for traffic violations may be taken. If there is clear evidence of an at fault driver a citation should be issued.
5. Newly enacted laws and regulations - Legally, there is no binding grace periods before a law or ordinance can be enforced other than that specifically stated in the law or ordinance itself. However, officers of this Department may allow a grace period for newly enacted laws or ordinances during which time warnings will be issued.

G. Enforcement on Controlled Access Highways [13.18]

Traffic enforcement along controlled access highways are regulated by the Administrative Procedure Act, Arkansas Code 25-15-201, et seq. The department will keep on file a copy of the current authorization letter from the Director of the Arkansas State Police allowing enforcement on

any controlled access highway within the city. The Joe E. Martin Expressway portion of US Hwy 63, I-555 that is within the city limits of Jonesboro is such a highway and as such, enforcement actions differ along that facility in the following manner:

1. Speeding citations written along such sections of highway will only be issued for vehicles exceeding the posted speed limit by more than 10 mph.
2. All traffic citations issued for violations on controlled access facilities will be for violations of state statute only.
3. Upon request, the department must make available for inspection by the Arkansas State Police records reflecting the number of citations written along controlled access facilities in comparison to other citations issued.

III. Stop Procedures

- A. Officers will always ensure that his or her conduct and appearance are reflective of a professional police image.
- B. In order to ensure that officers take proper enforcement action and to attempt to favorably alter the violator's future driving habits, officers should adhere to the following guidelines when conducting traffic enforcement or making other vehicle stops:
 1. If a violation is observed, the officer should first attempt to obtain the vehicle license plate number of the suspect vehicle and advise dispatch of their unit number, the vehicle license plate number and location of the stop.
 2. Stop the vehicle in such a manner and location so as not to create a hazardous situation.
 3. Place the patrol car safely behind the violator's vehicle with emergency and strobe lights operating. Positioning of the vehicles should allow protection of the officer from traffic approaching from behind and at night allow the police vehicle headlights to shine on the rear and left side of the vehicle.
 4. During hours of darkness, the spotlight should be aimed at the rear window of the suspect's vehicle so as not to interfere with the vision of oncoming vehicles.
 5. When approaching stopped vehicles, keep particular attention on the subjects in the vehicle for any sudden moves.
 6. Approach to a stopped vehicle may be made by walking along the driver's side of the vehicle when safe and practical or from the passenger side. Do not stand alongside the door. Force the driver to turn to talk with you.
 7. While talking with the driver, maintain a professional demeanor, be pleasant, but firm and businesslike. Identify yourself and tell the driver why you have stopped him or her.
 8. Request the driver's license and insurance information and registration for the vehicle he or she is driving. Do not accept the articles requested if left in the driver's wallet or other card case.
 9. Be alert for any emergency that may arise, as well as emotional distress by the driver. Do not make threats of violence.
 10. Before returning to your patrol vehicle, tell the driver to remain in his or her vehicle unless circumstances dictate otherwise. Back away from the violator's vehicle, staying close to the left side of the vehicle, and watch the occupants for any sudden movements.
 11. Every effort consistent with accuracy shall be made to complete the traffic stop as quickly as possible. When practical, check the driver's license and wanted status of the driver.
 12. Beware of other vehicles, activities, and people in the immediate area.
 13. Return to the stopped vehicle with caution, provide the driver with a copy of the citation,

directing them to the District Court contact information on the citation and including the following information: **[7.23]**

- a. Court appearance date and time;
 - b. Whether or not the court appearance is optional or mandatory;
 - c. How to determine if a plea must be entered or a fine can be mailed or paid in person; and
 - d. Address and phone number of the court.
14. Allow the other vehicle to leave the scene of the stop before you, affording the vehicle protection from oncoming traffic.

IV. Stop Procedures with Relation to Felony or High Risk Suspect Vehicles

- A. All of the same safety procedures, as well as extra caution, should be adhered to when making a felony or high-risk stop as with other traffic stops.
- B. Prior to stopping any such suspect vehicle, the officer shall notify dispatch of the intended stop and give the following information:
 1. Unit number
 2. Location of the stop
 3. Description of the vehicle, including the license number, color, make, body style and year model of the vehicle, as well as any other readily recognized identifiers.
 4. Number of and general description of the driver and passengers.
 5. Reason for the stop.
 6. Call for a back up unit and wait for that unit before proceeding, if possible.

V. Control and Management of Traffic Citations **[7.24]**

- A. All officers have access to the Arkansas Mobile Officer Virtual Environment (MOVE) software and the e-citation component of that software. Officers utilizing that software to issue a citation will adhere to the procedures and protocol as set forth by the State of Arkansas and the District Court will access those tickets by means of Advance or Contexte software and maintain a record of the final disposition for all citations.
 - B. Paper citation booklets will still be maintained for use by officers and employees who do not have access to computers in their units or in the case of temporary disruption to computer service.
 - C. Paper citation booklets will be maintained in a locked storage area in the warrants office, accessible only by supervisors and the warrants clerk.
 - D. All citation booklets will be issued one at a time and a log book kept indicating the booklet numbers and which officer or employee received the booklet, who issued the booklet and when it was returned.
 - E. The officer or employee who received the booklet is responsible for all tickets in the booklet and will provide a written explanation of any lost or voided tickets and submit that explanation with the ticket and the completed booklet. All completed booklets shall be reconciled with the issuance log and turned over to District Court for audit purposes.
- All citations must be forwarded to the District court by electronic means or by turning in a paper copy to the Records Division for entry into the court records

VI. Special Enforcement Considerations

- A. Juveniles - Arkansas State Law establishes the procedure for handling traffic law violations committed by a juvenile. Officers should attempt to contact a parent / legal guardian or the juvenile intake officer when issuing citations to violators who are under 14 years of age.
- B. Legislators - Officers are prohibited by law from citing or arresting State Legislators who are en route to or from the State Legislature during the session of the Legislature.
- C. Military personnel - Military personnel are to be treated as residents of state in matters of traffic enforcement. However, any person on active duty in the armed forces who has in his or her immediate possession a valid license issued in a foreign country by the armed forces of the United States may operate a motor vehicle in this state for a period of not more than 90 days from the date of his or her return to the United States.
- D. Diplomatic immunity - Legal restrictions prohibit the citing or arresting of any foreign diplomats, consular officials, or other foreign government officials. In the event that these persons are physically unable to drive, the Officer may provide or arrange transportation. Family members of diplomats and consular officials cannot claim immunity and should be dealt with along normal guidelines in accordance with this policy.

VII. Use and Maintenance of Speed Measuring Devices

- A. In order to ensure that traffic safety objectives are met, this Department will utilize speed-measuring devices in traffic law enforcement. Measuring devices will include patrol vehicle speedometers and radar-measuring devices, both car mounted and hand held, that are determined to comply with accepted standards of performance.
- B. Officers utilizing speed-measuring devices are required to have completed a CLEST approved certification course for Police Traffic Radar. Certification is valid for 5 years and a refresher course is required to renew for an additional 5 year period. A copy of the certificate will be in the Department administrative offices. [\[13.09\]](#)
- C. Officers are responsible for familiarizing themselves in the operation, use and daily care and upkeep of the units as specified by the manufacturer(s).
- D. Radar units will be scheduled for annual maintenance and re-certification. The Service Division will be responsible for arranging and documenting annual certification.

VIII. Referral of Drivers for Re-Examination by Licensing Authorities

Routine enforcement, accident reporting, and investigation activities frequently lead to the discovery of drivers who have suspected incompetence, physical or mental disability, disease, or other conditions that might prevent the person from exercising reasonable and ordinary care over a motor vehicle. The Office of Driver Control regulates the re-examination of such individuals, in addition, officers may request that a driver be re-examined.

IX. Parking Enforcement

- A. Officers of the Jonesboro Police Department have the obligation to enforce all traffic laws including parking violations. Civilian parking enforcement personnel have the obligation to enforce parking

laws and ordinances. Officers and civilian parking enforcement personnel are not responsible for enforcing any parking violations on private property other than that outlined for handicapped parking and fire lane violations.

- B. Officers and civilian parking enforcement personnel who encounter a vehicle parked illegally or in an area designated for only handicapped access shall:
 - 1. Make every effort to ensure the vehicle does not have a disabled license or placard.
 - 2. Confirm the license and VIN through a vehicle registration check; and
 - 3. Take enforcement action by attaching a parking citation to the vehicle.



I. Policy

It is the policy of the Jonesboro Police Department to establish guidelines for the proper handling of the investigation and/or reporting of motor vehicle collisions.

II. Definitions

- A. Traffic Accidents – accidents occurring to persons, including pedestrians, motor vehicles, and animals, incidental to and as a consequence of the flow of vehicles and pedestrians along the public highways, roads, and streets of Arkansas.
- B. Traffic Accident Report – the written report required of the investigating officer, including any later supplements, which describes the site, location, and manner of occurrence of the accident, the persons and vehicles involved, and any other pertinent data that may be useful in the determination of the causes of the accident.
- C. MVA Supplements – (Train, Major Traffic Accident Report, etc.) used to document motor vehicle information of certain types of involved vehicles.
- D. Private Property Report – used to exchange information between drivers involved in a motor vehicle collision on private property.
- E. Information Exchange Form – used to provide pertinent driver information to the other drivers involved in collisions.

III. Authority To Investigate Collisions

- A. Arkansas Criminal Code 27-53-202 states that the driver of a vehicle involved in an accident resulting in injury to or death of any person or total property damage to an apparent extent of \$1,000.00 or more shall notify the nearest law enforcement agency immediately. Arkansas Code 27-53-303 outlines the jurisdiction and responsibilities of law enforcement officers to investigate the collision and file any justifiable charges relating to the collision.
- B. Investigation of collisions that occur on municipal streets is the responsibility of the Department. Collisions on a state highway system within the municipality can be investigated by either the Department or the Arkansas State Police, but generally, the Department will investigate all collisions that occur on the state highways or municipal streets within the city limits, with the exception of collisions along the Joe N. Martin Expressway (U.S. Hwy 63 / I-555) which are normally investigated by the Arkansas State Police, unless assistance from the Department is requested. Officers will assist the ASP when needed.
- C. State Law on collision investigation does not apply to motor vehicle collisions occurring on areas listed below:
 - 1. On privately owned residential parking areas; and

2. On privately owned parking lots where a fee is charged for the privilege of parking or storing a motor vehicle.

Officers called to the scene of such collisions investigate and report according to the nature and extent of the activity. If necessary, the appropriate reports may be completed

IV. Response to Collision Scenes [7.18A]

- A. Officers will respond as soon as practical to the scene of any collision or crash, involving any of the following, which occurs in the city limits:
 1. Death or injury;
 2. Hit and run;
 3. Impairment of an operator due to alcohol or drugs;
 4. Damage to public/private vehicles or property;
 5. Disturbances between parties involved;
 6. Major traffic congestion as a result of the collision;
 7. Damage to vehicles to the extent towing is required;
 8. Hazardous materials involvement.
- B. In less serious collisions, officer response time may be influenced by the availability of officers.
- C. One or more officers will respond to collisions of a serious or complex nature to quickly investigate the incident when required, record short-lived evidence, and restore the normal flow of traffic.
- D. When clearing from scenes in which officers determine a report is not required, they will clear with appropriate note to Dispatch.

V. Collisions Requiring an Investigation [7.18C]

- A. A complete investigation and report will be required when a collision involves:
 1. Death or injury – injury will include an injury that requires more than basic first aid treatment at the scene; or transportation from the scene to a medical facility by ambulance or private transportation.
 2. A criminal offense where the driver was operating a vehicle under the influence of alcohol or drugs;
 3. A police pursuit;
 4. City vehicles or property;
 5. Other governmentally owned vehicles or property;
 6. Hazardous materials/or carriers; and
 7. Trains
- B. All hit and run collisions require both an offense report and an accident report form be completed and should include references to each other, including private property reports.
- C. Supervisors may direct any collision to be investigated and a report completed.

VI. Responsibilities

- A. Dispatchers receiving notification of a collision with injury shall notify by radio or phone all units (police, fire and ambulance) deemed to be a first responder in that area. Units to be dispatched may be determined according to area assignment and/or closest unit.

- B. The initial officer on the scene should protect the scene and arrange temporary traffic direction and crowd control, if needed. Temporary traffic direction and crowd control may include the use of flares, barricades, traffic cones, etc. Additional personnel may be requested to assist. **[7.18D]**
- C. Officers will be responsible for directing that dispatch summon medical care, fire suppression or hazardous materials services, and wrecker services, if they determine they are needed and have not already summoned by dispatch. The officer shall also direct that any other necessary notifications be made, such as notification to the public utilities or the street or highway department, such as in the case of property damage requiring attention. **[7.18B]**
- D. In the case of collisions involving hazardous materials, officers should isolate the hazardous area and evacuate nonessential personnel. Fire department personnel should be requested at the scene immediately. **[7.18D]**
- E. The officer assigned to investigate a collision will reasonably ensure that property belonging to collision victims is protected from theft. Small personal items of value should be placed in the property room for safekeeping if the victim is unable to retain the items due to injury.
- F. The initial officer to arrive on the scene of any collision shall be in charge of the scene until relieved by the primary assigned unit or at the direction of the supervisor. The primary unit shall assume responsibility for the investigation until its completion, or until otherwise relieved by authorized personnel. **[7.18D]**
- G. The investigating officer shall summon a supervisor in cases where a fatality has occurred or is believed to be imminent. Supervisor action and/or approval will also be required to summon an officer certified in reconstruction, a crime scene investigator or a detective for assistance if needed or to direct response to media inquiries.
- H. An officer will work all collisions, whether on public or private property, involving city equipment except when Department vehicles are involved. All collisions involving a department vehicle or involving an officer, whether on duty or off duty, a supervisor shall investigate.
- I. Information collected at a collision scene includes the following: **[7.18C]**
 1. Interviewing principals and witnesses and recording the information that they provide on the appropriate accident report forms and victim/witness statement forms;
 2. Examining and recording vehicle and property damage as prescribed;
 3. Taking measurements on those collisions involving any damage to property and/or personal injury. An AAOI measurement will be included if the vehicles have not been moved or there is evidence to support its location. Additionally, the lat/long location shall be recorded in the appropriate boxes on the report form;
 4. Taking photographs of collisions involving known or probable fatalities and/or collisions involving city vehicles; and
 5. Collecting and preserving evidence.
- J. Fatality or possible fatality collisions:
 1. A supervisor should summon an officer certified in collision reconstruction, if available. A crime scene investigator or detective may also be summoned.
 2. Collisions involving a fatality or where it is believed that a fatality is likely imminent, or serious physical injury require that a chemical test be completed. This is addressed in ACA 5-65-208, which indicates that testing is required, and may be completed in accordance with the Arkansas Implied Consent Law, 5-65-202.
 3. Collisions involving a fatality or where a fatality occurs within 30 days of the collision must have an ASP Fatal Crash Preliminary Report Form (ASP-25) completed. **[7.18C]**
- K. Assisting the principal persons involved in the exchange of driver information. Drivers should also be advised of how copies of reports can be obtained.

VII. Follow-Up Investigation

- A. The nature of some collisions may necessitate a follow-up investigation to obtain information that cannot be obtained at the scene. Follow-up investigation activities may include, but are not limited to:
 - 1. Collecting of scene data such as additional information about the drivers, pedestrians, vehicles, roadway controls, etc;
 - 2. Obtaining/recording formal statements from witnesses in incidents involving serious injury or damage;
 - 3. Reconstructing collisions based on data gathered at the scene when the cause or sequence of events cannot initially be determined; and
 - 4. Preparing formal reports to support criminal charges arising from the incident.
- B. In cases where the initial investigating officer cannot complete the follow-up investigation, a patrol supervisor may assign the completion of the investigation to another officer.

VIII. Collision Investigation Equipment

The following investigation equipment should be made available:

- 1. Traffic cones;
- 2. Traffic safety vest;
- 3. Measuring device;
- 4. Marking crayon, chalk or paint;
- 5. Collision and/or supplementary report software and/or forms; and
- 6. Collision investigation template.

IX. Enforcement Action Relative to Traffic Collisions [7.18E]

- A. In cases where sufficient facts and evidence exist to prosecute violators, actions should be taken to promote prosecutions such as driving while intoxicated or failure to stop and render aid.
- B. Officers may take enforcement actions relative to public and private property collisions permitted by state and local law.
- C. Officers may file charges by completing an affidavit with the City Attorney's office or by the issuance of a citation at the scene.

X. Collision Reports and Records [7.18C]

- A. Collisions reported to the Department
 - 1. Officers called to the scene of a collision with damage will complete Traffic Crash Report and any applicable supplements, in accordance with Arkansas Law 27-19-501 or if either party involved requests a report be completed. The records division will forward these reports to the State of Arkansas in accordance with existing guidelines.
 - 2. Officers shall neither advise nor encourage any person involved in a collision to forgo the completion of a collision report.

- B. Private Property Courtesy Report
 - 1. A Private Property Courtesy Report shall be prepared, at the scene of each collision not requiring a complete investigation and reports.
 - 2. The investigating officer shall give each driver a copy of the Private Property Report.
 - 3. The white copy of the Private Property Report shall be retained by the investigating officer and forwarded for filing at the end of the officer's tour of duty.
- C. Collision reports for vehicles that have been moved from the scene
 - 1. In the event that a collision is reported after the vehicles have been moved, but are still at the scene, the officer will still complete a collision report, but note that measurements cannot be verified.
 - 2. AAOI measurements are not required when the vehicles have been moved prior to the officer's arrival and no evidence exists to support the probable location of the AAOI.
 - 3. In the event that a collision is reported several hours or days after it occurred, the officer shall complete a Traffic Accident Report.



I. Policy

Accurate and effective information gathering and its proper dissemination is a critical function of a modern police department. It shall be the policy of the Jonesboro Police Department to utilize a reporting system that ensures that appropriate information is gathered at the time the report is taken, and that meets the operational and informational needs of the Jonesboro Police Department.

II. Procedure

A. When Reports are Written

A record shall be made of the actions taken by any member of the Department whether in response to a request for service or for self-initiated actions. If the officer determines that the circumstances of the complaint require somewhat more documentation than can be accomplished by providing a simple disposition code to clear the call, an offense report should be completed. The following types of incidents that occur within the jurisdiction of the Department shall be documented appropriately and entered into the Department records.

1. Citizen reports of crime – All reports of crime shall be documented utilizing an official offense report.
2. Citizen complaints of non-criminal matter – Citizen complaints may take the form of either an offense/incident report, a complaint against an employee or a call for service recorded in the Dispatch module of the records management system.
3. Calls for service or incidents resulting in a member of the Police Department being dispatched or assigned – These incidents may also take the form of an offense/incident/arrest report or may simply be documented utilizing a disposition code through the Dispatch module of the computer system, depending on the circumstances.
4. Criminal and non-criminal cases that are self-initiated by an officer – Cases initiated by a member of the Department may be handled with an offense/arrest/incident report or simply by a disposition code in the Dispatch module of the computer system, depending on the circumstances.
5. Incidents involving arrests – Any member of the Department who makes an arrest will complete an arrest report detailing the facts of the arrest, and any other reports as necessary to document the arrest.
6. Offense reports are to be filed whenever an individual wishes to report a crime to the Department. Generally speaking, the crime must have occurred within the jurisdiction of the Department. However, there may be occasions in which an officer may elect to complete an offense report for investigative purposes describing a crime that did not occur in Jonesboro. For example, an officer may be requested to provide assistance with an investigation for another agency or take information from a Jonesboro citizen who was the victim of a crime that occurred in another jurisdiction or over the internet. Even though the crime occurred within

another agency's jurisdiction, the officer documents his investigation and use of resources on a Jonesboro Police Department report.

B. Forms to be Utilized

Department members shall utilize appropriate, approved forms when documenting incidents, accidents, evidence and investigations. Preprinted forms and computerized templates are available for use.

1. MVA – a MVA occurring on a public street or along a public thoroughfare within the city should be documented on an Arkansas Motor Vehicle Accident report form furnished by the State or on state approved software. Accidents occurring on private property may be documented on a private property accident report form.
2. Offense / Arrest / Missing Person – Incident reports, arrest reports, missing person reports, etc. may be recorded by use of the records management software being utilized.
3. Supplemental Forms – A variety of supplemental report forms are made available, including: Witness Statement, DWI Field Supplement, and others.
4. Approved Forms – Forms utilized throughout the department shall be approved through the Command Staff prior to implementation to help ensure uniformity throughout the department. All division specific forms shall be approved through that division commander. A paper and/or computerized file of the approved forms will be maintained and periodically updated.

C. Information Required in Report

1. Reports should always be completed in an accurate, objective and brief manner, but must also be clear and complete. Utilizing the commonly recognized investigative topics of ‘who, what, where, when, how, and why’ will assist in ensuring report accuracy.
2. The records management software will prompt officers to complete portions of the report necessary. Officers should review reports for IAE (Intelligent Assessment Engine) messages, aka/‘flags’ or other error codes and complete the information as accurately as possible.

D. Procedures for Completing Reports

1. Enough information to complete a report should be obtained at the time the officer answers a call.
2. Reports should be completed as soon as possible while the details and circumstances are still fresh, including enough detail to allow for additional follow up investigation later if necessary.
3. Basic steps to be followed in conducting preliminary investigations include, but are not limited to:
 - a. Observe and record all conditions, events and remarks made by persons at the scene.
 - b. Locate and identify witnesses.
 - c. Secure and protect the crime scene and evidence.
 - d. Arrange for the collection of evidence.
 - e. Interview the complainant, reporting party and witnesses.
 - f. Effect the arrest of the criminal, if possible.
 - g. Interrogate the suspect as necessary.
 - h. Report the incident fully and accurately.

E. Submitting, Processing and Supervisory Review of Reports

1. Each officer that takes a report during his shift must submit the completed report for review prior to the end of the reporting officer’s tour of duty. All reports completed by officers in the field will be reviewed and approved by a supervisor. The review will consist of the supervisor checking the report for completeness, accuracy, legibility, error codes and neatness.
2. If a mistake is discovered within a report during review, the reviewing supervisor will make every effort to have the mistake corrected as soon as possible.

3. Incomplete reports that could not be submitted for approval or corrected before the end of a shift shall have a note entered in narrative and/or the supervisor comments field noting the issue(s), since the report will still be accessible if needed, but should not be released in an incomplete state.

III. Phone Reports

- A. It is important that the Department maintain a balance between the efficient uses of patrol time with the quality of service that we provide. Frequently, victims do not need an officer dispatched to their location and make it known that their reason for calling was simply to file a police report. Under these circumstances, as well as others, it may be advantageous, as well as sometimes necessary to receive certain crime reports by telephone. It shall be the policy of the Department to accept reports by telephone if the caller indicates that he or she prefers or is willing to do so. There are certain conditions that make this sort of action appropriate:
 1. The offense the caller is reporting should be relatively minor, which may include minor thefts, minor incidents of criminal mischief, or other similar types of offenses.
 2. The officer who takes an offense report by telephone shall indicate as part of the narrative the fact that the report was received by telephone.
- B. The caller must make it very clear to the call taker that he or she is not particularly interested in meeting with an officer in person. It is not appropriate for the call taker to suggest that the desk officer can handle the call. If the caller does not indicate in some way they do not necessarily wish to see an officer, then the call taker is to assume that they do wish to see an officer. Officers must not accept phone reports when:
 1. The crime being reported must not be a crime in progress. If the crime is in progress, the call taker should explain to the caller that an officer would be sent.
 2. An officer shall be sent to investigate those offenses involving crimes in which the victim has sustained an injury, such as battery or domestic offenses.
 3. If there are witnesses present to give a statement, an officer shall be sent to the scene.
 4. If the suspect is present or is thought to be in the area, an officer shall be sent.
 5. If items of evidence are present, an officer shall be sent to the scene.



I. Policy

The purpose of this policy is to direct officers and supervisors in the proper use and maintenance of Body Worn Video Recorders (BWV) as well as directing how video will be utilized as a quality control mechanism and evidence.

It is the policy of this department to provide officers, especially those engaged in regular, daily contact with the public, such as patrol or traffic officers, as well as others as designated by the Chief of Police, with BWV devices as feasible. Officers shall activate the BWV when such use is appropriate to the proper performance of his or her official duties, where the recordings are consistent with this policy and law. This policy does not govern the use of surreptitious recording devices used in undercover operations or in-car-video covered under separate policy or directive.

II. Definitions

A. Law Enforcement Contact

A law enforcement contact within the meaning of this policy is any contact or activity whereby an Officer stops a person's movement by a means intentionally applied or conducts any activity requiring probable cause, reasonable suspicion, or consent to form the legal basis for the conduct. A law enforcement contact or activity does not include mere conversation or other contact outside the scope of a law enforcement purpose when such contact does not require any legal basis.

III. Procedure

- A. It is mandatory that officers using BWV equipment shall receive training in its use, maintenance, and required documentation and storage of such recordings prior to deployment.
- B. Officers using BWV equipment will test such equipment at the beginning of each tour of duty or other duty or off duty related event to ensure proper operation and required battery life. Improperly functioning equipment shall be reported to the immediate supervisor or other reporting mechanism established by this department for purpose of replacement or repair.
- C. Officers assigned BWV are required to wear such devices unless otherwise directed by the Chief of Police or their designee or other unforeseen circumstances prevent the wearing of the device. Officers may use personal BWV if they do not have a functional unit provided by the department and approved by the Chief. BWV will be worn on the officer's body, utilizing one of the mounting methods provided by the manufacturer and in a manner that will optimize the recording of events.
- D. BWV activation is limited to situations involving official police activities authorized by law or court order, including consensual citizen encounters and investigation of law violations. Officers are authorized to record events when the officer is a party to the conversation, or when an individual is in custody and there is generally no expectation of privacy. Officers will audibly and video-graphically record, as feasible, the following events, including but not limited to:
 1. Calls for service in which citizen contact is made

2. Traffic stops
 3. All transports excluding ride-alongs
 4. Investigative stops
 5. Foot pursuits
 6. Arrests, Searches, Seizures
 7. Consensual encounters
 8. Verbal Victim, Witness or Suspect statements
 9. Miranda Warnings and Arrestee interviews
 10. When arriving at law enforcement events and/or citizen contacts initiated by other Officers
 11. Other incidents the officer reasonably believes should be recorded for law enforcement purposes
- E. Officers will make reasonable efforts to ensure the BWV recording equipment is accurately capturing events. Officers are prohibited from turning off the BWV during any citizen contact or law enforcement event unless otherwise authorized by this policy, and Officers shall not attempt to erase, alter, modify or tamper with BWV recordings.
- F. Recording shall be activated at the time an officer receives a call from dispatch or makes the decision to engage in an ongoing call or other contact and prior to exiting the unit when at all possible. Recording shall continue until the law enforcement event or citizen contact is completed and the citizen involved departs or the officer discontinues his or her participation in the law enforcement event or citizen contact by leaving the scene.
- G. In the event of an incident where there is an immediate threat to the officer's life or safety that makes activating the camera impossible or dangerous, the officer will activate the camera at the first reasonable opportunity to do so. Any such delay in recording or incidents where an officer deems it necessary to stop recording or becomes aware that a recordable event was not recorded, shall be properly documented.

IV. Privacy Issues

- A. BWV should not be activated when:
1. the officer is on break,
 2. engaged in personal activities
 3. involved with citizen encounters outside the scope of a law enforcement contact or purpose
 4. or when the officer is in a location under circumstances requiring a respect for an expectation of privacy such as a restroom, locker room, hospital E.R. patient room, or other area when people are in an exposed or otherwise compromised state.
- However, should exigent circumstances develop where the need to record an event outweighs any privacy concern, the officer will activate the device where feasible.
- B. BWV will not be activated when encountering undercover officers or confidential informants and such encounters should not be recorded.
- C. When entering a residence that requires the consent of the resident, officers will inform the resident that he or she is wearing an activated recording device and request permission to continue recording the encounter. If the resident wishes not to be recorded in the interior of their home, officers will document that desire via the BWV and turn off the device for the remainder of the contact. However, should exigent circumstances develop where the need to record the event outweighs any privacy concern, the officer will reactivate the device where feasible to do so irrespective of the resident's desire.

- D. When legally entering a residence without the consent of the resident, such as serving a warrant or exigent circumstances, or undercover operations, recordings will be made of the incident until its conclusion.
- E. The BWV will not be activated during personal or administrative conversations between officers, or between officers and supervisors.

V. Electronic Storage and File Review

- A. Original digital files from a BWV will be downloaded and stored on a designated network server or other electronic network storage accessible only to a limited number of supervisory or evidence retention personnel. Access to the files is maintained with individual passwords. Officers may review their own video material after it is transferred to the server, but only supervisory or designated training personnel shall have authority to review the video of other officers. Additionally, supervisors conducting internal affairs complaints or investigations, or critical incident (use of force, pursuit, etc.) reviews have the authority to review any pertinent recordings.
- B. Officers will make reasonable attempts to download video/audio files before the end of each shift.
- C. Non-evidentiary video/audio recordings will be maintained in electronic storage or the network server for a certain period as directed by the Chief of Police or their designee but in no case will be held less than any required amount of time pursuant to the Arkansas Freedom of Information Act or court decision related thereto.
- D. Retention:
 - 1. All video from the digital recording devices shall be available for a period of 30 days following the incident.
 - 2. Video concerning specific incidents and/or determined to be of evidentiary value will be retained for a longer period as determined by the nature of the event and in accordance with Arkansas law related to police records as outlined in ACA 14-2-204.
 - 3. Officers must submit a 'Video Evidence Request' form to the video custodian or their shift supervisor for each incident. Those events identified as necessary for future evidentiary purpose will then be retained in a separate electronic file following receipt of the Video Evidence Request form.
- E. This agency will maintain a duplicate electronic file of recordings submitted to other agencies for court or other purposes.
- F. All recording media, recorded images and audio recordings are the property of this agency. Dissemination outside the agency for reasons other than pursuant to criminal prosecution, or in compliance with a valid request under FOIA, is strictly prohibited without specific authorization of the Chief of Police or designee. Recordings to be used in the prosecution of criminal cases shall be copied and forwarded to the prosecuting attorney's office as soon as practical so as to be available under any pursuant motion for discovery.
- G. Malicious destruction or deletion of video and audio files is prohibited.
- H. All video and audio files are subject to open records request as allowed by Arkansas FOIA law. Civilians shall not be allowed to review recordings except as approved by the Chief of Police or their designee, through the process of evidentiary discovery and/or FOIA request. Such requests should be directed to the Public Information Office or Administration for review and any required redaction prior to release.
- I. If a recording is used in a disciplinary action resulting in suspension or termination against an employee, the recording shall be held for a minimum of three (3) years from the completion of the disciplinary action.

- J. Electronic Media is subject to review by the Chief of Police or their designees.
- K. First line supervisors or a designee should review a random sample of BWV recordings quarterly for each officer supervised for policy, training and legal compliance. After review, the supervisor will document the review and any supervisory actions taken. Supervisors should meet with individual officers to provide guidance, training and correction when required. Supervisors will initiate formal counseling or internal affairs procedures as the need arises. When corrective action is taken, a special review may be implemented for that particular officer for a set duration of time in order to ensure compliance with the corrective action.

VI. BWV Evidentiary and Administrative Procedures

- A. When an officer becomes aware that a BWV recording contains potential evidence of a criminal or administrative matter, the officer is required to ensure the video is uploaded to the network server (or other storage medium) and document such recording via police report and/or other procedures established by this department.
- B. When a BWV related to evidence of a criminal or administrative matter is recorded, the evidence custodian will ensure the video is uploaded to the network server or other electronic media and disseminated per department procedures.
- C. Where there is any indication that the BWV may contain “Brady” material (evidence or information that may exonerate a suspect), that recording must be saved and turned over to the prosecutor assigned to the case in accordance with the “Duty to Disclose” policy of this department.
- D. Administrative personnel will conduct a review of these processes, as well as the policy pertaining to BWC and BWV at least once every other year. Such review will be documented via a report of the review to the Chief of Police.



I. Policy

It is the policy of the Jonesboro Police Department to operate seven days a week, twenty-four hours a day in order to provide the citizens of Jonesboro with continuous law enforcement services. [7.01]

II. Procedure

- A. The patrol shift schedule shall be operated with three shifts of officers working eight hour shifts, with a few assigned to overlapping hours.
- B. The city will be divided into different patrol sectors for the purposes of patrol assignments in order to provide optimal coverage for the entire city. Factors determining the geographical areas of patrol division may include the number of calls for service in those areas, the nature of crimes and incidents in the area, major physical barriers that may hamper a quick response to a call for service such as a major roadway or any other specific needs that effect the need for law enforcement services in the area.

III. Assignment to Patrol Shifts

- A. Days Off – An officer’s regular days off will be determined in part by manpower needs and number of calls for service and some adjustment may be necessary in order to maintain some uniformity in the experience level of the shift. Ultimately, the Patrol Division Commander or his designee will decide which officers will receive certain days off based on seniority and the officer’s requested choice.
- B. Shift Assignment – An officer’s shift assignment will be determined in part by manpower needs and number of calls for service and some adjustment may be necessary in order to maintain some uniformity in the experience level of the shift. At least annually, opportunity will be given for officers to request a change in shift. Ultimately, the Patrol Division Commander or his designee will decide which officers will be assigned to certain shifts based on seniority and the officer’s requested choice.
- C. Area Assignment – An officer’s area assignment will be determined based in part on seniority, the officer’s requested choice and in part on the officer’s ability to display acceptable production levels.

IV. Shift Briefing

Officers will be required to meet with the OIC prior to the beginning of each tour of duty, unless such circumstances arise which would require a temporary pause to this procedure. During this time, the shift supervisor will be responsible for passing along any notable information including, but not limited to:

1. Notifying officers of daily schedules and updated area assignment.
2. Updating officers of directed patrol activities or areas of other interest, such as wanted person BOLOs.
3. Completing any scheduled Roll Call Training.



I. Purpose and Scope

The purpose of this policy is to reinforce procedures that assure the public this agency is providing service and enforcing law in an equitable and lawful fashion, to clarify the circumstances in which officers may consider race or ethnicity when making enforcement decisions and to reaffirm the Jonesboro Police Department's commitment to unbiased law enforcement practices. Biased based profiling is unethical and it is illegal, and serves to foster distrust of law enforcement by the community we serve.

II. Policy [2.01, 13.15A]

Officers of the Jonesboro Police Department shall not violate citizens' equal protection rights. It is the policy of the Jonesboro Police Department to patrol in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe that they have committed, are committing, or are about to commit a violation of the law. It is the policy of the Jonesboro Police Department to protect the fundamental rights of all citizens, and to provide equal protection under the law. Therefore, the Jonesboro Police Department prohibits the use of bias based profiling in traffic contacts, field contacts, investigative activities, searches, arrests and in asset seizure and forfeiture.

III. Definitions

- A. Bias Based Policing: The selection of individuals based solely on a trait common to a group for enforcement action. This includes, but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.
- B. Racial Profiling: the practice of a law enforcement officer relying, to any degree, on race, ethnicity, national origin or religion in selecting which individuals to subject to routine investigatory activities, or in deciding upon the scope and substance of law enforcement activity following the initial routine investigatory activity, except that racial profiling does not include reliance on the criteria in combination with other identifying factors when the law enforcement officer is seeking to apprehend a specific suspect who race, ethnicity, or national origin is part of the description of the suspect, and the description is thought to be reliable and locally relevant.
- C. Probable Cause: A set of facts or circumstances based on reliable information or personal knowledge or observation by an officer, which reasonably shows or would warrant an ordinary prudent person in believing that a particular person has committed, is threatening, or is about to commit some criminal violation of the law.
- D. Reasonable Suspicion: A suspicion based on facts or circumstances which of themselves do not give rise to the probable cause requisite to justify a lawful arrest, but which give rise to more than a bare suspicion; that is a suspicion that is reasonable as opposed to an imaginary or purely conjectural suspicion. [13.15C]

- E. Reasonable Cause to Believe: A basis for belief in the existence of facts, which, in view of the circumstances, is substantial, objective, and sufficient to satisfy applicable constitutional requirements.
- F. Reasonable Belief: A belief based on reasonable cause to believe.

IV. Field Officer Responsibilities

- A. All members of the Jonesboro Police Department, whether sworn, civilian, or volunteer, shall treat every person with courtesy and respect when interacting with the public and will conduct all law enforcement duties in a professional manner.
- B. Officers shall base all investigative detentions, traffic stops, arrests, searches, and seizures of property on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the United States Constitution and statutory authority and in doing so shall not violate this policy. Officers must be able to articulate facts, circumstances and conclusions, which support probable cause or reasonable suspicion for an arrest, traffic stop, or investigative detention. **[13.15B,C]**
- C. Officers may take into account the reported race, ethnicity, or national origin of a specific suspect or suspects based on credible, reliable, locally relevant information that links a person of a specific race to a particular criminal incident or links a specific series of crimes in an area to a group of individuals of a particular ethnicity.
- D. Except as provided in section C above, officers shall not consider race, ethnicity, or national origin in establishing either reasonable suspicion or probable cause. **[13.15C]**
- E. In an effort to minimize conflict and prevent inappropriate perceptions of biased law enforcement, it is recommended that members of the Jonesboro Police Department shall attempt to utilize the following strategies when conducting pedestrian and vehicle stops:
 - 1. Extend a customary greeting.
 - 2. Introduce himself or herself, providing name and agency name. If asked for a badge number, the officer shall oblige by providing his or her departmental computer number when feasible and reasonable to do so. **[13.15D]**
 - 3. Explain to the citizen the reason for the stop as soon as practical, unless providing this information will compromise the safety of officers or other persons. **[13.15D]**
 - 4. Listen politely and give the person many opportunities to tell his or her story and explain his or her behavior.
 - 5. Politely ask for identification and any required documents.
 - 6. Complete paperwork and advise the driver or pedestrian what action is being taken and what, if anything, the person must do as a result, such as pay a fine, appear in court, etc. Appropriate enforcement action should always be completed and documented, in the form of a written warning / field contact slip, citation, or an arrest.
 - 7. Ensure that the length of the detention is no longer than necessary to take appropriate action for the known or suspected offense and consideration should be given to providing an explanation if it is determined that the reasonable suspicions were unfounded. (e.g., after a BOLO stop).
 - 8. Extend a departing pleasantry.
 - 9. Make sure the driver is able to safely merge back into traffic.
 - 10. Remain courteous and project a professional demeanor, refraining from participating in or encouraging and statements that could be reasonably perceived as racial or bias-related profiling, including, but not limited to, racial slurs or derogatory references about a minority group.

11. Officers shall report any acts of racial / bias based profiling to their immediate supervisor as is more specifically defined herein.

V. Supervisor Responsibilities [13.15E]

- A. Each supervisor is responsible for ensuring that all personnel under their command fully understand the content of this policy and are operating in compliance with the procedure herein.
- B. An on-duty supervisor shall be responsible for making contact, when possible, with any known complainant alleging bias based law enforcement practices by any officer under their command, either on the scene or by telephone and shall document the content of the complaint in writing using departmentally approved forms.
 1. If the complaint is not resolved, and the forms have not already been filled out, the supervisor shall offer to provide the complainant a complaint form.
 2. The supervisor shall collect the mobile video / audio recording (MVR), if applicable;
 3. and provide further guidance to the complainant, as needed, in completing and filing the complaint as well as explain the department's policy in particular, the investigative process.
- C. Upon receipt of a bias based policing complaint, each supervisor shall address the matter in a timely manner by:
 1. Providing a written evaluation and report of the complaint to the Chief of Police or his/her designee and/or to the Office of Professional Standards/Internal Affairs. All reports regarding bias based policing complaints shall be completed within twenty-four (24) hours of the filing of the complaint.
 2. Evaluate, copy and submit a written MVR tape report to the agency Head or his/her designee detailing the review of the MVR tape, if applicable, within 24 hours. Maintain a copy of the tape.
- D. Supervisors will be particularly alert to potential patterns and practices of their personnel that may indicate bias based profiling and treatment of individuals. Supervisors should provide timely assistance, remediation or discipline when applicable. Supervisors will be apprised of all other bias based profile complaints involving personnel under their command that are originally filed with the Office of Professional Standards Internal Affairs. [13.15F]

VI. Allegations of Bias Based Policing

- A. When accused of biased law enforcement practices, the field officer shall first contact their immediate supervisor for advisement on the situation
 1. When practical to do so, the supervisor will report to the scene to mediate the situation.
 2. Field officers shall provide the complainant(s) with the full name and departmental phone number of his/her immediate supervisor, and the contact name and telephone number of the Chief of Police or his/her designee, or the supervisor of the Office of Professional Standards / Internal Affairs, if applicable.
 3. Field officers shall complete a written report detailing the incident, the allegation(s), the purpose for the pedestrian or motor vehicle stop, detention, investigative activity or arrest, and submit the report to his/her supervisor.
- B. Along with their written report, field officers shall submit a Digital Video Request form, indicating the encounter in question, if applicable, to his or her supervisor.
- C. All allegations of bias based law enforcement practices shall be investigated by the Jonesboro Police Department in a like and consistent manner.

VII. Review and Reporting Requirements

- A. Dependent on the findings of each complaint as well as the specific factors involved, corrective measures will be taken to remedy violations of this policy. Corrective measures may include but are not limited to training, counseling, policy review, and discipline up to and including termination of employment.
- B. Annually, a summary of all bias based complaints, will be compiled and reviewed. Supplemental statistical data may also be obtained from the CAD system, and activity reports. This information can be used in an annual administrative review of the agency practices and policies relative to bias based policing best practices and applicable state law. The review will be documented and findings submitted to the Chief of Police [\[2.01\]](#)
- C. If a pattern is identified, the agency head or his/her designee or the Office of Professional Standards shall be responsible for conducting an investigation to determine whether officers of the Police Department have violated the provisions of this policy and /or any other department policies and procedures.
- D. Annually, the department will ensure that this policy and the policy concerning mobile video recording (Policy 504) has been certified by submitting this policy for review to the Arkansas Attorney General. [\[13.16\]](#)

VIII. Documentation and Record Keeping

- A. Any officer who stops a motor vehicle for an alleged violation of a law or ordinance regulating traffic or who stops a pedestrian for any suspected offense shall document the stop with the following information, which shall be included in addition to any other information documented by the officer:
 - 1. A physical description of each person detained because of the stop, including:
 - a. the person's gender
 - b. the person's race or ethnicity.
 - 2. The traffic law or ordinance alleged to have been violated or the suspected offense
 - 3. Whether the officer conducted a search because of the stop, and if so, the basis for that search: consent of the person detained, existence of probable cause, frisk for weapons, or other;
 - 4. Whether any contraband was discovered in the course of the search and the type of contraband discovered: (If arrest is not made)
 - 5. Whether the officer made an arrest because of the stop or search, including a statement of the offense charged;
 - 6. The street address or approximate location of the stop;
 - 7. The date and time of the stop; and
 - 8. Whether the officer issued a verbal warning, written warning or a citation because of the stop.
- B. All officers operating units equipped with mobile video recording devices shall adhere to JPD Policy 504 regarding the use of such equipment and shall not deviate from the standards set forth in that policy regarding activation, deactivation and officer record keeping responsibilities. [\[13.15H\]](#)

IX. Retaliation [\[13.15G\]](#)

- A. No member of the Jonesboro Police Department, regardless of rank or stature, shall retaliate against fellow officers, officials, civilians, or volunteers for reporting incidents of biased law enforcement practices or for participating in or cooperating with the investigation of those incidents.

B. Actions or behaviors found to constitute retaliation shall be immediately addressed and may lead to dismissal.

X. Training [2.01, 13.14]

A. Training in compliance with applicable state laws (Ark. Code Ann. 12-12-1404) and accreditation standards shall include the following:

1. Training of all current and future sworn personnel employees as to this policy and the prohibition against racial / bias based profiling.
2. Annual in-service training stressing the understanding and respect for racial, ethnic, national, religious, and cultural differences and development of effective and appropriate methods of carrying out law enforcement duties.
3. Specific lesson plans for patrol officers, supervisors, etc.
4. A review of the Department's operating procedures that implement the prohibition against racial profiling and the affirmation by Department employees that they have copies of, understand, and are following the policy.



I. Purpose

This policy provides guidelines to Department personnel who encounter traffic situations that require the use of alternative methods of enforcement, traffic direction, utilization of personnel, and specialized equipment or assistance.

II. Traffic Direction

A. Procedures and Safety Precautions

1. It is important to remember the inherent dangers involved when directing traffic. The process should be made as safe as possible, utilizing available equipment as necessary.
2. Officers should be primarily concerned with restoring the unaided flow of traffic in the safest and most effective way possible. If the hazard or items blocking traffic flow can be moved, this should be done as soon as practicable.
3. An ANSI/ISEA reflective vests must be worn at all times when officers are directing traffic, or when investigating a collision or any other incident where officers are exposed to vehicular traffic. [7.19]
4. Officers will keep Dispatch informed of any lane or street closures during major situations.
5. Hand Signals
 - a. Make clear "stop" and "go" motions as they apply.
 - b. Always attempt to make eye contact with the drivers you are directing.
6. It should be remembered that fatigue and monotony could increase the danger of this type assignment. Supervisors should schedule breaks for officers working traffic for extended periods.

B. MVA Scenes

1. Traffic direction should be undertaken when necessary at the scene of any MVA that blocks any portion of the roadway. In situations where it is known that the road is blocked, two officers will be dispatched.
2. While the eventual goal is restoring the unaided traffic flow, officers directing traffic at accident scenes should initially be concerned with providing a safe work zone for emergency medical personnel, wrecker service personnel and other officers.
3. The assigned primary unit will be primarily responsible for completing the necessary paperwork once the roadway has been cleared, while the secondary unit will be primarily responsible for traffic direction.

C. Equipment for Traffic Direction

1. REQUIRED: An ANSI/ISEA reflective traffic vest. During darkness or limited visibility conditions, a flashlight is also required.
2. OPTIONAL: this equipment should be used at the officer's discretion, or at the direction of the supervisor: folding barricades, cones, or police unit(s).

- D. Other Hazardous Road Situations – Many other situations, other than motor vehicle accidents, may give rise to the necessity for manual traffic direction. The same procedures and safety precautions should be followed when providing direction under these circumstances.
 - 1. Hazardous Situations - hazardous materials situations, fire scenes (to protect fire hoses and equipment from damage), tactical events, etc.
 - 2. Weather related adverse road conditions – road closures and traffic re-direction due to high water or other inclement weather situations.
 - 3. Manual operation of traffic control devices may be used:
 - a. To protect the scene and to prevent further injuries or damage in the event of major accident scenes or other hazardous situations or other special events.
 - b. When traffic control devices are inadequate to control heavy volumes of vehicular and pedestrian traffic, or to severely restrict the smooth flow of heavy traffic.
 - c. When a restricted flow of traffic is needed to maintain an area free of vehicular traffic.
 - d. When a traffic control device is inoperative (i.e. malfunctioning, power outage, etc.)

III. Escorts

- A. Escorts for Medical Purposes
 - 1. It is the policy of this Department to provide medical aid to persons requesting, or in need of medical assistance. When confronted by a resident requesting medical assistance and if the patient's condition does not appear immediately, life-threatening personnel will provide directions to the nearest (or requested) hospital and allow person to proceed. Personnel may follow to ensure the person does not get lost.
 - 2. If the patient's condition does appear immediately life threatening, personnel will notify Dispatch to request EMS and make every effort to provide first aid.
 - 3. Due to the inherent liability of an untrained driver following an emergency vehicle, and the fact that EMS can respond within minutes to virtually any location within the City, escorts will NOT normally be conducted.
- B. Dignitary/VIP Escorts

Coordination of escorts for local or visiting dignitaries/VIPs may be handled through the Special Services or Patrol Division. Normally, these type events will be pre-planned and necessary personnel assigned to provide adequate traffic assistance and personal protection.
- C. Funeral Escorts

The Department does not normally provide escorts for funeral processions. However, certain situations arise where the Department may provide this service (e.g. funeral and interment of government or City officials; retired and active duty Police Department employees). Such will be reviewed on a case-by-case basis.

IV. Assisting Motorist

- A. Each officer has the responsibility to check, offer and/or assist each disabled or stranded motorist on all roadways within the City of Jonesboro. Occupant and officer safety is the first priority. Removal of those vehicles posing a hazard or blocking traffic is essential to continuous safe traffic movement. Several options are available to officers to assist in these situations:
 - 1. Towing – request may be made to Dispatch to contact the next wrecker on rotation or contact the motorist's choice for a wrecker. (refer to Policy 521).
 - 2. Provide minor mechanical assistance (i.e. change flat tires, provide electrical battery boost, etc.)
 - 3. Provide temporary protection until assistance can remove hazard.

4. Provide transportation for disabled motorist to safe and secure location (e.g. female motorist with small infant late evening hours, elderly motorist in extreme heat conditions, etc.)
5. Contact EMS when medical emergencies are discovered.

V. Traffic Direction and Control / Roadway Hazards

- A. An officer from the Uniform Patrol Division or a Command Staff officer will be designated to be a member of and participate in the City of Jonesboro Traffic Review Committee.
 1. Complaints and suggestions concerning traffic-engineering deficiencies should be directed to the department member currently assigned to the Traffic Review Committee.
 2. Information concerning motor vehicle accident and enforcement data will be made available to other participating city departments (MATA, engineering, street, etc) via the committee.
- B. Traffic signal malfunctions or sign damage should be reported to the proper city department for repairs. Patrol officers in their vehicles may request that dispatch or the desk officer make notification.
- C. Officers encountering any other roadway hazards, such as debris, etc, should attempt to clear the roadway of the hazard if practicable. In the case of damage or larger hazards requiring assistance is needed, the proper city, county or state department should be notified. Officers may request that dispatch or the desk officer make notification.



I. Policy

Bomb threats and actual bomb emergencies present a serious threat to officers, the public and to property. It is the policy of the Jonesboro Police Department to respond effectively to all bomb threats, assess each threat individually, treating all threats as legitimate criminal offenses and handle each threat in the proper manner to provide for the greatest safety of the public.

II. Responsibilities and Procedures

A. Employee taking the initial call for service

1. Maintain a calm and professional demeanor when taking the call. Notes should be kept indicating times, places, and other pertinent facts regarding the incident.
2. The call taker should attempt to ascertain the location of the bomb, type of device and detonation time.
3. If an employee of the Police Department or Dispatch Center receives the actual bomb threat, the call taker should pay attention to distinctive speech patterns of the caller and listen for any background noises.
4. If an employee of the Police Department receives the actual bomb threat, the employee should attempt to keep the caller on the line for as long as possible and try to find out the reason for the bomb threat or actual bomb placement, i.e. what he or she is attempting to achieve through this action.

B. Responding Police Units

1. Bomb threats should be dispatched via radio or phone. When patrol personnel arrive at the scene, they shall advise Communications of the situation. Radio, mobile computers, and cellular phone use should be avoided and notification made through use of a nearby landline telephone or from a sufficient distance. Responding units should turn off all radios, mobile computers, and cellular phones.
2. The patrol supervisor and one on-duty patrol officer will respond to the call.
3. The patrol supervisor will determine if additional patrol units are needed at the scene, notify the Explosive K-9 handler to respond to the scene to assist with the search and determine if additional specialized units are needed such as investigators or bomb disposal personnel.
4. The first units to arrive will:
 - a. Establish a security perimeter;
 - b. The initial responding officer shall attempt to make contact with responsible personnel at the location or establishment under threat and attempt to gain more information from the person who received the actual call.
 - c. Coordinate with the person in charge of the facility and organize a search team if needed. Since they would be more familiar with any suspicious items or packages, employees of the location should conduct the actual search with the assistance of officers.
 - d. Determine need for possible evacuation of the facility;

- e. Coordinate with the F.D. and arrange for post-explosion notifications if the device has already detonated.
5. An offense report shall be completed on all bomb threat calls for service.
- C. Determination of Evacuation Actions to Be Taken
 1. If the existence of an actual device has not been established, the victim or complainant will be responsible for determining what action he or she wishes to take with respect to evacuation, searching the building or disregarding the threat. Officers at the scene will provide any reasonable assistance.
 2. If the circumstances of the call cause personnel at the location or establishment or the responding officer to reasonably feel the threat is valid, the officer should strongly encourage an immediate evacuation of the location or establishment.
 3. If management will not comply, the name and identification of the person contacted with the request shall be noted. If explosives or anything-resembling explosives are located, or there is strong evidence that a bomb is on the premises, the police supervisor on scene may order evacuation of the building.
 4. The officers at the scene shall ensure that all persons are moved safely away from the threat area and establish a secure perimeter. The Dispatch Center, supervisors, and other units should be kept apprised of the situation.
- D. Search
 1. All areas open to the public should be given special attention: restrooms, trash receptacles, stairwells, elevator shafts, etc. If possible, workers should be asked to check their own work areas for suspicious or unusual objects.
 2. Searchers shall use extreme caution not to disturb any bomb that may be located. If the search reveals any item that could possibly be an explosive device, searchers should not attempt to remove or disarm it in any way. An explosive expert should only dismantle the device or a disposal team called to the scene to handle the device.
 3. Upon completion of the search, if a device is not found, the complainant should be informed that the search revealed nothing. The complainant or manager of the building must decide if reoccupation of the area is to be permitted.
 4. Utilization of Explosive Detection K-9
 - a. The extent of the K9 search will be determined on a case-by-case basis and solely at the handler discretion.
 - b. If the K9 gives a positive indication to the odor of an explosive, the scene will be secured and a second, EOD response will be initiated.

III. Undetonated Explosive Substance

- A. When an officer discovers any undetonated explosive, he/she shall notify Communications by telephone. The dispatcher shall then notify the field supervisor.
- B. The Dispatch Center shall immediately contact the on-duty Fire Department Battalion Chief and request assistance. Emergency medical personnel should be contacted and asked to stand by near the scene if appropriate.
- C. If bomb disposal personnel or equipment is required, a request for assistance from outside agencies such as the military, ATF or FBI will be initiated through a supervisor. The supervisor shall also start evacuation of the premises if necessary. The supervisor will be prepared to provide the responding bomb technician with the following information:
 1. Description and type of device if known.

2. Exact location.
 3. What action has already been taken at the scene? Also, ascertain the estimated time of arrival of bomb technician personnel and arrange transportation to the scene or give precise directions.
- D. No person shall be admitted into the danger zone except as authorized by the field supervisor.
 - E. No person shall touch, examine or otherwise tamper with any explosive substance except as authorized by the bomb technician in charge of deactivation or removal.
 - F. The responding bomb technician will determine if a detonation site is needed.
 - G. If a bomb technician requests an escort, the field supervisor shall provide the marked units necessary. All emergency lights, siren and headlights shall be activated, but the radio shall be used only at the recommendation of the bomb technician.

IV. Explosions

- A. In cases where an explosion has occurred, the procedures for notification, scene security and responsibility for follow-up investigation are the same as with a major crime scene.
- B. When the scene is secured, the field supervisor shall coordinate the preservation of evidence and not allow any unauthorized personnel into the danger zone.
- C. Explosions may cause structural damage and other undetonated explosives may still be present. Persons on scene should use caution, and no person shall enter the danger zone except to prevent injury to another. This does not apply to investigators or specialists examining the scene. Secondary devices and explosions because of leaking gas lines or entrapment bombing techniques must be guarded against to prevent injury to other persons.
- D. Any evidence relating to the device or the incident shall be handled according to standard evidence procedures.



I. Purpose

It is the purpose of this policy to provide general guidelines for handling hostage/barricaded subject situations.

II. Policy

In Hostage/Barricaded subject situations it shall be the policy of this department to consider the lives of the hostages, civilians and officers involved to be of the utmost importance; whenever possible, to enhance the prospects of peacefully resolving the incident through communications with the suspect; whenever possible, to develop and maintain the ability to use alternative approaches to resolve the incident should communications fail; and in Hostage situations, to make every reasonable effort to effect the safe release of the hostage(s).

III. Definitions

- A. Barricaded Subject: Any individual who is reasonably believed to be a threat to commit serious bodily injury or death to hostages, citizens, officers or others in the community and who is in a stronghold position.
- B. Hostage: Any person held by another against his will by force or threat of force, expressed or implied.

IV. Procedures [8.01]

A. Initial Responding Officers

- 1. Officers encountering a Hostage/Barricaded incident shall not initiate tactical actions other than those necessary to protect the lives and the safety of themselves or others consistent with this department's Response to Aggression Policy. **[8.01A]**
- 2. Officers shall notify a supervisory officer of the incident and circumstances; **[8.01C]**
- 3. Determine nature of event then contain and isolate the incident scene. Establish an inner containment perimeter to provide a reasonable degree of safety while maintaining contact with the incident scene. As time and resources permit, establish an outer containment perimeter to control pedestrian and vehicular traffic into the area; and **[8.01B]**
- 4. Whenever possible, evacuate occupants of affected residences and businesses to a point beyond the perimeter. **[8.01D]**

B. Officer In Charge

- 1. The OIC or other ranking supervisor on scene will be in command until relieved by a more senior ranking officer or the Special Services Unit Commander.

2. The Shift OIC will establish an inner and outer perimeter, command post, and a staging area for officers and others arriving for assignments and if possible establish a designated area for the media.
 3. Maintain traffic and crowd control and designate routes for emergency vehicles.
 4. Ensure that Emergency Medical Services are available at the site.
 5. Make provisions for recording personnel assignments and developing a chronological record of events that have occurred prior to arrival of Special Services Unit.
 6. Inform the Special Services Unit Commander with the nature and circumstances surrounding the incident.
- C. Special Services Unit Commander
1. The Unit Commander will assess the situation and formulate recommended tactical alternatives should communications with subject fail to resolve the incident;
 2. Determine equipment needs and assign personnel to control and contain the inner perimeter;
 3. Designate marksmen and entry teams as necessary;
 4. Ensure that personnel manning the inner perimeter maintain firearms discipline and are provided with periodic relief by appropriate tactical team members;
 5. Prepare appropriate logistical plans to include diagrams of the location in question.
 6. Maintain contact with and keep the command post informed of all developments and operations.
- D. Negotiator Team
1. The individual(s) in charge of communicating with the subject shall provide any requested assistance to the Tactical Team Commander;
 2. Obtain all pertinent information about the hostage taker, the hostages, hostage site and other barricaded subjects;
 3. Attempt to determine probable location of suspect(s) within the structure;
 4. Relay all information to the command post as it becomes available.
- E. Psychological Services
1. Shall serve as a resource to the hostage communications team; and
 2. Monitor communications between the negotiators and subjects and provide negotiators with assessments of effectiveness, recommended strategies and other relevant information; and
 3. Assist in interviewing witnesses and debriefing hostages; and
 4. Provide professional assistance to hostages, witnesses and others as may be necessary.



I. Policy

The City of Jonesboro is committed to the development, implementation, and continuation of appropriate victim/witness services. The Jonesboro Police Department will work in cooperation with the Victim/Witness Coordinator Unit of the Second Judicial District Prosecuting Attorney's Office and other service entities in the area to ensure that all rights and needs of victims and witnesses are met in compliance with all applicable Arkansas law.

II. Definitions

- A. Victim's Rights - Subject to the appropriate application of the provisions of the State of Arkansas Victim's Bill of Rights, all victims have rights that include:
1. To be treated with dignity and respect;
 2. Notification of victims of court proceedings and critical events in the criminal justice process;
 3. Assistance in obtaining protection from harm;
 4. Assistance in applying for financial assistance and other social services;
 5. Assistance in applying for witness fees;
 6. Assistance with the return of property, other than contraband, when it is no longer needed as evidence;
 7. Intervention with victim's employer in order to minimize loss of wages and other benefits resulting from court appearances;
 8. Nondisclosure of information about victims;
 9. Information from law enforcement;
 10. Presence at court proceedings;
 11. Victim impact statement at sentencing and at parole hearing;
 12. Rights of members of victim's family.

III. Procedure

- A. Arkansas Statute 16-90-1107 requires that victims of certain crimes be provided specific information. In compliance with this and related laws, such as 12-12-108 (Laura's Law), the initial responding officer responding to an offense that meets the qualifications of a "violent crime", (defined as homicide, kidnapping, rape or sexual assaults, felony batteries or aggravated assault, first degree terroristic threatening, stalking, and domestic batteries), members of the Jonesboro Police Department conducting preliminary investigations shall provide, at a minimum, the following types of information to victims or witnesses:

1. Applicable assistance services available through the Jonesboro Police Department or any outside agency (i.e. medical, counseling, compensation programs and victim or witness assistance programs)
 2. Information regarding the steps to take if the suspect or someone on their behalf threatens or intimidates the victim, witness, or members of their family.
 3. The incident report number and the steps they can expect to be taken by the investigator and the victim as the case progresses.
 4. The telephone number for the department and the Deputy Prosecuting Attorney or City Attorney's Office so he/she may call to report additional information about the case or to receive information about the status of the case.
 5. A number of cards and pamphlets are available for use with these types of information and other, such as the Crime Victims Reparations Board and VINE (Victim Notification) services.
- B. The Jonesboro Police Department shall provide victim or witness assistance during the follow-up investigation that includes, at a minimum, the following information:
1. Assigned investigators shall make all reasonable efforts to contact victims or witnesses within three days of the case being assigned to begin the follow-up and to determine any possible victim or witness assistance they may need. If in the opinion of the investigator or the supervisor, the impact of the crime has been unusually severe, they will insure that the victim or witness is re-contacted to determine whether their needs are being met and that the case is being handled properly.
 2. Upon contacting the victims or witnesses, the case investigator shall explain the procedures involved in the prosecution of their case and the roles played in the prosecution process.
 3. The assigned case investigator shall make reasonable efforts to schedule necessary appearances by victims or witnesses at convenient times and shall, if feasible and necessary arrange for transportation.
 4. The assigned case investigator shall facilitate the prompt return of any property taken as evidence when the property is no longer needed for evidentiary purposes and provided the property is not contraband or subject to forfeiture.
 5. Especially in cases where a high probability of a continued threat to the victim or witness exists, the investigator shall take extra precaution to notify the victim and/or witnesses of the availability of victim or witness assistance services provided through the Prosecutor's and Sheriff's office through use of the state Victim Information and Notification Everyday (V.I.N.E.) Program.
- C. Witness/Victim Intimidation – it shall be the policy of the Jonesboro Police Department to aggressively pursue criminal action against any person(s) suspected of interfering with the rights of a victim or witness. Patrol officers and/or investigators will provide a reasonable and appropriate response to victims or witnesses who have been threatened or express credible reasons for fearing intimidation or further victimization in the following manner:
1. Complete an offense/incident report to document the threat or the fears of the reporting victim or witness;
 2. If a patrol officer makes the initial contact with the victim or witness, he/she shall take steps to notify the assigned case investigator to inform him of the situation; and
 3. The assigned case investigator shall notify the Prosecuting Attorney's Office to inform them of the situation and to pursue appropriate action against the suspect.

4. If a member of the Jonesboro Police Department becomes aware of any danger to a victim or witness, the member shall take all reasonable steps to promptly notify the victim or witness of the danger as well as notify the assigned case investigator. If the victim or witness is in a jurisdiction outside that of the Jonesboro Police Department, the member shall notify the appropriate jurisdictional agency, inform this agency of the situation, and request that reasonable precautions be taken.

IV. Additional Responsibilities

- A. The Victim/Witness Coordinator Unit of the Second Judicial District Prosecuting Attorney's Office, Craighead County shall administer and coordinate the Victim Services Program. Responsibilities include:
 1. Ensure that the Jonesboro Police Department is provided with information concerning Victim Rights Laws;
 2. Ensure that there is a response to all inquiries from interested persons concerning victim assistance;
- B. The Department will work closely with the Victim/Witness Coordinator's Office to govern the agency's efforts to periodically inform the public and the media of existing and new victim/witness programs and services in the area.
- C. The training Division will be responsible for:
 1. Ensuring all new employees (both sworn and non-sworn) are informed of existing community victim/witness assistance programs through basic and/or field training;
 2. Updating training programs as laws and available services change; and,
 3. Ensuring sworn personnel and non-sworn personnel receive training in Victim Services Program and the role of law enforcement in providing assistance.

V. Confidentiality

As a measure to ensure the confidentiality of victims and witnesses, all members of the Jonesboro Police Department (both sworn and non-sworn) shall refrain from releasing to the public information pertaining to the following items:

1. The identity or location of a victim or witness in any type of sexual assault case (Arkansas Statute 12-12-913(e) (1), and 16-90-1104);
2. Any type of crime in which the offender is a minor not charged as an adult (Arkansas Statute 9-27-352);
3. Any release of information that may endanger a victim or witness;
4. Any release of information that could violate the safety of a confidential informant; or
5. Any other type of information not specifically listed within the Arkansas Freedom of Information Act (Arkansas Statute 25-19-101).



I. Policy

Driving a motor vehicle is a privilege granted by the state and not a right. Officers are authorized to implement roadblocks or conduct checkpoints pursuant to the procedures and regulations established herein and pursuant to law.

II. Definitions

Roadblock - A temporary operation in which law enforcement or other authorized personnel stop some or all traffic to inspect individual vehicles or their contents to interview drivers; or, an attempt to prevent the continued movement of a fleeing vehicle through use of physical means.

Sobriety Checkpoints – A location to allow law enforcement officers evaluate drivers for signs of alcohol or drug impairment at certain points on the roadway. Vehicles are stopped in a specific sequence, such as every other vehicle or every fourth, fifth, or sixth vehicle. The frequency which with vehicles are stopped depends on the personnel available to staff the checkpoint and traffic conditions.

III. Sobriety Checkpoint

- A. The purpose of a sobriety checkpoint is to promote greater safety on the roadways by deterring persons who are under the influence of intoxicating substances from driving a motor vehicle and to protect the public by arresting drivers who operate motor vehicles while under the influence of intoxicating substances.
- B. Site location for sobriety checkpoints will be chosen based on locations with high number of alcohol/drug related traffic incidents, such as,
 - a. Unusual incidents of alcohol/drug related crashes.
 - b. Alcohol/drug impaired driving violations.
 - c. Unusual number of single vehicle crashes.
 - d. Any other documented alcohol/drug related vehicular incidents.
- C. All sobriety checkpoints will have prior approval of the Division Commander and the on-duty supervisor. The Division Commander shall specify the date, approximate time and the location of each sobriety checkpoint. In addition, the Division Commander shall specify the specific reason for or nature of each sobriety checkpoint.
- D. The Jonesboro Police Department will give advance notification before a sobriety checkpoint will be conducted.
 - a. For the purpose of public information and education, the Jonesboro Police Department will announce to the media that sobriety checkpoints will be conducted.
 - b. The Jonesboro Police Department will encourage media interest in the sobriety checkpoint program to enhance public understanding of aggressive enforcement and to heighten the deterrent effect.
 - c. The Jonesboro Police Department will provide advance notification of the sobriety checkpoint to public safety agencies expected to be affected.

- d. The Jonesboro Police Department will provide advance notification to judicial, prosecutorial and government officials, as well as public interest groups
- E. The on-duty supervisor will be knowledgeable of all sobriety checkpoints and will make certain that a senior officer is present at all times.
- F. The safety factors listed below will be adhered to when conducting sobriety checkpoints.
 - a. All sobriety checkpoints will have necessary warning lights or signs to indicate oncoming motorists there is a problem ahead. The location will determine the necessary lighting. No officer will work the sobriety checkpoint without wearing a reflective traffic safety vest and if at night, a flashlight in good working order with the issued orange traffic cone attached.
 - b. No sobriety checkpoint will be held on or near any hillcrest, curve or other area where the roadblock cannot be seen for a reasonable distance.
 - c. Sobriety checkpoints should be held during normal, non-peak traffic times and if the sobriety checkpoint begins to impede the normal flow, the sobriety checkpoint should be temporarily discontinued as necessary for the safe and efficient movement of traffic.
 - d. No sobriety checkpoint will be held on the main portion of any controlled access highway or interstate highway.
- G. Any deviation from the predetermined guidelines must be thoroughly documented by the sobriety checkpoint supervisor. The reasons for deviation may include traffic backing up, intermittent inclement weather, emergency vehicle traffic, etc.
- H. To monitor and ensure standardization and consistency of a sobriety checkpoint, a systematic method of data collection will be incorporated.
 - 1. An after-action report should include, but not limited to:
 - a. Time, date, and location of the sobriety checkpoint.
 - b. Weather conditions.
 - c. Number of vehicles passing through the sobriety checkpoint.
 - d. Predetermined order of selecting motorists.
 - e. Number and types of enforcement actions (e.g. arrests, citations, and warnings).
 - f. Identification of unusual incidents, such as safety problems/other concerns.
 - g. Names and assignments of all checkpoint personnel.
 - 2. To assist in determining the effectiveness of a sobriety checkpoint operation, a periodic impact analysis of the site may include the following types of information:
 - a. Crash rate reduction.
 - b. Data on impaired driving offenses.
 - c. Public opinion survey to determine increased perception of detection and apprehension of impaired drivers. Public reaction to the use of sobriety checkpoints can be obtained by several different methods. Recommended procedures for obtaining feedback include, but not limited to:
 - 1) Mail in surveys.
 - 2) Verbal feedback from motorists at the sobriety checkpoint site.
 - 3) Periodic public opinion polls.
 - 3. The Jonesboro Police Department will ensure that all sobriety checkpoints will be conducted safely and consistently with minimal intrusion to motorists.

IV. Critical Incident Roadblocks

The on-duty supervisor must determine if vehicle canvass checkpoints will be used to assist in the apprehension of suspects or investigations of certain high priority incidents, such as a child abduction.



I. Policy

The delivery of emergency messages is a legitimate law enforcement function, but the scope of what are considered messages acceptable for delivery should be limited so as not to interfere with the day-to-day operation of the department. This policy shall provide guidelines for officers to follow for the delivery of messages, both emergency and non-emergency.

(Death notifications should be made in accordance with Policy 520.00)

II. Definitions

1. Emergency message - An emergency message is defined as any message to be delivered to a party notifying them of a serious injury, illness, or emergency situation involving a family member or loved one, such as a family member being transported to the hospital or a small child in need of immediate assistance. In these circumstances, the need for expedient communication with a citizen should be relatively obvious.
2. Acceptable message – All instances of what messages are considered acceptable cannot be covered completely by a blanket definition and final decision of message delivery may be left to the discretion of a supervisor. For the most part, delivery of a message in person by a police officer should be limited to those instances when all other means of contacting that person have been unsuccessful or are not available and not delivering the message would result in exposure of an individual to undue harm or when necessary in furthering the enforcement responsibilities of a police agency.

III. Procedure

1. Delivering Messages
2. When feasible, all other means of contacting the person, to whom the message is to be delivered, should have been exhausted before an officer is dispatched.
3. Contact should be attempted by addressing the person at their home or place of business. If contact cannot be made, a note should be left instructing the person to call the police department. A specific number to pass on should be given.
4. In some instances, it may be feasible to leave the contact information with a friend, relative or neighbor.
5. Non-emergency message delivery is considered a low priority call.
6. Message Delivery by Other Agencies
Requests for delivering messages for other agencies must include contact information for the other agency, including a phone number and contact person for the other agency. That information shall then be related to the message recipient at the time of the message delivery.

In cases where the intended recipient of an emergency message resides outside the city limits of Jonesboro, an ACIC computer terminal message shall be sent to the law enforcement agency for that area requesting the message be delivered. Sufficient details for the notification, as well as a contact name and telephone number of the Jonesboro Police Department member requesting the notification will be included in the message.



I. Purpose

It is the purpose of this policy to provide officers with guidelines for notifying next of kin of the death of a family member.

II. Policy

Notification of next of kin of the death of a family member is a difficult task even for experienced officers. There is a natural hesitancy to deal with this subject, and the risk exists that, without guidance, inappropriate methods, comments or remarks may unnecessarily exacerbate the mental distress of survivors. Therefore, this law enforcement agency requires that all officers become familiar with concepts and procedures set forth in this policy to provide surviving family members with sufficient useful information and support in a manner consistent with professionally accepted crisis intervention techniques.

III. Definitions

Next of Kin - For purposes of this policy, the closest relative of the deceased or seriously injured person, spouse, children, parents, brothers or sisters.

IV. Procedures

- A. Coroner's Office – When any person dies outside the immediate care of a medical facility and the police department is made aware of the death prior to the coroner's office, the initial investigating Officer or the Officer in charge of the scene will be responsible to see that the Office of the Coroner is immediately notified of the known facts concerning the time, place, manner, and circumstances of such death, and any other information which the coroner or a representative may request.
- B. Information Gathering and Preparation
 - 1. All death notifications that are the responsibility of this agency shall be delivered in person unless an exigency of circumstances exists that demands telephonic notification.
 - 2. Officers shall be prepared to and shall be provided adequate discretion to spend the necessary time with survivors to provide assistance as authorized by this policy.
 - 3. Prior to contacting next of kin, notifying officers shall gather and familiarize themselves with essential details concerning the deceased, to include full name, age, race and home address, as well as details of the death, location of the body/personal effects and other pertinent information.
 - 4. Officers shall identify the next of kin of the deceased for purposes of notification. Particular effort should be made to locate the closest relative starting with a spouse and followed by adult children (18yoa or older), parents, then brothers or sisters.
 - a. Only where substantial delays would be required to make contact with next of kin should other relatives be contacted.

- b. Officers should contact a supervisor for guidance when in doubt concerning next of kin or delays in notification.
 5. Where another agency must be contacted to notify the next of kin, officers should:
 - a. Request that the notification be made in person and
 - b. Request immediate verification when notification has been accomplished
 - c. Provide a contact name and number with the JPD for the next of kin.
 6. When making notification for another agency, the same procedures should be followed as are outlined for notification by another agency. Officers should double check the information concerning the victim and next-of-kin's identities and obtain a name and contact number at the requesting agency.
 7. Wherever possible, officers should gather available information concerning the survivors that may aid in the notification. This includes but is not limited to whether survivors are elderly, disabled, visually or hearing impaired, have medical problems or may not speak English. If possible, obtain the names of the survivor's closest relative, friend, family doctor and clergyman.
 8. Officers shall utilize the services of one of the Police Department Chaplains and shall contact the chaplain and request assistance before contact is established with any survivors. If possible, the Police Chaplain shall accompany the responding officer when notification is made.
 9. Officers should, wherever reasonable, possible avoid using the name of the deceased over the radio prior to notification of immediate surviving relatives.
 10. Where possible, two officers (preferably a team, one of which should be a supervisory officer) should be assigned to a death notification.
 11. Personal effects of the deceased shall not be delivered to survivors at the time of death notification.
- C. Making Notification
1. Upon arrival at the residence or place of business, officers shall do the following: check the accuracy of the location; request to speak to the immediate survivor; identify themselves by name, rank and departmental affiliation; verify the relationship of the survivor to the victim; and ask permission to enter the residence or (in the case of a business or other location) move to a place of privacy.
 2. Every reasonable effort shall be made to make the notification in the privacy of the survivor's home or in another location away from public scrutiny.
 3. Prior to making notification, officers should, where possible, bring members of the family together who may be in the house or otherwise on hand.
 4. Officers should address the survivor(s) in a straightforward manner and use easy-to understand language to briefly explain the circumstances of the incident and the victim's location (in the event of seriously injured/ill victims) or the fact that the individual is dead.
 - a. Officers should not use euphemisms, such as "passed on" or "no longer with us" in order to avoid using the term "dead" as these may create confusion or false hope.
 - b. Officers should avoid graphic aspects of the incident and the use of police jargon.
 - c. Officers should refer to the deceased using his/her first name or terms reflecting the deceased's relationship to the survivor (i.e. son, daughter, etc.).
 5. Officers should be prepared for unexpected responses from survivors to include hysteria and possible verbal or physical attack.
 6. Officers should provide survivors with sufficient time to regain composure before proceeding. Avoid attempts in the interim to provide comfort by using simple platitudes or trite phrases (e.g., "I know how you feel," "I know how hard this is for you.").
 7. If the notifying officers cannot locate the next of kin the responding supervisor and/or investigator shall seek assistance from the Criminal Investigations Division or "On-Call" detective to insure that all possible avenues are exhausted to locate and contact a surviving relative.

V. Providing Assistance and Referral

- A. Officers shall not leave upon completion of the notification until reasonably assured that the survivor has adequate personal control and/ or family or close friend(s) readily available to provide support. In gauging the need for assistance, officers shall also consider the following:
 - 1. The emotional reaction and physical condition of the survivor;
 - 2. the availability of other adults in the home;
 - 3. responsibility for infants or small children;
 - 4. home environment (e.g. evidence of excessive alcohol use or drug use, lack of means of financial support, shortage of food, problem with shelter, etc.); and
 - 5. availability of a support system (e.g. including friends, family, close neighbors, access to clergy, means of transportation, etc.)
- B. Officers should provide any additional information on the incident requested by survivors. While graphic details may not be necessary, officers should provide information if asked specifically concerning the cause of death, condition of the body or other details of the fatality.
- C. Officers should remain alert to the possible need for medical assistance. When officers are aware of serious medical conditions in advance of notification, they should place a local medical response unit on alert.
- D. Officers should be aware of confusion on the part of survivors; speak slowly and deliberately, and write down any pertinent information that the survivor may need. This includes such matters as the following: disposition of the body; location of personal effects; identification requirements / procedures; and notifying officers' names, agency and telephone numbers.
- E. Officers should assess the physical and emotional well-being of the survivor before departing. Officers should be reasonably assured that survivors could take care of themselves and those for whom they may be responsible. Officers should not leave a lone survivor unattended until all reasonable efforts have been made to garner first-hand support from the survivor's family, friends, co-workers, neighbors, family clergy, crisis counselors or other community social service agency. Officers should be able to answer "yes" to the following types of questions:
 - 1. Is the survivor thinking clearly? That is, does the individual: seem to be aware of your presence?; have some grasp of place and time?; demonstrate a progressive ability to express himself/herself? and/or; begin to demonstrate some grasp of the reality of the death?
 - 2. Does the survivor have reasonable control over his/her emotions or does the individual display shock (no apparent emotion), furious hostility or the desire to commit suicide?
 - 3. Can the survivor cope physically? For example, has the survivor fainted, displayed debilitating weakness or emotional collapse, and does the survivor have an adequate support system that can be relied upon?



I. Policy

Procedures outlined in this order are intended to guide officers in making decisions to impound vehicles as provided by State Law and City Ordinance. Officers may initiate impoundment of vehicles if necessary to facilitate or expedite a particular law enforcement or investigative action.

II. Definitions

- A. Abandoned vehicle – A vehicle that has been left unattended for more than 48 hours or illegally parked on public property or on the right-of-way of any designated county, state or federal highway. Or, a vehicle that has been left on private property for more than 48 hours without the consent of the owner or person in control of the property.
- B. Roadway hazard - A parked motor vehicle constituting a traffic hazard or obstruction.
- C. Wrecker Rotation log – a log utilized by the Dispatch Center that allows approved wrecker service providers to ‘take turns’ on a rotating basis.
- D. Vehicle Impound/Tow Log Program – a computerized record of vehicles towed by authority of the JPD. A variety of searches can be conducted in this program, including searches by driver’s name, vehicle tag or VIN number, a date range, etc.

III. Procedure

- A. General Procedures
 - 1. All vehicles that are towed by the authority of an officer must be inventoried.
 - 2. A rotational wrecker log maintained in the dispatch center determines wrecker services. Services sent are determined by next available according to the type of services needed (Large wrecker, roll back, etc).
 - 3. When available, vehicle keys should be left with the wrecker driver.
 - 4. Information concerning each vehicle tow/impound will be recorded in the vehicle impound program which will provide a record of all vehicles removed, stored, or towed at the direction of an officer.
 - 5. A written report must be completed when an officer authorizes that a vehicle be towed or impounded. If the tow is the result of an MVA, that information may be noted in the appropriate area of the MVA report. If the tow is the result of a criminal action or arrest, the tow and inventory information must be noted on the corresponding offense report. If the tow is the result of an officer decision to remove a roadway hazard, a short offense report must be completed noting the following details:
 - a. Make, model, type, year, color, VIN, license number, year of license, state of license and damage, if any.
 - b. Complete inventory of vehicle contents.
 - c. Impound location
 - d. Driver’s name and address, if applicable.

- e. Reason for impoundment
 - f. Date and time
- B. Abandoned Vehicles
- 1. Public Property
 - a. Officers who locate an abandoned vehicle should notify dispatch to make a note of the vehicle's presence.
 - b. If the vehicle presents a roadway hazard or obstruction, the officer should stand by while an attempt is made to contact the owner. The officer may enlist the aid of Dispatch, the Desk officer or CID to help make contact with the owner. If the owner cannot be contacted, a wrecker should be summoned to remove the hazard. The reason for the removal shall be noted in the narrative of the offense report.
 - c. If it is determined that the vehicle has been in that location for a period of over 48 hours or if the officer has knowledge of the vehicle's presence for that length of time, the vehicle may be towed.
 - d. The officer authorizing the vehicle to be towed is responsible for contacting the owner. The officer shall document what attempt was made to contact the owner in the written report.
 - 2. Private Property

The department does not authorize the towing of abandoned vehicles from private property. The property owner should be advised to contact the wrecker service of their choice to have the vehicle removed. However, the Dispatch Center should be advised of the tow so it may be noted in case the owner attempts to report the vehicle as stolen.
- C. Arrest
- 1. All vehicles may be towed when the driver is arrested, missing or unable to operate the vehicle unless the registered owner, co-owner, or other legally equipped third party individual is present at the scene. The intent of this general order is not to leave vehicles of arrested drivers at the scene i.e. side of the road or on a private parking lot for undue periods of time. Care and consideration should be given to any adult passenger(s) that are left afoot. Juvenile passengers will be dealt with according to current guidelines.
 - 2. In all cases, (towing or release) documentation is included in applicable police reports.
- D. Stolen Vehicles
- Recovered stolen vehicles should be towed/impounded if the owner cannot be contacted or if the owner requests the vehicle be impounded. The officer shall document what attempt was made to contact the owner and/or the owner's response in the written report.
- E. Evidence
- A vehicle that is evidence or the instrument of a crime, other than auto theft, is impounded. A hold is placed on the vehicle for the appropriate law enforcement agency.
- F. Motor Vehicle Accidents
- Vehicles involved in motor vehicle accidents are towed by officer request from the rotational wrecker log if the driver does not request a specific wrecker service or is incapacitated so that he cannot provide for removal of the vehicle.

IV. Vehicle Holds

- A. A hold may be placed on an impounded vehicle to insure the identity of the person attempting to claim the vehicle, if the vehicle was used in a criminal incident.

- B. A hold may be placed on a vehicle when there is a demonstrated need to secure the vehicle for evidence (homicide, stolen property, vehicular fatality, hit and run, etc.). Holds are not placed on vehicles for registration or inspection violations.
- C. If the vehicle is to be held for more than five days, the requesting officer must contact his supervisor and the vehicle owner and explain the reason for the extended hold.
- D. Release Procedures – The hold on a vehicle may be removed by the officer who placed the hold or by an officer with that officer's permission. CID or supervisor may also remove the hold, once the vehicle is no longer needed for evidentiary purposes. The owner should be advised to contact the wrecker service and bring proof of ownership and identification. Contact shall be made with the wrecker service advising them it is okay to release the vehicle.

V. Inventory of Towed / Impounded Vehicles

- A. All vehicles towed or impounded by order of an officer, shall be inventoried. The inventory includes an inspection of the exterior of the vehicle for body damage and missing parts (hubcaps, antennas, etc.).
- B. The interior inventory is limited to areas that the officer has free and ready access. These areas include:
 - 1. Under the seats
 - 2. Unlocked compartments and containers
 - 3. Locked compartments and containers if the officer has access to a key.
 - 4. Locked vehicles. If entry cannot be made, the officer inventories visible property, listing the property in his report.
- C. Such an inventory is not a search for incriminating evidence, but is a care taking function intended to protect the owner's property during police department involvement. It is further intended to protect the Department against claims or disputes over lost or stolen property. It will protect officers from potential dangers.
- D. Items of contraband or fruits of a crime discovered during an inventory may be seized. The person in possession of the vehicle may be arrested for the appropriate offense(s).
- E. A Vehicle inventory is not construed as a lawful search, a probable cause search or a search pursuant to a warrant.
- F. A decision not to impound does not limit or prohibit an officer's authority to search and/or seize evidence incidental to an arrest or based on probable cause. Any such search must follow legal guidelines.



I. Policy

The Jonesboro Police Department recognizes that monitoring the status of private alarm systems is a function best performed by alarm companies. Therefore, it shall be the policy of the Jonesboro Police Department to not monitor private security alarm systems. The Jonesboro Police Department will respond appropriately to any type of alarm that is otherwise reported to the Dispatch Center. It shall be the policy of the Jonesboro Public Safety Answering Point Center (Dispatch Center), in accordance with Arkansas State Statute 12-10-314, to prohibit the installation of an alarm system by an alarm customer that, if activated, dials the Dispatch Center's 9-1-1 telephone system. It shall be the policy of the Jonesboro Police Department to perform all record keeping necessary to enforce the City of Jonesboro's ordinances concerning false alarms.

II. Definitions

- A. Alarm System - Any mechanical, electrical, or other device that is monitored by a third party and designed to signal the occurrence of a burglary, robbery, or other criminal activity that requires the attention of public safety personnel.
- B. Alarm System Customer - Any person who purchases, lease, contracts for, or otherwise obtains an alarm system.
- C. False Alarm - An alarm signal that requires a response by the Jonesboro Police Department when a situation requiring that response does not in fact exist.

III. Procedure [\[7.28A\]](#)

- A. Jonesboro Dispatch Center personnel shall enter the appropriate call for service information into the Computer Aided Dispatch (CAD) system when a report of an activated alarm is received.
- B. After entering the appropriate information into the CAD system, dispatch personnel shall dispatch the recommended available officer(s) to the scene as quickly as possible. Upon arrival at the scene, officer(s) shall inspect the area and determine whether the alarm signal was legitimate.
- C. Officer Procedures [\[7.28B\]](#)
 - 1. Upon arrival at the scene, officer(s) shall inspect the area and determine whether the alarm signal was legitimate and/or await the arrival of the respondent, if one is known to be in route to the scene within a reasonable amount of time.
 - 2. Officers responding to hold-ups type alarms will station themselves outside of the bank or business until Dispatch Center personnel have contacted the business by telephone. If they are advised at that time that the alarm is not valid, they will get the name and description of a contact person who will be designated to contact the officers at an entrance to the business and advise the responding officers of this information on the radio.
 - 3. As part of their documentation, the officer shall indicate whether the alarm appears to be valid or false

IV. False Alarms and Prohibited Procedures

- A. As part of their documentation, the officer shall indicate to dispatch whether the alarm appears to be valid or false.
- B. Upon the seventh and subsequent, false alarm at the same location within a calendar year, pursuant to City of Jonesboro ordinances, the alarm system customer shall be assessed a penalty fee. This penalty shall increase with each subsequent false alarm occurrence beyond the seventh false alarm.
- C. In the event of an alarm ringing directly into the PSAP utilizing the 9-1-1 telephone system, Communications Unit personnel shall inform the PSAP Director of the call. The Director shall take all reasonable steps necessary to contact the property owner and inform such owner of Arkansas § 12-10-310, as annotated, prohibiting such connections.



I. Policy

The Jonesboro Police Department strives to complete investigations in a timely and accurate fashion. The guidelines as set out in this Procedure are designed to provide for the efficient and effective conduct of follow-up investigations and to ensure that the Police Department remains accountable regarding its total activity.

Police officers assigned to the Investigations Division are expected to conduct follow-up investigations into criminal acts that are reported to the Department. Patrol officers will respond to and make preliminary investigation as far as is possible up to and including the arrest of the perpetrator. However, in some instances, the follow through to the point of arrest is not feasible and it is at this stage of the investigation that the Investigations Division begins the follow-up or continuation of activity that will hopefully result in the identification and ultimate prosecution of the perpetrator.

The division Captain or a designee will ensure that a 24-hour on-call duty list is prepared and available. On-call assignment is rotated within the Division. The on-call duty assignment is made to ensure that a member is always available to respond to offenses of a serious nature, cases that require more than preliminary crime scene investigation or when assistance is required by Patrol.

II. Investigations (moved up from section V)

A. Preliminary Investigation – It is the policy of the Department to respond to all complaint calls and conduct preliminary investigations. Preliminary investigations by an initial responding officer may be sufficient to conclude a case, thus eliminating the need for a follow up investigation. All officers will receive training in conducting preliminary investigations. Basic steps to be followed in conducting preliminary investigations include, but are not limited to: [\[7.11\]](#)

1. Observe and record all conditions, events and remarks made by persons at the scene.
2. Locate and identify witnesses.
3. Secure and protect the crime scene and evidence.
4. Arrange for the collection of evidence.
5. Interview the complainant, reporting party and witnesses.
6. Effect the arrest of the criminal, if possible.
7. Interrogate the suspect as necessary.
8. Report the incident fully and accurately.

B. Follow-up Investigations - When practical, patrol officers shall conduct follow-up investigations on criminal cases; however, consideration shall be given to investigative skills, resources, manpower, and time limitations.

In most circumstances, the patrol officer shall prepare a preliminary report on criminal complaints. The responsibility for follow-up investigation usually shifts to the Investigations Division.

- C. Criminal investigators are given the responsibility of follow-up investigations. A preliminary checklist is listed below to assure that basic investigative standards are met. The information is to serve as an investigative tool and should not limit the talents or techniques of the individual investigator. The steps should include:
1. Review and analyze previous reports prepared during preliminary phase;
 2. Conduct interviews and interrogations of victim, witnesses, and suspects;
 3. Plan, organize, and conduct searches;
 4. Collect physical evidence;
 5. Consider laboratory analysis such as fingerprints, chemistry, tool marks, handwriting;
 6. Review Departmental records;
 7. Seek additional information from all other information sources (uniform officers, informants, etc);
 8. Take statement when possible;
 9. Utilize ACIC/NCIC computer network to disseminate and collect information:
 - a. Criminal history background checks; and
 - b. Outside agency information (federal, state, local).
 10. Check other available sources of information, such as businesses, post offices, schools, information resources available through the internet and other sources, such as;
 - a. Offense, arrest and traffic accident files
 - b. Warning/Citation and District Court files
 - c. Pawn Shop files
 11. Determine possible involvement of suspect in other crimes;
 12. Establish surveillance if necessary;
 13. Identify and apprehend offenders;
 14. Give Miranda Warnings when required;
 15. Prepare cases for court presentation; and
 16. Assist in prosecution.
- D. When necessary, officers of the Department shall use a waiver of rights (Miranda) form when questioning any suspect in any criminal offense. The waiver of rights form specifically states that information being given is of a voluntary nature and that all suspects have been apprised of their constitutional rights. All interrogations or interviews will be conducted in compliance with existing laws and policies to assure the legal rights of a suspect, including that when a suspect exercises his or hers rights to an attorney, questioning will cease.
- E. In the event of an arrest, state laws governing the time elements of when an arrested individual must appear before a magistrate will be adhered to.
- F. Each investigator will comply with any requirements from the appropriate prosecutor's office, which may cover the preparation of criminal cases.

III. Organization of the Investigations Division

- A. Investigators are given specialized training as needed in order to be able to conduct follow up investigations and perform specific functions which include but are not limited to the following: Interviewing victims, witnesses, or informants; Interrogating suspects and offenders; Conducting lineups for the purpose of identifying offenders; Surveillance, undercover, or covert activities, including working with informants; Recovering stolen property; Preparing prosecution reports, the filing of criminal complaints, and arraignment of prisoners; Preparing

and executing arrest and search warrants; Gathering of criminal intelligence; and Testifying in court. [7.12C]

B. Supervision of the Division

1. Overall supervision is the responsibility of the Investigations Captain, who reports to the Chief of Police through the chain of command. The Investigations Captain will ensure that the required resources are assigned to each case.
2. The Investigations Lieutenants coordinates training, scheduling and the general daily activities of the Division to ensure its effectiveness in investigative and prosecution efforts.
3. Division sergeants will be responsible for the daily supervision of investigators assigned to them, including handling procedural questions and conducting ongoing and initial case file review.

IV. Case Management and Control

- A. Because of the extensive number and varied nature of offenses that are continually under investigation, it is necessary to establish a system of case management and control to ensure accountability for the offenses assigned to the Division and to each investigator.
- B. All felony cases with a certain degree of solvability will be assigned to an investigator for a follow up investigation. In order to assist in determining whether a follow-up investigation will be made, the Investigations Division shall use a system of case screening based upon solvability factors in order to apply available manpower to those offenses that are the most likely to be cleared. The process will be based on the following procedures: [7.12A]
 1. The screening of cases will be done by the Investigations Captain or designee during each regular shift.
 2. Some of the items that may be considered as solvability factors may include, but are not limited to:
 - a. Is the suspect listed by name, address, date of birth, phone number, description, work address?
 - b. Can a known witness identify the suspect?
 - c. Were serial numbers of stolen property recorded?
 - d. Is the case serious enough to warrant the manpower and resources needed for further investigation?
 3. All violent crimes against a person, such as homicides and battery, including felony sex crimes, as well as all armed robberies will be assigned to an investigator for investigation regardless of the solvability factors available.
 4. Any other offense may be assigned regardless of solvability factors present depending on the specific circumstances of the offense.
- C. Each investigator should be able to investigate any type of case. This does not preclude the primary investigator from obtaining assistance from another investigator who may have more experience in a particular area.
- D. Case file assignment and maintenance [7.12B]
 1. A sergeant and/or lieutenant will review all cases prior to forwarding them to the prosecutor's office to ensure accountability and afford opportunity to recognize the need for improvement in investigator case preparation and control. (this section just moved down from above)
 2. Case will be assigned sequentially on a rotating basis based on investigator caseload unless special circumstances exist. (this section just moved down from above)

3. In addition to central records, which will store all original reports, Investigators shall maintain an effective system for filing cases currently under investigation. The system will be maintained, updated, and primarily accessed by the assigned investigators.
 4. Completed case files should contain, at a minimum, the following information: Preliminary investigative reports, recorded or written statements, results of examinations of physical evidence and any other reports and records needed for investigative purposes.
 5. When a case is classified as inactive, the assigned investigating officer shall forward the completed case file to a supervisor for review before the file is merged into the central records system file.
- E. Case status
1. Investigators will determine the status or a change in status of each case. The designated categories are as follows:
 - a. Active – Indicates a case is assigned to an officer and investigative efforts are active
 - b. Inactive - Indicates all available leads have been exhausted, but the case has not been brought to a satisfactory conclusion and investigative efforts may be resumed.
 - c. Closed – cleared by arrest or other exceptional means.
 - d. Unfounded – Investigation has determined that an offense did not occur.
 - e. Awaiting Information—The investigator is waiting on information to be supplied by an outside source.
 - f. In Active Use—The default setting for all new incident reports.
- F. Case status control system
1. Information regarding the status of a specific case will be periodically reviewed and updated. This task is to be completed by the assigned investigator or a supervisor. The records management system records when the case is assigned, the officer it is assigned to and when the status is changed.
 2. Investigators must maintain reasonable notation in the case narrative as to the current case progress or factors determining a change in status.
 3. The status on all cases will be classified as inactive at the end of 60 days, unless extenuating circumstances exist.

VI. Confidential Informants

A. Identification and Recruiting [7.13A]

1. A number of factors should be considered when recruiting an individual as a Confidential Informant. Those factors include, but are not limited to: the prior record of the C.I. (as a suspect, witness, etc.), the affiliation or relationship of the C.I. to the target, the motivation of the C.I., flight risk and substance abuse concerns. Prior to an individual's use as a paid CI, a supervisor shall review the subject's suitability and determine if the individual is authorized to serve as a CI.
2. Officers shall have another officer accompany them or notify a supervisor when meeting with a C.I. of the opposite sex. Officers are prohibited from maintaining a social relationship with a C.I. or former C.I. or otherwise being personally involved with a C.I.
3. Juveniles are not to be utilized as confidential informants.

B. Payments to Confidential Informants [7.13B]

Supervisors will review the information supplied by C.I.s and evaluate its potential value. Such factors as the possible number of cases cleared, the seriousness of the offense, the amount of property recovered, and the overall value of the information for investigative purposes shall be considered as the supervisor evaluates the amount of payment.

1. The Drug Task Force commander will be responsible for the maintenance of the fund including credits or disbursements. [\[7.14A\]](#)
 2. A supervisor must approve any disbursement of \$1,000.00 or less. The Chief of Police must approve disbursements in excess of \$1,000.00. [\[7.14C\]](#)
 3. Disbursement of the funds shall be recorded on a Covert Operations Expenditure Voucher. [\[7.14D\]](#)
 4. The officer making the payment will sign a receipt for the funds and the C.I. must sign acknowledging receipt as well.
 5. The supervisor must sign for returned funds. [\[7.14C\]](#)
 6. All funds shall be secured in a designated secure location in the DTF offices, along with a disbursement log that identifies the initial balance, credits, debits, and balance on hand. [\[7.14B\]](#)
 7. Any credits or cash received for the fund shall be documented on a Covert Operations Expenditure Operations Voucher. [\[7.14D\]](#)
 8. The city finance department or city accountant will check the disbursement of funds from the city general fund, quarterly. [\[7.14E\]](#)
- C. Informant File Requirements and Security [\[7.13C, D\]](#)
1. Any officer utilizing a confidential informant shall obtain certain information from that individual, including a photo, fingerprints and shall complete a Confidential Informant Information Sheet which contains certain biographical data including:
 - Name, DOB, height, weight, hair and eye color, address, Social Security and other identifying numbers, Scars, marks and tattoos, current occupation and employer, relatives and description of vehicle.

The file shall also include the signed copy of the C.I. Statement of Conditions agreement. Upon completion of this file, the person in charge of that file shall assign a C.I. number to that individual.
 2. In order to protect the identity of C.I.s, officers shall not provide any information about a C.I. to any individual, except as authorized by a supervisor. Officers shall not include the C.I.s name on any official documents, reports, receipts, etc., except as authorized by a supervisor.
 3. Information concerning all confidential informants shall be maintained in a secure locked master file kept with the Drug Task Force offices. Maintenance and control of the files shall be the responsibility of the DTF unit commander. This single supervisor shall also be responsible for maintaining a master control sheet cross-referencing informants and their assigned C.I. number.

VII. Use of Technical Deception Aids

- A. It is imperative that the use of such equipment is properly authorized and administered. Individuals who are given the responsibility of administering polygraph examinations must be graduates of institutions providing training for this purpose.
- B. The Department shall maintain appropriate waivers, which will contain the Miranda Warning. Without the completion of such waivers, polygraphs in criminal cases will not be administered.
- C. Safety precautions during the administration of such tests will follow the same guidelines as outlined for interview rooms.

VIII. Investigative Task Forces

- A. Certain officers or units may enter into an agreement to participate in investigative task forces as directed by the Chief of Police. The purpose of a task force and its activities will be achieved through written directives prepared and adhered to by the appropriate governing body and its participating members.
- B. At the end of the commitment period to the task force, the included division Captain(s) shall review the effectiveness, costs, and benefits of participation in the task force and make recommendations to the Chief of Police as to whether it would be in the best interest of the City and Department to remain involved in the task force. In the event there is not a specified time commitment, the Captain shall review and make recommendations on an annual basis.

IX. Habitual Offenders

- A. Those suspected offenders who have received multiple convictions that meet the criteria established by 5-4-501 of the Arkansas Criminal Code may be classified as serious or habitual offender.
- B. Investigators should check to determine if a suspect is a habitual offender or a sexually violent predator pursuant to 12-12-918, and inform the prosecutor at the time the case is filed with that office, since it must be alleged on the information that such status is being sought. The prosecuting attorney will make the final decision regarding the habitual offender classification.

X. Cold Cases

- A. For the purposes of this directive, a Cold Case is defined as violent, "crime against person" case, new or old, that has not been solved and in which the investigation had been inactivated due to the lack of leads and/or investigative information.
- B. Cases should be reviewed periodically to determine if a case should be reactivated. Evaluation criteria for reactivation of a specific case can include: Legal considerations such as the application or expansion of statute of limitations, technology considerations, such as the nature and condition of the evidence and the advancement of new technology techniques in solving a crime, practical considerations, such as the availability of witnesses, etc., resource considerations, such as time, money and personnel available for investigation and forensic analysis.
- C. Reactivation and assignment of a Cold Case will be determined and made by a CID supervisor. Investigators will record all actions and activities relative to the investigation of a specific case in the offense reporting system. Upon reactivation of a case, it may be necessary to establish an electronic file if the offense occurred prior to implementation of the current offense reporting system.

XI. Information Exchange

- A. Investigators are encouraged to communicate with each other, as well as other units and divisions regarding their investigations in order to facilitate the gathering and dissemination of information related to ongoing investigations and wanted subjects.
- B. Investigators shall be cautious when disseminating information regarding wanted subjects. The preferred method in disseminating such wanted or BOLO type communication would be to widely broadcast the information when a warrant provides mechanism for contact. However, information

regarding a potentially dangerous subject, who may pose a threat to officer safety, may be broadcast.

XII. Photo Line Ups [7.34]

Preparation of a photo line up may be necessary to facilitate identification of a suspect by a victim or witness. The department does not currently utilize physical line-ups. The following procedure should be adhered to as closely as possible:

- A. Photo Array Composition: **[7.34A]**
 1. Industry standards recognize six as being the minimum number of photos desirable for identification purposes.
 2. Filler photos should be comprised of similarly featured individuals and should be of a consistent nature. (If a D/L photo is utilized, the other photos should be D/L photos, etc.)
 3. Include only one suspect in each identification procedure.
 4. Placement of the suspect in the array shall be random.
- B. Sequential Presentation: Photos will not be shown at the same time as in a 'six-pack', but instead will be shown from a stack shown one at a time.
- C. Double Blind Presentation: The officer conducting the line-up should be someone who is unaware of the actual identity of the suspect.
- D. Witness Instruction: The person viewing the photos should be instructed that the suspect may or may not be present in the photos. Officers shall not prompt the witness toward any particular photo. **[7.34B]**
- E. Documentation in the case file should include:
 1. The identity of all the subjects in the photos presented
 2. The order of presentation
 3. The identification (or lack of identification) of any of the subjects, also recording the level of confidence expressed by the witness.
 4. The presentation should be video recorded when possible. **[7.34B]**
- F. Witnesses should be separated before, during and after the presentation and instructed not to discuss the presentation with each other. **[7.34A]**
- G. As in any citizen contact, efforts should be made to afford proper communication with subjects who may be deaf, illiterate or have limited English language ability. If an interpreter is needed for proper communication, care should be taken that the interpreter does not influence the identification in any manner. **[7.34A,C]**



I. Policy

The Jonesboro Police Department recognizes its responsibilities to take all reasonable measures to allow its members to perform their duties in a safe and effective manner. Certain diseases and viruses that can be contracted through exposure to infected blood or other bodily secretions threaten the safe performance of daily operations. It shall be the policy of the Jonesboro Police Department to provide employees with relevant information and education on the prevention of these diseases, provide effective safety equipment, establish procedures that will minimize the risk of exposure, define disposal procedures, institute reporting procedures, and initiate procedures for the evaluation and treatment for all members who are exposed to these diseases.

II. Definitions

- A. Bodily fluids: blood, semen, vaginal fluids, saliva, vomit, urine or feces, or other bodily secretions that might contain pathogens.
- B. Personal Protective Equipment: Specialized clothing or equipment worn by members for protection against the hazards of infection. Standard issue uniforms or work clothes without special protective qualities are not considered personal protective equipment.
- C. Universal precautions: Procedures promulgated by the Centers for Disease Control (CDC) that emphasize precautions based on the assumption that all blood and bodily fluids are potentially infectious.
- D. Communicable disease: Those infectious illnesses that are transmitted through contact with the body fluids of an infected individual.

III. Procedures

- A. In order to minimize potential exposure to communicable diseases, officers should assume that all persons are potential carriers of a communicable disease.
- B. Disposable gloves will be worn when handling any persons, clothing, or equipment with body fluids on them. When practical, personal protective equipment should be worn under all appropriate circumstances. Masks, eye protective devices and outer protective garments will be worn whenever splashes, spray, splatter, or droplets of potentially infectious materials may be generated and contamination can be reasonably anticipated.
Plastic mouthpieces or other authorized barrier/resuscitation devices will be used whenever an officer performs CPR or mouth-to-mouth resuscitation.
- C. All sharp instruments, such as knives, scalpels, and needles will be handled with extraordinary care, and should always be considered contaminated items.
Leather gloves or their protective equivalent should be worn when searching places or persons or dealing in environments, such as accident scenes where sharp objects and bodily fluids may be reasonably encountered.

Officers will not place their hands in areas where sharp instruments might be hidden. An initial visual search of the area should be conducted, using a flashlight where necessary. Subsequent to a cautious frisk of outer garments, suspects should be required to empty their pockets or purses and to remove all sharp objects from their person.

- D. Any evidence contaminated with body fluids should be dried, double bagged in a hazardous material bag, and marked to identify potential or known communicable disease contamination.

IV. Custody and Transportation of Prisoners

- A. Individuals with bodily fluids on their persons will be transported in separate vehicles from other individuals. The individual may be required to wear a suitable protective covering if he is bleeding or otherwise emitting body fluids.
- B. Officers must notify relevant personnel during a transfer of custody when the suspect has bodily fluids present on his person, or has stated that he has a communicable disease.

V. Disinfection

- A. Any unprotected skin surfaces that are exposed to bodily fluids should be immediately and thoroughly washed with hot running water and soap for at least 15 seconds before rinsing and drying. Alcohol or antiseptic towelettes may be used where soap and water are not available. Disposable gloves should be rinsed before removal and hands and forearms should then be washed. Gloves should be bagged and sealed in the appropriate bag and disposed of appropriately.
- B. All open cuts and abrasions will be covered with waterproof bandages before reporting for duty.
- C. Officers will remove clothing that has been contaminated with bodily fluids as soon as practical and with as little handling as possible. Any contacted skin area will be cleansed in the previously described fashion. Contaminated clothing should be carefully handled and laundered.
- D. Disinfection of Vehicle
 - 1. Disinfection procedures will be initiated whenever bodily fluids are spilled, or an individual with bodily fluids on his person is transported in a departmental vehicle. A supervisor will be notified and the police vehicle will be brought to a suitable location for service as soon as possible.
 - 2. To warn others of the potential risk, the officer will prominently post notification that identifies the vehicle as being possibly contaminated with infectious material until the disinfection process can be initiated.
 - 3. Routine maintenance and washing of police vehicles should include cleaning the interior with an approved disinfectant. Non-disposable equipment and areas upon which body fluids have been spilled will be disinfected by first wiping the area of excess fluids using approved disposable absorbent materials and then cleaning the area with a freshly prepared solution of one part bleach to 10 parts water or a fungicidal/mycobactericidal disinfectant.
 - 4. All disposable equipment, cleaning materials or evidence contaminated with body fluids marked for disposal will be bagged and disposed of in compliance with Department regulations and applicable state law provisions for disposal of biologically hazardous waste material.
- E. Supplies
 - 1. The Quartermaster will be responsible for continuously maintaining and storing an adequate amount of communicable disease control supplies for the Department.
 - 2. Officers using supplies stored in police vehicles are responsible for their replacement as soon as possible. Officers are required to keep disposable gloves in their possession while on patrol.

3. The following communicable disease control supplies will be made available for supplying individual patrol units:
 - Disposable gloves (including hypoallergenic gloves)
 - Puncture resistant containers and sealable plastic bags
 - Barrier resuscitation equipment, protective eyewear, and masks
 - Liquid germicidal cleaner
 - First Aid supplies and disinfecting material

VI. Line of Duty Exposures to Communicable Diseases

- A. Any officer who has been bitten by a person, or who has had unprotected physical contact with body fluids of another person while in the line of duty shall be considered to have been exposed to a communicable disease. A supervisor will be contacted and all appropriate duty injury and medical forms will be completed by the supervisor and involved officer maintained in the appropriate files in the Administration office.
- B. The supervisor will immediately contact Administration or Human Resource for information concerning where to obtain treatment. In the case that the incident occurs during the evening or weekend hours, treatment should be sought through the Emergency Room.
- C. The Jonesboro Police Department will provide continued testing of the member for evidence of infection as long as is necessary, and will provide psychological counseling as determined necessary by the attending health care official.
- D. Any person responsible for potentially exposing an officer to a communicable disease will be encouraged to undergo testing to determine if the person has a communicable disease. The person will be provided a copy of the test results and guaranteed its confidentiality. In certain instances, pursuant to A.C.A. § 16-82-102, such testing may be required subsequent to court order.
- E. All members of the Jonesboro Police Department will be provided with the opportunity to take the Hepatitis B vaccine, at no cost to the member. Opportunities for such vaccinations are offered and advertised periodically, but employees may contact Human Resources if other arrangements are necessary. The vaccination will be provided if desired by the officer, the officer has not previously received the vaccination series, and if not contraindicated for medical reasons.

VIII. Disposal

- A. Any hypodermic syringe or glass “crack” pipe that represents a potential item of evidence shall be processed into evidence according to policy. Items not believed to be of evidentiary value may be disposed of in a Sharps Container. A sharps container is available in the evidence receiving area.
- B. Contaminated items, such as gloves, absorbent cleaning pads, mouthpieces, etc shall be bagged and sealed in hazardous material bags for later proper disposal.



I. Policy

Naloxone will be deployed with all Jonesboro Police Department CPR-certified sworn officers who have successfully completed the Intranasal Naloxone Training as presented by the Criminal Justice Institute and have become familiar with this policy. Intranasal Naloxone will be used for the treatment of suspected opioid drug overdose victims. A patrol unit shall be dispatched to any call that relates to a drug overdose. The goal of the responding officer(s) shall be to provide immediate assistance via the use of naloxone where appropriate, to provide any treatment commensurate with their training as first responders, to assist other EMS personnel on scene, and to handle any criminal investigations that may arise.

II. Definitions

- A. Opiate – An opiate is a medication or drug that is derived from the opium poppy or that mimics the effect of an opiate (a synthetic opiate). Opiate drugs are narcotic sedatives that depress activity of the central nervous system, reduce pain, and induce sleep. Police often encounter opiates in the form of morphine, methadone, codeine, heroin, fentanyl, oxycodone (OxyContin®, Percocet®, and Percodan®) and hydrocodone (Vicodin®).
- B. Naloxone – Naloxone is an opioid antagonist that can be used to counter the effects of opiate overdose. Specifically, it can displace opioids from the receptors in the brain that control the central nervous system and respiratory system.
- C. Medical Control Physician – The Medical Control Physician, herein after referred to as MCP, shall be a designated medical doctor who is licensed to practice medicine in the State of Arkansas. The Jonesboro Police Department shall maintain an affiliation with the MCP. The Chief of Police or his/her designee shall periodically consult with the MCP to review equipment, procedures, changes to applicable laws and regulations, and/or the review of specific medical cases.
- D. Body Substance Isolation – Body substance isolation shall mean equipment that is provided to members of the Jonesboro Police Department that may include but is not limited to nitrile protective gloves, eye protection, respirator masks, Tyvek® protective suits, and other personal protection equipment as available.

III. Purpose

- A. To establish guidelines and regulations governing utilization of Intranasal Naloxone administered by the Jonesboro Police Department. The objective is to reduce the number of fatalities that occur because of opiate overdose by the proper pre-hospital administration of intranasal naloxone.
- B. The purpose of the Intranasal Naloxone Program is to address the number of opioid-related drug overdoses in Arkansas by establishing protocols, best practices, and procedures for the administration of naloxone by certified personnel as it becomes necessary within the department's service area.

- C. Naloxone* is an opioid antagonist, which means it displaces the opioid from receptors in the brain and can therefore reverse an opiate overdose. It has no euphoric properties and minimal side effects. If it is administered to a person who is not suffering an opiate overdose, it will do no harm. Naloxone has been available as an injectable since the 1960s, but now it is commonly used as an intranasal spray to reverse the effects of opioids.
 - D. To reduce the number of fatalities that can result from opiate overdoses, the Jonesboro Police Department will train its officers in the proper pre-hospital administration of intranasal naloxone. To implement a safe and responsible intranasal naloxone plan, the department will establish and maintain a professional affiliation with a Medical Control Physician (MCP) who will provide medical oversight of its use and administration. The MCP shall be licensed to practice medicine within the State of Arkansas. At his or her discretion, he or she may make recommendations regarding the policy, oversight, and administration of the intranasal naloxone program developed and implemented by the department.
 - E. To implement this policy, the Jonesboro Police Department relies upon the following statute:
 - A.C.A. 20-13-1804: Naloxone Access Act**
 - 1. A healthcare professional acting in good faith may directly or by standing order prescribe and dispense an opioid antagonist to:
 - a. A person at risk of experiencing an opioid-related drug overdose;
 - b. A pain management clinic;
 - c. A harm reduction organization;
 - d. An emergency medical services technician;
 - e. A first responder;
 - f. A law enforcement officer or agency; or
 - g. A family member or friend of a person at risk of experiencing an opioid-related drug overdose.
 - 2. A person acting in good faith who reasonably believes that another person is experiencing an opioid-related drug overdose may administer an opioid antagonist that was prescribed and dispensed under section (1) of this section:
 - 3. The following individuals are immune from civil liability, criminal liability, or professional sanctions for administering, prescribing, or dispensing an opioid antagonist under this section;
 - a. A healthcare professional who prescribes an opioid antagonist under subsection (a) of this section;
 - b. A healthcare professional or pharmacist who acts in good faith and in compliance with the standard of care that dispenses an opioid antagonist under subsection (a) of this section; and
 - c. A person other than a healthcare professional who administers an opioid antagonist under subsection (b) of this section.
- *For purposes of the Prescription Drug Overdose grant and State Targeted Response grant, CJI will purchase and distribute NARCAN, a naloxone 4 MG intranasal spray manufactured by ADAPT Pharma*

IV. Procedures

- A. Once an officer has arrived at the scene of a medical emergency prior to the arrival of EMS, and has made a determination that the patient is suffering from an opiate overdose, the responding officer should administer four (4) milligrams of naloxone to the patient by way of the intranasal passages through one nostril. The following steps should be addressed:

1. Prior to the assessment of a patient, body substance isolation should be employed by responding officers.
2. Officers should conduct a medical assessment of the patient to determine if the patient is encountering an opiate overdose based upon an initial assessment or witness accounts from witnesses and/or family members regarding drug use.
3. If the officer makes a determination that there has been an opiate overdose, the naloxone kit should be used.
4. The officer shall use the intranasal mist to administer a four (4) milligram intranasal dose of naloxone to one (1) nostril, observe for 2-3 minutes and if no response, administer a second four (4) milligram intranasal dose of naloxone to the opposite nostril for a complete dosage of eight (8) milligrams. Officers should be aware that a rapid reversal of an opiate overdose might cause projectile vomiting by the patient and/or violent behavior.
5. The patient should continue to be observed and treated as the situation dictates.
6. The treating officer shall inform incoming EMS about the treatment and condition of the patient, and shall not relinquish care of the patient until relieved by a person with a higher level of training.

B. Reporting

1. A complete offense report of the event shall be completed by the treating officer, or the primary responding officer, prior to the end of his/her shift. The report shall detail the nature of the incident, the care the patient received, and the fact that the Intranasal Naloxone was deployed.
2. Administration of grant-funded naloxone requires accessing <https://surveys.afmc.org/surveys/?s=MTLY7L93WW> to report the incident and provide basic demographics of the individual receiving naloxone.

C. Equipment and Maintenance

1. It shall be the responsibility of officers to inspect their assigned naloxone kit prior to the start of each shift and to ensure that the kits are intact. Damaged equipment shall be reported to a shift supervisor immediately.
2. It shall be the responsibility of the program coordinator to inspect naloxone kits stored with the PD on a weekly basis to ensure that the kits are intact.
3. The department's Intranasal Naloxone Program Coordinator will maintain an inventory documenting the quantities and expirations of naloxone replacement supplies, and a log documenting the issuance of replacement units.

D. Replacement

The Naloxone Program Coordinator shall replace naloxone kits that have been used during the course of a shift.

E. Training

Officers shall receive a standard training course administered by Criminal Justice Institute (CJI) or designated trainer prior to being allowed to carry and use naloxone. The department will make available and assure that all naloxone-certified officers complete a refresher course as required.

F. Coordinator Responsibilities

The program coordinator shall:

1. Identify an Arkansas State-licensed physician to oversee the clinical aspects of the opioid overdose prevention program (Intranasal Naloxone) prior to the initiation of the program;
2. Coordinate with the department training coordinator to contact CJI for training

3. Ensure that each sworn officer of the Jonesboro Police Department is qualified as a trained overdose responder (TOR);
 4. Ensure that all trained overdose responders successfully complete all components of the training program;
 5. Maintain Intranasal Naloxone program records, including overdose responder training records, Intranasal Naloxone usage records, and inventories of Intranasal Naloxone supplies and materials;
 6. Provide liaison with EMS, where appropriate; and
 7. Assist the overseeing physician with review of all overdose reports, particularly those including Intranasal Naloxone administration.
- G. Medical Control Physician Responsibilities
- The medical control
1. Provide clinical consultation, expertise, and oversight of medical issues related to the Intranasal Naloxone Program;
 2. Review reports of all administration of Intranasal Naloxone with the department's program coordinator quarterly.



I. Policy

- A. It shall be the policy of the Jonesboro Police Department that all sworn members of the Department who are engaging in criminal investigations or other law enforcement actions will make every effort to ensure that all persons are afforded the rights and protections guaranteed by the Constitution of the United States.
- B. Officers will receive training in appropriate interview and interrogation methods. Officers who regularly conduct such interrogations will receive formal, topic specific training, such as Reid Methods of Interrogation, etc.
- C. Officers conducting interrogations will allow for reasonable breaks, access to water, and restroom facilities. [7.07]

II. Compliance with Constitutional Requirements

- A. All officers, while conducting interviews and interrogations during criminal investigations, will take all precautions necessary to ensure that all persons involved are afforded their constitutional safeguards. Officers will ensure that all statements or confessions are of a voluntary nature and no coercion whatsoever is used.
- B. Jonesboro Police Department officers shall not cause any unnecessary delay in arraignment.
- C. Jonesboro Police Department officers shall not fail to inform defendants of their rights against self-incrimination prior to interrogation, nor may they deprive any person counsel.
- D. Jonesboro Police Department officers shall not contribute to any pretrial publicity that would tend to prejudice a fair trial.
- E. Whenever an officer of the Jonesboro Police Department initiates an interrogation of a person suspected of a crime, the individual shall be informed of their rights prior to questioning. A suspect's rights, commonly referred to as a "Miranda Warning" should be given from a standard source, either a preprinted card or utilizing a departmentally issued Statement of Rights form, which states: [7.06]
 - 1. "You have the right to remain silent."
 - 2. "Anything you say can be used against you in Court."
 - 3. "You have the right to talk to a lawyer for advice before we ask you any questions and to have him with you during questioning."
 - 4. "If you cannot afford a lawyer, one will be appointed for you before any questioning-, if you wish."
 - 5. "If you decide to answer questions now without a lawyer present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to a lawyer."
- F. The "Waiver of Rights" on the bottom of the Statement of Rights form states: [7.06]
 - 1. "I have read this statement of my rights and I understand what my rights are. I am willing to make a statement and answer questions. I do not want a lawyer at this time. I understand and

know what I am doing. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me."

- G. Should the suspect state that he or she would not answer any questions, all questioning of the suspect will cease immediately. [7.07]
- H. Should the suspect agree to answer questions but wishes to talk to an attorney or have an attorney present during the interview: [7.07]
 - 1. All questioning of the suspect will cease immediately.
 - 2. The suspect shall be allowed to contact his or her attorney, or if the suspect wishes an attorney but he or she cannot afford an attorney, the Craighead County Public Defender's Office shall be immediately notified by the officer conducting the interrogation. The Public Defender will be allowed to establish whether the suspect is eligible for assistance from the Public Defender's Office. All questioning of the suspect will cease until the attorney arrives and confers with the suspect.
- I. Should the suspect agree to talk to the officer, whether the suspect is in custody, not in custody, or has an attorney present, the questioning of the suspect shall be deemed an official interrogation. [7.07]

III. Field Interviews

- A. The Jonesboro Police Department encourages its officers to conduct legitimate field interviews as an investigative tool as well as a crime prevention and information gathering technique. Officers conducting field interviews must understand the legal basis for the stop as that of reasonable suspicion and must be able to articulate these facts.
- B. For the purposes of this policy, the following definitions shall apply:
 - 1. Reasonable suspicion - Articulable facts based on the totality of the circumstances that would lead an officer to believe that criminal activity is being, is about to be, or has been committed. (Ark Rules of Criminal Pro 2.1)
 - 2. Field Interview - The brief detainment of an individual, while on foot or in a vehicle, based on reasonable suspicion for the purpose of determining the individual's identity and resolving the officer's suspicions.
- C. In justifying a stop, an officer must be able to point to specific facts that reasonably warrant the stop. Such facts include, but are not limited to, the following:
 - 1. The actions of a subject suggest that he is engaged in or is about to be engaged in criminal activity.
 - 2. The hour of the day or night is inappropriate for the subject's presence in the area.
 - 3. The subject's presence in a neighborhood or location is inappropriate.
 - 4. The subject or his vehicle fits the description of a subject or vehicle wanted in connection with a crime that has occurred.
 - 5. The officer has knowledge of a subject's prior criminal history.
- D. Based on an officer's articulable suspicions, a stop for a field interview may be conducted. The following guidelines shall apply when conducting a field interview stop:
 - 1. When approaching a subject, the officer shall clearly identify himself, if not in uniform, as a law enforcement officer by announcing his identity and displaying the appropriate identification.
 - 2. Officers shall be courteous at all times during the contact but remain vigilant for furtive movements to retrieve weapons, conceal or discard contraband, or any other suspicious actions.
 - 3. Officers shall confine their questions to those concerning the suspect's identity, place of

residence, and other inquiries necessary to resolve the officers' suspicions. However, in no instance, shall an officer detain a subject longer than is reasonably necessary to make these limited inquiries.

4. Officers shall keep in mind that subjects being interviewed are not required to answer any questions posed during field interviews. Failure to respond to questions is not in itself, sufficient legal grounds to make an arrest, although it may provide sufficient justification for further investigation.

IV. Authority to Request Cooperation

- A. An officer may request any person to furnish information or otherwise cooperate in the investigation or prevention of a crime. Officers may request the person to respond to questions, to appear at the nearest appropriate police facility, or comply with a reasonable request. (Ark Rules of Criminal Pro 2.2)
- B. In making such a request, no officer shall indicate that a person is legally obligated to furnish information or to otherwise cooperate if no such legal obligation exists. Officers requesting any person to come to or to remain at the nearest appropriate police facility, Prosecuting Attorney's Office or other similar place, shall take such steps as are reasonable to make it clear that there is no legal obligation to comply with such a request. (Ark Rules of Criminal Pro 2.3)



I. Policy

It will be the policy of this department that a report will be taken on all missing persons cases. There will not be a waiting period before a report will be taken. [\[7.35A\]](#) A report will be taken as soon as any information is received and will be transmitted to the dispatch center where required local, state and national agencies will be advised as soon as practical. All missing person cases will be assigned to the Criminal Investigation Division for follow-up investigation.

It shall be the policy of this Department to thoroughly investigate all reports of missing or abducted children in the City. In addition, this agency holds that every child reported as missing will be considered “at risk” until significant information to the contrary is confirmed.

II. Initial Response [\[7.35B\]](#)

A. Upon receiving a complaint of a missing person, the call takers should obtain as much information as possible as to the victim’s description to be broadcast as soon as possible.

The responding officer will first determine if the person is missing from the Department's jurisdiction. After establishing the jurisdiction, the Officer will complete a report containing the following information:

1. Detailed description of the missing person,
2. Missing person's date of birth,
3. Drivers License Number,
4. Social Security Number,
5. Location where person was last seen,
6. All information available on a vehicle,
7. Names and telephone numbers of associates and relatives,
8. Any medical problems of missing person, and
9. Any other information that can be gathered to help locate the missing person.

B. Forcible Abductions/At Risk Missing Persons [\[7.35C\]](#)

Certain other evidentiary factors need to be considered in the event of a known stranger abduction, critically ill or at risk persons and the following precautions should be followed:

1. Initial responding officer responsibilities:
 - a. Identify all persons at the scene
 - b. Preserve scene
 - c. Immediately notify supervisor
2. Supervisor responsibilities:
 - a. Assess the situation
 - b. Request additional personnel and establish a command post (as needed)
 - c. Coordinate search efforts
 - d. Notify the Criminal Investigation Division Commander so that an investigator(s) may be assigned

- e. Notify Command Staff and the Public Information Specialist/Officer of the progress of the search
 - f. Direct the media inquiries to the Public Information Specialist/Officer
3. Investigator responsibilities:
- a. debrief first responder
 - b. Interview witnesses
 - c. Evaluate family history and research agency records, social media and other information sources for potential leads
 - d. Communicate with search coordinator and prepare fliers
 - e. Coordinate with PIS/O to utilize media in search

III. Search

- A. A supervisor must be notified immediately in the event of a missing juvenile so that he/she can begin preparation to coordinate a search. [\[7.35B\]](#)
- B. If a search is required for a lost child or a mentally deficient person, the Shift Commander will institute a search of the reported area. Additional officers, the CART team and K-9 personnel will be called out if necessary.
- C. Activation of the Child Abduction Response (CART) Team will be initiated by contacting the local ASP Troop C Commander.

The decision to notify CART or other agencies or resources will be the responsibility of the Incident Commander based upon his assessment of the case criteria. Factors that may influence that decision can include, but are not limited to: Forcible abduction or intentional removal, potential for foul play or sexual exploitation, a dangerous environment based upon age, development and circumstances, a child is believed to be with people who are not family members and who endanger their welfare, or the investigation supports the possibility that the victim has been abducted.

- D. Activation of the Amber and Silver Alert System [\[7.35D\]](#)
The Department will notify the Arkansas State Police requesting activation of the Amber Alert System when the Amber Alert criteria policy and procedures have been met. All divisions of the Department will be provided a copy of the Amber Alert System.Plan.
Reference the Arkansas AMBER Alert Plan for additional information. This can be found on the (F:) drive or on the Arkansas Dept of Public Safety website.

IV. NCIC Entry / Deletion [\[7.35B\]](#)

- A. In order to enter the missing person into the National Computer System (NCIC) the following criteria must be met: A missing person record may be entered using one of the following categories:
 - 1. Disability - A person of any age who is missing and under proven physical/mental disability or is senile, thereby subjecting himself/herself or others to personal and immediate danger.
 - 2. Endangered - A person of any age who is missing under circumstances indicating that his/her physical safety may be in danger.
 - 3. Involuntary - A person of any age who is missing under circumstances indicating that the disappearance may not have been voluntary, such as abduction or kidnapping.

4. Juvenile - A person who is missing and declared un-emancipated as defined by the laws of his/her state of residence and does not meet any of the entry criteria set forth in the above.
 5. Catastrophe Victim - A person of any age who is missing after a catastrophe.
- B. Removal of Information from the National Crime Information Center
1. After information is received that the missing person or juvenile/runaway has been recovered or returned home, the officer receiving that information will document such to the original report stating the facts of the recovery and/or return of the missing person.
 2. The officer will also notify the dispatch center as soon as possible so the original entry can be modified to show a recovery of the missing person.

V. Follow Up Investigation

- A. All subsequent investigative efforts shall be coordinated through the Criminal Investigation Division, and managed by the Commander or his/her designee. All members of the Department are expressly prohibited from conducting independent investigations or activities related to the case. All information and leads shall be submitted to the lead investigator for follow-up investigation and contact with the reporting person.
- B. Follow-up Procedures
1. All missing persons cases will be assigned to the Criminal Investigation Division for follow-up contact with the reporting person.
 2. Contact will be made with the reporting party in order to determine what further action will be needed to address the welfare of the reported missing person or juvenile runaway. Contact may be either by telephone or by personal contact.
 3. The report should be supplemented to reflect what action the assigned Detective took.
 4. It may be necessary to have the reporting person seek further counseling with a professional therapist if the problem persists.
 5. The Department of Human Services (DHS) may require notification. If the investigation leads to questions of why the juvenile ran away due to abuse or neglect, the Department of Human Services should be contacted.
 6. In accordance to ACA 12-12-801, missing children will be reported to the Division of Vital Records of the Department of Health and the superintendent of the school where the child was attending within 5 business days. [\[13.21\]](#)
 7. The Craighead County Juvenile office will be advised of all reported juvenile missing persons so that appropriate action can be taken concerning Families in Need of Services, etc.



I. Policy

It is the policy of the Jonesboro Police Department to protect emotionally disturbed or mentally unstable persons from harming themselves or others. When an officer has probable cause to believe that an emotionally disturbed or mentally unstable person presents an immediate threat of harm to himself or others, that person shall be taken into protective custody and transported to a facility where trained professionals can evaluate the emotional and mental status of that person.

II. Definitions

- A. Mental Illness - Arkansas § 20-47-202 (10) (A) defines mental illness as a substantial impairment of emotional processes, or of the ability to exercise conscious control of one's actions, or the ability to perceive reality or to reason, when the impairment is manifested by instances of extremely abnormal behavior or extremely faulty perceptions.
- B. Voluntary Admission – Arkansas § 20-47-204 states any person, who believes himself to have a mental disease or disorder, may apply to a hospital for admission. If the screener at the hospital shall be satisfied after examination of the applicant that he or she is in need of mental health treatment and will be benefited thereby, he or she may receive and care for the applicant for such a period of time as he or she shall deem necessary for the recovery and improvement of the person, provided that the person agrees at all times to remain in the hospital.
- C. CIT Officer: An officer trained and certified as a Crisis Intervention Team (CIT) officer who has completed an approved 40 hour CIT training course.
- D. Involuntary Commitment – Arkansas § 20-47-207 states a person shall be eligible for involuntary commitment if he or she is in such a mental condition as a result of mental illness, disease, or disorder that he or she poses a clear and present danger to himself/herself or others.

III. Recognizing Mental Illness

- A. The outward signs of a mental illness are often behavioral. Individuals may exhibit bizarre, unusual or strange behavior, confused thoughts or actions, aggressive, destructive or violent actions, suicidal/homicidal actions or anti-social behaviors.
- B. In addition, officers should remain aware that such unusual behavior can also be the result of an untreated medical condition, such as a stroke, etc.

IV. Initial Contact Guidelines [7.36]

- A. Initial Contact - Officers should remember that the majority of persons in need of mental health services represent no danger to others; however, there are exceptions that can become extremely violent and combative with little or no apparent warning. For this reason, officers should exercise extreme caution in their initial contact with such individuals.

1. Avoid excitement, confusion, or upsetting circumstances. These may frighten the person, inhibit communications, and increase the risk of physical injury to the subject, the officer or other persons.
 2. Do not abuse, belittle, or threaten the person. Such actions may cause the person to become alarmed and distrustful.
 3. Avoid deceiving the person. This may limit chances for a successful treatment and make future management of the person by other officers more difficult.
 4. Do not take the person's anger personally. Ignore any attacks on your character, physical appearance or profession, and encourage ventilation to safely release the frustration.
 5. Remain professional in your contacts with the person. With an image of quiet self-assurance and an insistence on your orders being followed, gently indicate that your only intention is to help the person.
- B. Officer's Evaluation of Subject – When an officer encounters a person, whom he believes may need mental health care, the officer shall evaluate the person's condition and determine an appropriate disposition of the person, in accordance with Arkansas § 20-47-204 and Arkansas § 20-47-207 and as outlined in this policy.

V. Voluntary Admissions and Other Non-Custodial Situations

- A. Counsel, Release and Refer – If an officer encounters a person, during an incident of a minor nature, who he believes to be mentally ill as defined by this policy, and the person's mental disorder does not appear incapacitating or meet the criteria for involuntary commitment, the officer shall:
1. Counsel the person, as to the reason he or she attracted the attention of the police officer.
 2. Release the person, if reasonably certain the situation will not recur and it would be safe to leave the person alone; or attempt to release the person to a friend, relative or other responsible person, and advise the caretaker of the incident.
 3. Refer the person and/or the caretaker to one of the local mental health facilities or emergency rooms for treatment and/or provide contact information to a local mental health agency or service.
- B. Voluntary Admission – If a person appears to be mentally ill, as defined by this policy, to the degree the officer believes mental health care is in the person's best interest, but there is no one available who can provide for the person's care, the officer shall explain the voluntary admission requirements and attempt to convince the person to seek voluntary admission.
1. If appropriate, the person may be referred to the Crisis Stabilization Unit (CSU) by a certified CIT officer.
 2. If referral to the CSU is not appropriate, or a CIT officer is not available, and the person agrees to voluntary examination and no other safe means of transportation is available, the officer shall:
 - a. Contact a Patrol Division Supervisor for permission to transport the person for the evaluation.
 - b. The Supervisor will make his determination based on the severity of the circumstances, existing manpower, and call load considerations.
 3. If the person refuses to seek voluntary examination, and does not meet the criteria for involuntary admission, or if permission to transport is denied by a supervisor, the officer shall counsel, release and refer the person as outlined in Section VI.A. of this policy.
 - a. Neither physical force, nor threat of such force, may be used to compel a person to submit to voluntary admission to a hospital or mental health facility.

VI. Involuntary Commitment and Other Custodial Situations [7.36]

- A. Involuntary Commitment – Arkansas § 20-47-207 states a person shall be eligible for involuntary commitment if he or she is in such a mental condition as a result of mental illness, disease, or disorder that he or she poses a clear and present danger to himself/herself or others.
1. As used in this section, “a clear and present danger to himself or herself” is established by demonstrating that:
 - a. The person has inflicted serious bodily injury on himself or herself or has attempted suicide or serious self-injury, and there is a reasonable probability that the conduct will be repeated if admission is not ordered;
 - b. The person has threatened to inflict serious bodily injury to himself or herself and there is a reasonable probability that the conduct will occur if admission is not ordered; or
 - c. The person’s behavior demonstrates that he or she lacks the capacity to care for his or her own welfare, that there is a reasonable probability of death, serious bodily injury, or serious physical injury or mental debilitation, if admission is not ordered.
- B. If an officer receives information from an interested citizen, concerning an individual’s behavior, which appears to meet the criteria for involuntary commitment but the officer did not witness the behavior, the officer shall:
1. Explain the involuntary commitment requirements to the interested citizen and the need for the citizen to seek the petition in court for such admission; and
 2. Assess the person’s condition and take whatever action appears to be appropriate for the proper care of the person, if the interested citizen refuses to seek the petition; or
 3. Assist the interested citizen in transporting the subject to the appropriate facility if there is no other safe means of transport.
- C. If an officer has personally witnessed a person’s behavior, which appears to meet the criteria for involuntary commitment or arrest, has received information from an interested citizen willing to seek a petition for involuntary admission, or upon the authorization of a Patrol Division Supervisor, the officer shall:
1. Take the person into custody. This can either be through arrest if an actual crime has been committed or through protective custody as detailed in Arkansas 20-47-210.
 2. During normal business hours of operation (8am-5pm, Mon-Fri) the officer will contact a mental health provider and transport to a local mental health treatment facility if available. If a mental health treatment facility is not an option the officer will:
 3. Transport the person to the Craighead County Jail or to the appropriate facility/hospital for screening and evaluation.
 4. Provide the jail staff or initial screener with as much information as possible about the person’s condition.
 5. When necessary, stay with the person until the screening and evaluation are concluded and/or the hospital takes custody of the person, unless the screener advises the officer there is no longer a need for the officer’s presence and accepts responsibility for the person.
 6. Complete the proper citation and/or report if an arrest has been made noting the request for the Detention Center to contact the mental health treatment facility for a mental screening/evaluation.
 7. Complete a petition for involuntary commitment and attach to the Incident Report if the person is taken into custody through protective custody without a criminal offense. (The petitioning officer must sign & have the petition notarized.)
 8. Place the petition along with the offense/incident report in the CID mailbox. CID personnel will be responsible for forwarding the reports to the Craighead County Prosecutor’s Office.

- D. If the screener denies a commitment the officer shall:
 - 1. Request the identity of the medical professional making the decision and the reasons for refusing to admit the person as well as the identity of any physician contacted by the screener for documentation in the officer's Incident Report.
 - 2. Notify any interested citizen of the results of the evaluation, if possible.
 - 3. Upon being satisfied, the person's circumstances or condition do not present an imminent danger of death or serious bodily harm to himself or others, the officer shall:
 - a. Transport the person to a safe location and release him, if possible, to a responsible person; or
 - b. Proceed with any criminal charges, which may have occurred due to the person's conduct.
 - c. Notify Detention Facility personnel of the results of the person's evaluation and the circumstances, which required it.
 - 4. Upon believing the circumstances or condition of the person does present an imminent danger of death or serious bodily harm to the person or others, and the person has committed a criminal offense, the officer shall:
 - a. Place the person under arrest, unless the person is already under arrest.
 - b. Transport the person to the Detention Center. Notify the Detention Center personnel of the condition of the person and the results of the screening.
- E. Emergency protective custody may be invoked pursuant to ACA 9-20-114 as a method of protection of a maltreated adult who suffers a mental or physical impairment that prevents them from protecting themselves.
 - 1. Immediately notify the Department of Human Services of said custody and the circumstances and/or conditions that required it.
 - 2. The twenty-four (24) hour emergency telephone number for DHS Adult Protective Services is 1-800-482-8049
 - 3. DHS will assign an investigator, who will determine the assistance required for the person and present the information to the court system within forty-eight (48) hours of such custody. Provide the DHS investigator with any information required and appear at the court hearing, if requested by the investigator.

VII. Crisis Intervention (CIT) Response

- A. The response of a CIT Officer should not necessarily preclude an arrest or involuntary commitment, but is intended to try to resolve a crisis situation by using mental health services and de-escalation techniques to avoid an arrest or commitment if possible.
 - 1. Non-CIT certified Officers who have responded to a call and believe they are dealing with a person of diminished capacity may request a CIT Officer if one is available
 - 2. The responding CIT Officer will assess the person's condition and determine if a referral to the CSU or another healthcare facility is appropriate.
 - 3. CIT Officers will be familiar with local resources that will aid them in providing assistance to subjects in need.
 - 4. CIT Officers should volunteer for calls that involve a person of diminished capacity.
 - 5. Any officer may transport an individual to the Crisis Stabilization Unit if a referral has been made by a CIT officer.

VIII. Documentation

- A. Offense Reports – Officer shall complete a detailed Offense/Incident Report after handling calls involving the mentally ill or when transport is required to insure adequate records of such incidents.
- B. Officers should complete the Mental Health Information Form when booking a subject into the CCDC for screening or when requested by CSU staff in order to provide for an informed response by mental health professionals.

VII. Training [7.36]

- A. The Training Coordinator shall ensure that all employees who may come in contact with persons of diminished capacity receive documented entry level training in policy and any required refresher training as needed. This training should include, but not be limited to, the following:
 - a. Recognition of persons suffering from mental illness;
 - b. Procedures for accessing available community mental health resources; and
 - c. Specific guidelines for officers to follow in dealing with person they suspect are mentally ill.
- B. Officers will complete required training in accordance with A.C.A. 12-9-119 and any other required training.
- C. CIT Officers will complete a certified 40 hour CIT course before they are able to make a referral to the CSU.



I. Policy

The Jonesboro Police Department is committed to the suppression of vice, drug, and organized crime within the community. This commitment will require the combined efforts of patrol and investigators along with the Second Judicial District Drug Task Force. Although DTF is primarily responsible for the investigation of these crimes, it is the responsibility of every officer to suppress vice, drug, and organized crime within our community by conspicuous patrol tactics, sharing of information, and rigid enforcement of criminal violations.

II. Definitions

- A. Drug Offenses – Drug offenses include all activities related to illegal drugs but the primary focus is on the distribution or sale of illegal and controlled substances.
- B. Second Judicial District Drug Task Force – An investigative drug task force of which the Jonesboro Police Department is a member. This task force is charged with investigating drug offenses in the City of Jonesboro.
- C. Organized Crime Offenses – Organized crime control should address unlawful activities by members of organized groups or associations engaged in or promoting extortion, theft, fencing, loan sharking, labor racketeering or other offense for profit, or engaged in supplying illegal goods and services, prostitution, drugs, liquor, weapons, or other unlawful conduct that may include intimidation or corruption.
- D. Vice Offenses – Vice offenses may involve prostitution, illegal use or sale of alcoholic beverages, and the distribution or sale of obscene and pornographic materials.

III. Objectives

- A. To identify vice, drug, and organized crime activity occurring in the City of Jonesboro.
- B. To investigate cases that have a substantial potential for solvability and prosecution and to arrest and present for prosecution those individuals or groups involved in such activity.
- C. To legally maintain files of intelligence information.

IV. Responsibilities and functions

- A. The Chief of Police is ultimately responsible for vice, drug, and organized crime control. All units and divisions shall prepare a monthly report for the Chief of Police as per Policy 203. The supervisor in charge of DTF shall also prepare such a report on the agency's activities regarding vice, drug, and organized crimes. The Chief of Police should be notified immediately if an investigation is

particularly large or an investigator believes that special circumstances warrant the immediate notification.

- B. The Special Operations Captain, Criminal Investigations Captain or other supervisory personnel as assigned by the Chief of Police, will direct the daily operations of vice, drug, and organized crime investigations.
- C. The Second Judicial District Drug Task Force maintains and controls all records, reports, and intelligence files relating to vice, drug, and organized crime activities conducted by the task force in a secure and confidential manner separately from the central records system. Physical access to these intelligence files is limited to personnel assigned to Special Investigations or DTF, the division Captain, and the Chief of Police.

V. Criminal Intelligence Information

- A. It is the policy of the Jonesboro Police Department to use all legitimate means to collect intelligence information on organized criminal activities, vice activities, terrorism, civil disorder and homeland security activities to protect the officers of this Department and members of the community. Strict procedures must be adopted and followed to prevent the unauthorized disclosure of criminal intelligence information to preserve and to promote the principles of due process.
- B. Responsibilities of agency personnel
 - 1. All officers of the Jonesboro Police Department will gather criminal intelligence as one of the functions of their duties and will flow this information to the investigators of the Drug Task Force (DTF) who are responsible for the maintenance and dissemination of intelligence information in a central file.
 - 2. Officers who make contact with known or possible gang members shall document that information and forward it in a like manner for inclusion into a gang information database. Nothing in these procedures should be construed to prevent the immediate response or investigation of 'on view' offenses or in progress offenses or preliminary investigation for confirming the need for subsequent formal investigation.
 - 3. The DTF unit commander is responsible for the following:
 - a. Collection and storage of criminal intelligence information;
 - b. Analysis of criminal intelligence information;
 - c. Maintenance and dissemination of criminal intelligence information within the Department;
 - d. Determination as to whether further investigation of the information is warranted;
 - e. Maintaining a liaison with other law enforcement agencies to include federal, state, and local departments for the exchange of criminal intelligence information.
 - 4. Officers charged with conducting investigations into these matters shall comply with Departmental criminal investigation procedures, including, but not necessarily limited to:
 - a. Investigate all tangible leads to determine if there is verifiable criminal activity;
 - b. Identify all suspects involved in the criminal activity;
 - c. Pursue all suspects for arrest and presentation for prosecution;
 - d. Complete documentation of all investigative findings and activities in the proper files.

- C. Training of personnel in regards to criminal intelligence information will be performed by the Training Division or the DTF Lieutenant or Sergeant, and will include, but is not limited to, the following methods:
 - 1. Field Training Program;
 - 2. Shift Briefing;
 - 3. Assignment of reading General Orders; and,
 - 4. General information meetings among and within a division.
- D. Safeguarding and secure storage of criminal intelligence information
 - 1. The DTF unit commander shall secure all criminal intelligence information within the limited access computer file and/or in a locked cabinet located within the DTF office.
 - 2. Access to criminal intelligence information will be limited to:
 - a. Chief of Police.
 - b. Assistant Chief of Police.
 - c. Investigators assigned to the DTF or Special Crimes Unit.
 - d. Other employees of the Department engaged in related investigations, with the approval of the Chief of Police.
 - 3. Such information is investigatory in nature and as such is not subject to FOI and shall not be made available to media personnel.
- E. Procedures for ensuring that information collected are limited to criminal conduct or relate to activities that present a potential threat to the jurisdiction:
 - 1. All known and suspected criminal intelligence information collected by members of this department will be forwarded to an investigator with DTF who will review the information to ensure it is related to criminal conduct or activities that present a potential threat to the community and will be responsible for entering information into the appropriate files.
 - 2. Criminal intelligence determined by the DTF unit commander to be pertinent to activities that present a potential threat to the jurisdiction will be maintained in the proper files pursuant to section D above.
 - 3. Criminal intelligence information, known or suspected, includes, but is not limited to: Organized crime activity, illegal drug activity, civil disorder, terrorist activity, gambling, vice activity, gangs and other felony crimes of a serious or threatening nature.
- F. Legal and Privacy requirements

Use of personnel and equipment will be restricted to the collection of unconfirmed criminal intelligence, strategic intelligence, tactical intelligence, and support for undercover officers and operations, maintaining a liaison with federal, state, county and local law enforcement agencies for the exchange of intelligence information, and to request assistance for additional manpower and special equipment needs. The DTF or Special Crimes Unit commanders will determine what tactics and techniques are appropriate for the operation at hand. Contact may be made with the District Attorney's Office to ensure the legality and integrity of the intelligence effort. Personnel, equipment, and techniques may be used to collect the following types of intelligence:

 - 1. Unconfirmed intelligence is information from various sources often anonymous that by itself may be suspicious, but when combined with other information may make an inference of criminal activity.
 - 2. Strategic intelligence is a situation where the problem is known and an attempt is made to correct the problem.

3. Tactical intelligence is answering a request for information from Community Services or other unit on a specific subject, organization, and/or location.
 4. All intelligence information collected will be included in the file, except that information, which by its nature is not relevant to the criminal activity involved. Examples would be:
 - a. Information suggesting a subject's political or religious preferences, association, or opinions.
 - b. The nature of a subject's sexual preferences.
- G. Documentation, Reporting and Dissemination of Information
1. All criminal intelligence information will be under the control and direct supervision of the Drug Task Force unit commander. Intelligence information will be classified as follows:
 - a. General - distributed to all police personnel.
 - b. Restricted - distributed to selected police personnel or other law enforcement agencies.
 - c. Classified - distributed only to those individuals who specifically need to know.
 2. Criminal intelligence information will only be distributed to other criminal justice agencies when needed to pursue a criminal investigation
 3. Intelligence information of a general nature may be released periodically and will be clearly marked "CONFIDENTIAL" or "FOR LAW ENFORCEMENT ONLY" and their dissemination will be limited to Department personnel and local law enforcement agencies. This information is provided to keep officers abreast of current offenders and criminal activity in our area.
 4. The dissemination of information that is in the possession of this Department is permitted on a need to know basis. No member of the Department will confirm the existence or non-existence of any intelligence, investigative, criminal, or any other Department record or information to any person or agency not specifically authorized to receive such information. Those authorized to receive such information will be limited to members of this Department or another criminal, justice agency, if, and only if they have the need for the information in the performance of their official duties.
 5. All requests for restricted and classified information must be directed to and approved by the Investigative Services Division Lieutenant.
- H. Procedures for purging out-of-date or incorrect information
- The DTF unit commander will review intelligence files periodically. Intelligence information will be purged from the files if it is no longer of investigative value or is incorrect information. A report will be submitted to the Chief of Police with the results of the review and requesting approval to purge the files.
- Paper files not utilized in a current investigation, or that has passed a period that would deem the file as no longer of pertinence will be purged. Files of a less specific nature where a subject was not specifically identified may be purged after one year. Files of no investigative value, where no verification has been made as to the accuracy of the information, may be purged after 90 days. Purging of paper files should be completed by utilizing an approved document shredding company. Computer files will be purged utilizing the software functions designed for that purpose.
- I. Annual review of procedures and processes - An annual review will be performed by the DTF unit commander to ensure adequate practices are applied toward confidential information.

VI. Specialized Equipment

- A. The Police Department maintains specialized equipment that can be used to support the vice, drug and organized crime investigations.
- B. This equipment includes, but is not limited to the following:
 - 1. Visual monitoring equipment;
 - 2. Unmarked vehicles;
 - 3. Body microphone and recorder; and
 - 4. Portable radio with officer-to-officer capability.
- C. The Drug Task Force commander controls the authorization, maintenance, distribution, and use of such equipment.
- D. Anyone wishing to use the above listed equipment must contact a Drug Task Force or Special Crimes Unit supervisor, who will be responsible for issuing the equipment for use. That supervisor will make a visual inspection of the equipment prior to its use and upon its return. Any discrepancies shall be documented.
- E. A documented readiness inspection must be performed at least twice annually and filed with the service division.

VII. Surveillance, Undercover, Decoy and Raid Operations

- A. Undercover, surveillance, decoy or raid operations may be utilized as a technique, when appropriate, to enhance investigations into vice, narcotics, organized crime and other types of criminal activity.
- B. A supervisor shall be notified and briefed on the nature and location of the operation before an officer begins an undercover operation. The supervisor is responsible for closely monitoring the operation and may terminate any operation if it is determined that the operation is no longer safe or is no longer in the best interest of the department.
- C. To ensure safety, all participants of any such operation, including informants, shall be briefed as to the nature and plan of operation. Members of a raid or arrest team shall wear department approved body armor whenever circumstances permit. The supervisor in charge shall also ensure that there is adequate surveillance and backup available.
- D. All such operations should be properly documented in the correct reporting manner. The supervisor shall periodically review long-term operations and a briefing given to the division commander or Chief of Police as needed.

VIII. Confidential Informants

- A. Identification and Recruiting **[7.13A]**
 - 1. A number of factors should be considered when recruiting an individual as a Confidential Informant. Those factors include, but are not limited to: the prior record of the C.I. (as a suspect, witness, etc.), the affiliation or relationship of the C.I. to the target, the motivation of the C.I., flight risk and substance abuse concerns. Prior to an individual's use as a paid CI, a supervisor shall review the subject's suitability and determine if the individual is authorized to serve as a CI.
 - 2. Officers shall have another officer accompany them or notify a supervisor when meeting with a C.I. of the opposite sex. Officers are prohibited from maintaining a social relationship with a C.I. or former C.I. or otherwise being personally involved with a C.I.
 - 3. Juveniles are not to be utilized as confidential informants.

B. Payments to Confidential Informants [7.13B]

Supervisors will review the information supplied by C.I.s and evaluate its potential value. Such factors as the possible number of cases cleared, the seriousness of the offense, the amount of property recovered, and the overall value of the information for investigative purposes shall be considered as the supervisor evaluates the amount of payment.

1. The Narcotics Unit commander will be responsible for the maintenance of the fund including credits or disbursements. [7.14A]
2. All funds shall be secured in a designated secure location in the DTF offices, along with a disbursement log that identifies the initial balance, credits, debits, and balance on hand. [7.14B]
3. A supervisor must approve any disbursement of \$1,000.00 or less and must sign for returned funds. The Chief of Police must approve disbursements in excess of \$1,000.00. [7.14C]
4. Any credits or cash received for the fund shall be documented on a Covert Operations Expenditure Operations Voucher. [7.14D]
5. Disbursement of the funds shall be recorded on a Covert Operations Expenditure Voucher. [7.14D]
6. The officer making the payment will sign a receipt for the funds and the C.I. must also sign the receipt or, to protect the informant's identity, a section is available for a thumb print in lieu of a signature.
7. The city finance department or city accountant will check the disbursement of funds from the city general fund, quarterly. [7.14E]

C. Informant File Requirements and Security [7.13C, D]

1. Any officer utilizing a confidential informant shall obtain certain information from that individual, including a photo, fingerprints and shall complete a Confidential Informant Information Sheet which contains certain biographical data including: Name, DOB, height, weight, hair and eye color, address, Social Security and other identifying numbers, Scars, marks and tattoos, current occupation and employer, relatives and description of vehicle.
The file shall also include the signed copy of the C.I. Statement of Conditions agreement. Upon completion of this file, the person in charge of that file shall assign a C.I. number to that individual.
2. In order to protect the identity of C.I.s, officers shall not provide any information about a C.I. to any individual, except as authorized by a supervisor. Officers shall not include the C.I.s name on any official documents, reports, receipts, etc., except as authorized by a supervisor. Information concerning all confidential informants shall be maintained in a secure locked master file kept with the Drug Task Force offices. Maintenance and control of the files shall be the responsibility of the DTF unit commander. This single supervisor shall also be responsible for maintaining a master control sheet cross-referencing informants and their assigned C.I. number.

IX. Investigative Funds [7.14]

- A. Funds shall be maintained to support various investigations. These funds can be used for the paying of informants or purchasing contraband for evidentiary purposes.

1. The Second Judicial District Drug Task Force may provide funds for drug-related cases. These funds must be approved by the designated Coordinator of the Drug Task Force and processed in accordance with their guidelines.
- B. All funds shall be secured in a designated secure location, along with a disbursement log that identifies the initial balance, credits, debits, and balance on hand. [\[7.14 B\]](#)
- C. Any credits or cash received for the fund shall be documented on a Covert Operations Expenditure Operations Voucher. [\[7.14 D\]](#)
- D. A supervisor must approve any disbursements of \$1000.00 or less. The Chief of Police must approve disbursements in excess of \$1000.00.[\[7.14C\]](#)
- E. Disbursement of the funds shall be recorded on a Covert Operations Expenditure Voucher. [\[7.13B\]](#)
[\[7.14D\]](#)
- F. Funds will be given to officers when necessary for operations and a voucher is signed. [\[7.14D\]](#)
- G. The Drug Task Force commander will be responsible for the maintenance of the fund including credits or disbursements. [\[7.14A\]](#)
- H. The city finance department or city accountant will check disbursement of funds from the city general fund, quarterly. [\[7.14E\]](#)
- I. In the event that circumstances arise and warrant the need of additional funds, the Special Operations Captain shall request the funds from the Chief of Police. Upon approval of the request, the Chief of Police will obtain the funding through the City of Jonesboro Finance Department via an emergency purchase request. [\[7.14C\]](#)



I. Policy

Critical incidents are situations, generally of an emergency nature, which potentially are of such scope that they necessitate the call for additional personnel, or requests for support from other agencies, in order to protect life and property, prevent escalation, and restore order. These occurrences may result from natural disasters, man-made disasters, and civil disturbances.

This directive establishes procedures for the initial response, assessment, and containment of such incidents. In the event that the occurrence is of significant magnitude, the department 'All-Hazard Plan' (see policy 801) will be implemented.

II. Definitions

- A. Civil disturbance – Any domestic emergency such as a demonstration, strike, riot, and/or public panic, which has the potential of causing casualties or major damage to property.
- B. Crowd Control – Techniques used to address unlawful public assemblies, to include a show of force; crowd containment and dispersal equipment and strategies; and preparations for multiple arrests.
- C. Crowd Management – Techniques used to manage lawful assemblies before, during, and after the event for maintaining their lawful status as accomplished through event planning; pre-event contact with group leaders; and issuance of permits, intelligence gathering, personnel training, and other means.
- D. Evacuation – a warning is given to persons within a defined area that a threat to life and property exists. Individuals issued this warning are not required to evacuate since the State of Arkansas does not allow mandatory evacuation orders.
- E. Man-made disaster – the threat to public safety created by fire, conventional or nuclear explosion, air crash, accidents involving hazardous materials, train mishaps, and/or utility outages or shortages.
- F. Mobile Field Force (MFF) – An organized group of police officers led by a supervisor, to provide a rapid, organized, and disciplined response to civil disorder, crowd control, or other tactical situations.
- G. Natural disaster – the damaging effects of hurricanes, tornadoes, windstorms, thunderstorms, floods, earthquakes, or other natural phenomena.
- H. Riot – A person commits the offense of riot if, with two (2) or more other persons, he or she knowingly engages in tumultuous or violent conduct that creates a substantial risk of: Causing public alarm; Disrupting the performance of a governmental function; or Damaging or injuring property or a person.
- I. Unlawful Assembly – A person commits the offense of unlawful assembly if he or she: Assembles with two (2) or more other persons; and has the purpose of engaging in conduct constituting a riot.

III. Incident Command

- A. The first officer arriving on the scene of an incident becomes the Incident Commander until relieved and shall:
 1. Immediately notify Communications by radio of the following:
 - a. Nature of the incident;
 - b. Exact location, extent of damage, the size of the crowd, etc.;
 - c. Type of assistance required, such as: Fire Department; Emergency Medical Services; and/or specialized units such as SWAT, CID/CSI, Negotiators, etc.
 - d. Establish initial perimeter, including street or lane closures and direction regarding backup officer response locations.
 2. Exercise control until the arrival of an officer of higher rank, if possible.
 3. If the incident is of such a nature that the officer cannot reasonably assume control, he or she will observe the incident from a safe distance and keep Communications advised until additional personnel arrive.
- B. Duties of First Supervisor to Arrive at the Scene
 1. The first supervisor at the scene will immediately assume the responsibility of Incident Commander until relieved by higher authority. The supervisor should make a rapid survey of the scene and estimate the seriousness of the occurrence as soon as possible.
 2. Request that Communications do the following:
 - a. Clear all normal area radio traffic to an alternate channel;
 - b. Broadcast for all involved units to remain on initial radio channel; and
 - c. If the incident becomes prolonged, dictating a need for an alternate channel, request a secure channel be established.
 3. Determine if immediate evacuation of adjacent areas or structures is needed.
 - a. It is recommended that immediate evacuation be limited to areas within the inner perimeter or other direct line-of-fire areas.
 - b. In the event that a widespread evacuation is needed or required, it should be conducted under the Incident Commander's direction.
 4. Establish a temporary command post and notify the Chief of Police, Assistant Chief of Police, Patrol Captain and Special Operations Captain of the following:
 - a. Current status of the situation;
 - b. The number of additional personnel needed;
 - c. Open routes to the scene;
 - d. The location of the temporary command post and parking areas;
 - e. Specific equipment needed; and
 - f. Advise of any rescue operations or evacuations underway.
 5. Maintain communication with the Special Operations Captain or other Command Staff member in charge as the situation changes, prior to his or her arrival at the scene.
 6. Relate all available information regarding the incident to succeeding supervisors, including:
 - a. Action taken and anticipated;
 - b. Personnel and equipment present or requested; and
 - c. Immediate problems.
- C. Deployment and Assignment of Personnel

The Incident Commander will organize and direct personnel on scene and those arriving, and those police functions as necessary for the immediate preservation of order, life, or property such as traffic control, rescue, and first aid. Additional personnel arriving at the scene may be assigned to

various phases of the operation as needed. The Incident Commander should maintain contact with Communications advising them of all actions taken.

IV. Field Command Post – Selection and Activation

- A. A field command post should be established for all critical incidents that require a significant commitment of Departmental resources for an extended period. A field command post may be established by the supervisor at the scene for any event or occurrence regardless of the size of the operation.
- B. The creation of a field command post helps the Incident Commander on the scene with the vital tasks of commanding the operation, maintaining a system of communications, assessing the need for additional personnel and equipment, accumulating, utilizing and disseminating intelligence information, and coordinating efforts with various units or divisions.
- C. In unusual occurrences requiring a large number of personnel or those, which continue for an extended period, it may be necessary to establish a staging area separate from the field command post. This allows command operations to remain free from disruption.
- D. Once a field command post is established, it remains operational until the situation has stabilized and order is restored. The deactivation of the command post is by the Incident Commander in charge of the command post.

V. Additional Support

- A. The Chief of Police or his designee will make a determination to implement the Police Department's Emergency Operations Procedure. In the event the incident has escalated to the degree requiring multiple City departments and resources, the City of Jonesboro may implement the City of Jonesboro's Emergency Management Plan, as contained in the Craighead County Emergency Management Plan created and maintained by the Craighead County Office of Emergency Services.
- B. Once the City of Jonesboro's Emergency Management Plan has been activated, the Police Department will work in conjunction with the other involved agencies in accordance with the plan. At that point, officers should refer to the department's All Hazard Plan (see policy 801).
- C. If additional personnel are needed, The Chief of Police or a designee will contact needed agencies and make the request.

VI. Alert and Mobilization

- A. If necessary, off-duty personnel may be placed on alert or mobilized in as each particular situation demands. If necessary, this procedure allows an orderly progression from alert status up to and including total mobilization of off-duty personnel
- B. Alert Authorization
Declaration of an alert, and the subsequent partial or total mobilization of personnel, may only be authorized by the Chief of Police or, if the Chief is not available, by the Assistant Chief or any Captain. If none of these are immediately available and the situation warrants immediate police response, the shift supervisor may order the mobilization procedures put into effect.
- C. Staging Area
 - 1. The primary staging area will be identified in the alert notification page.
 - 2. An alternate staging area will be identified if for any reason the primary site becomes untenable.

3. Additional information as to potential parking areas or other modes of transportation to the area should also be included at the time of the alert.

VII. Duties of Alerted Personnel

A. Notification

1. The alert notification will specify the type of alert being called. On receipt of notification, personnel will report by the most expeditious means to the staging area dressed appropriately (standard uniform unless otherwise specified) with the basic issued equipment.
2. Employees unable to respond will notify their supervisor immediately. If employees are unable to respond due to vehicular limitations, supervisors will determine if resources are available to provide transportation for the employees to the staging area

B. Supplemental Equipment

1. Supplemental equipment such as ammunition, chemical munitions, impact munitions, special weapons, helmets, face shields, gas masks and additional communications equipment may be requested by the Incident Commander and will be issued as needed at the staging area.
2. Authorization for the use of non-issue weapons, (shotguns and rifles) and other equipment will be given at the time of alert notification or by the Incident Commander on scene. Such weapons will not be used without authorization.
3. The Special Operations Captain or designee will be responsible for a documented inspection of the equipment needed for emergency operations at least twice annually. The inspection report must be filed with the service division.

VIII. Mobile Field Force

- A. Crowd Management – In order to accomplish crowd management, the department will use techniques consistent with the Incident Command System and NIMS. The goal of crowd management is to diffuse emotionally charged individuals and crowds and facilitate their right to demonstrate, while at the same time preventing the demonstration from escalating into a confrontation that threatens the safety of the demonstrators or the general public. Whenever possible, the Department will serve as facilitators in these types of demonstrations, ensuring that they are orderly in nature, while maintaining law enforcement impartiality and sensitivity to the dynamics of the demonstration. As a facilitator, the Department will seek the inclusion of responsible community leaders; media representatives; and concerned individuals and groups whose collective expertise may be channeled to achieve the lawful assembly of such demonstrations with minimum disruption to the general public.
- B. Civil Disturbances: Officers will preserve the peace, protect life and prevent the destruction of property, and remain impartial to all parties in a demonstration. Officers may take appropriate enforcement action when a demonstration violates the provisions of the State laws. Officers will notify supervisors when such demonstrations take place whenever they become aware of a demonstration and the on-duty supervisor will be dispatched to assess the situation and coordinate an effective response in concert with the Incident Commander. **[8.05A]**
- C. Riots: When the Incident Commander has determined that the crowd has become violent and destructive, requiring additional police action, additional law enforcement personnel trained in Mobile Field Force Techniques shall be called for assistance to disperse the crowd. Such assistance may require that mutual aid from other agencies be brought in to assist with quelling the riot.
- D. Once sufficient assistance has mobilized, officers will form a Mobile Field Force

A mobile field force will be led by a supervisor and is normally deployed for the following assignments:

1. To rescue police officers under hazardous conditions;
 2. To apprehend multiple offenders (i.e. looters);
 3. To isolate areas of civil disorder or disaster;
 4. To control or disperse unruly crowds; and
 5. Other assignments as required.
- E. Arrest Detail - In instances that may result in the physical arrest of a large number of persons, an arrest detail, consisting of officers that are not part of MFF, will be organized to work in conjunction with MFF personnel on the scene. Assignments will be made through the Incident Commander. The purpose of this detail is not to make physical arrests, but to take prisoners from arresting officers and transport them to the Craighead County Jail or any alternative designated facility. [\[8.05B\]](#)

X. Public Information

- A. An officer shall immediately be designated as Public Information Officer and shall be notified so that he or she can begin preparation of media releases. Public perception is an important factor in community relations.
- B. The Chief of Police or his designated Public Information Officer shall be responsible for all press releases. To prevent contradictory information being released members of the Department who receive media inquiries about the situation should refer the media representative to the Public Information Officer.
- C. The Public Information Officer must have full access to the facts of the emergency and be able to provide the necessary accurate information to the public via the media.

XI. Follow Up and De-escalation

- A. De-escalation will be conducted at the discretion of the Incident Commander.
- B. All supervisors shall ensure that assigned equipment and personnel are accounted for at the conclusion of the incident.
- C. All supervisors involved in the incident shall submit a written report to the Incident Commander. It will be the responsibility of the Incident Commander to forward an After Action Report to the Chief of Police which should include:[\[8.06\]](#)
 1. Description of the event
 2. Summary and critique of the actions taken by the team
 3. Traffic issues
 4. Use of weapons or chemical agents
 5. Injuries to any persons or property damage
 6. Things that went well and/or improved next time
 7. Recommendations for any policy changes, staffing/equipment needs or planning issues

XII. Training [\[8.07\]](#)

- A. The Special Operations Division Captain is responsible for coordinating the training and planning functions for response to an unusual occurrence and for reviewing these plans at least every two years.

- B. The Department will conduct documented training exercises. These exercises may be limited to certain department personnel or may include personnel from other agencies. The training may be in the form of a tabletop or actual exercise.
- C. Plan review and training in this policy may be held in conjunction with training relative to Policy 801 as many elements remain the same in both situations.



I. PURPOSE

It is the purpose of this policy to provide guidance on the use, utility, and deployment of police bicycles and the general management of police bicycle operations. This policy was developed after consideration of model policies from the IACP National Law Enforcement Policy Center in cooperation with the International Police Mountain Bike Association (IPMBA) and the American College of Sports Medicine (ACSM).

II. POLICY

Bicycle patrol officers, also referred to as police cyclists, are an important component of this department's strategy for accomplishing its enforcement objectives due to their mobility and stealth, as well as their ability to facilitate a variety of law enforcement and crime prevention operations.

III. PROCEDURES

A. Deployment

1. Police bicycles are intended for and their use is authorized to conduct the following primary deployment functions:
 - a. Police cyclists may be dispatched to or may initiate response to all calls for service in which their response time is comparable to or better than that of a motorized patrol vehicle, unless otherwise indicated by this policy.
 - b. Police cyclists should not normally be dispatched or initiate response to incidents in which their reduced emergency equipment capabilities (e.g., emergency warning devices) may present service problems or dangers.
These include but are not limited to
 - 1) traffic accidents in which a vehicle is not moveable;
 - 2) high-risk felony motor vehicle stops; and
 - 3) situations in which the lack of cover typically afforded by a motor vehicle would be dangerous. Response to such situations may be permitted where exigent circumstances exist and motorized units are not readily available, or as back up where patrol vehicles are already on scene.
 - c. Police cyclists may be used for targeted patrol operations based on specific crimes, geographic areas, or crime targets.
 - d. Police cyclists may be given preference where appropriate in response to the following:
 - 1) Off-road emergencies, to include search and rescue, enforcement, and preventive patrol as required on trails designated for nature walks; mountain bike use; horses; and/or walking, hiking, and biking. Medical emergencies, if police cyclists are properly equipped and trained, and if their proximity and/or response time to the incident may be advantageous.

- 2) Incidents in which the location or the volume of vehicle and/or pedestrian traffic may inhibit the response of police motor vehicles.
 - 3) Special events, such as parades, festivals, fairs, runs/races, sports, and other indoor and outdoor events.
 - 4) Demonstrations, events that attract protestors, and other crowd situations.
 - 5) Disaster situations in which movement by conventional motorized emergency response vehicles is limited or impossible.
- e. Police cyclists may initiate traffic stops, giving particular attention to motorist and officer safety.
- 1) Physical contact with a moving vehicle is not recommended unless exigent or related emergency circumstances dictate.
 - 2) Police bicycles should be kept out of traffic and should not be positioned in front of or behind the stopped vehicle. When possible, the bicycle should be placed on the ground next to the vehicle.
 - 3) Bicycle patrol officers are encouraged to make passenger side approaches and to utilize available cover when present.
 - 4) Marked patrol units should be requested where appropriate to provide emergency lighting and cover from traffic.
2. The deployment of police cyclists is subject to the following procedures.
- a. Prior to initiating bicycle patrol, police cyclists shall inspect their equipment to ensure that it is in proper working order. If a problem is discovered that the police cyclist cannot fix, notice shall be given to the shift supervisor.
 - b. Police cyclists and supervisors shall exercise discretion in determining whether or not to use a bicycle on patrol when excessively high or low temperatures or other weather conditions may make the use of bicycles inadvisable or hazardous.
 - c. While operating a bicycle, bicycle patrol officers should wear an approved helmet, shatter-resistant protective eyewear, and cycling gloves and utilize approved pedal retention devices.
 - d. While patrolling at night, unless employing stealth, police cyclists should use lights that meet the legal mandate or current standard for public safety cycling, whichever is greater, and any legally mandated reflective equipment and high-visibility attire.
 - e. Whenever possible, police cyclists should give an audible warning of their approach from the rear, maintain reasonable speeds, and exercise caution when patrolling on sidewalks and other locations where pedestrians are present. They should not operate where prohibited by local ordinance, unless emergency circumstances dictate otherwise.
 - f. When possible, police cyclists shall notify communications of all potential enforcement contacts, to include their exact location.
 - g. In arrest situations, police cyclists shall request a motorized transport unit for the prisoner.
 - 1) A police cyclist shall not secure a prisoner to an object and leave him or her unattended, unless an emergency exists that requires immediate action by the police cyclist.
 - 2) The police cyclist shall respond to the appropriate facility to process the arrestee at the earliest convenience or in accordance with normal procedure
 - h. When leaving bicycles unattended, police cyclists shall, whenever possible, do the following:
 - 1) Secure their bicycles with a locking device to an immovable stationary object in an easily monitored location unless engaged in emergency situations, such as foot pursuits, that preclude this requirement.
 - 2) Take reasonable precautions to ensure that the bicycle does not obstruct pedestrian

or vehicular traffic.

- i. If minor damage to the bicycle is sustained during the shift, the police cyclist shall notify the shift supervisor by the end of the shift. If substantial damage to the bike or injury to the officer or a civilian is sustained, the bicycle patrol officer shall immediately notify the shift supervisor and request appropriate medical assistance.
- j. When not in use, all police bicycle equipment shall be stored and locked in the designated area.

3. Police cyclists shall utilize their department bicycles for off-duty assignments only with prior approval from the Bike Unit supervisor or a member of command staff.

B. Personnel Selection

1. Officers assigned to bike patrol shall have completed at least twelve months of service with the department and shall not have had a disciplinary within the previous twelve months.
2. Basic certification training for patrol bicycle operations must be completed before an officer will be assigned to bike patrol and/or issued any department purchased equipment.
3. In order to reduce the risk of exercise-induced medical problems, pre-screening of candidates is recommended.
4. Officers who have not participated in training or engaged in a deployment in the past twelve months may be removed from bike patrol duties by the Bike Unit supervisor with the approval of the Patrol Captain.

C. Training

1. Selected officers must attend and pass a nationally recognized and standardized basic police cycling course.
2. Advanced and specialty training is authorized only for those who have attended the standard basic course and who demonstrate above-average competency. All advanced and specialized training shall be authorized in accordance with the department selection application policy and as dictated by operational objectives.
3. Documented training will be conducted at least twice a year. Training can be refresher to advanced, as determined by the unit supervisor in conjunction with a qualified instructor.
4. Any bike officer who is absent from bike patrol for an extended period should be evaluated by a qualified instructor. Based upon the instructor's assessment, refresher training ranging from an 8-hour course to a 32-hour course should be provided.

IV. PERSONNEL RESPONSIBILITIES

A. Bicycle Unit Supervisor

The unit supervisor shall oversee recruitment, pre-qualification, training (initial and ongoing), cycling standards, uniforms and equipment, maintenance, and deployment. The unit supervisor shall ensure the following:

1. All bicycle-mounted operations are conducted in accordance with this policy.
2. All prospective bicycle unit members complete the screening process and are selected according to the established criteria.
3. Bicycle patrol officers sign for, maintain, and are held accountable for all bicycle-related equipment in their care.
4. A written inventory of all departmental equipment, including bicycle serial numbers, is maintained, and that inventories of all issued equipment are conducted twice per year.
5. Sufficient cleaning and maintenance supplies are available.
6. Bicycles are stored properly when not in use.

7. Ensure incident report forms are completed for any injuries sustained on bike duty.



I. Policy

It is important that the integrity of crime scenes be properly maintained and that all items of evidence be collected, marked, maintained, and processed in a professional manner to ensure that court cases are not lost or overturned due to improper or incomplete police procedures. It is the policy of this department to establish a set of thorough procedures and guidelines to be followed by all persons responsible for crime scene security and collecting and preserving evidence.

II. Responsibilities

- A. The primary responding officer is responsible for protecting the crime scenes until relieved of that responsibility. Additional officers may be requested for larger, more complex scenes. Initial responding officers conducting preliminary investigations should also take note of the condition of the scene and attempt to locate any potential witnesses, as such observations and the notation of these items may later prove invaluable to the identification, apprehension and prosecution of a suspect(s).
- B. A supervisor may take control of a crime scene and direct personnel as needed to control the crime scene, conduct searches and collect evidence.
- C. Crime scene personnel and criminal investigation division detectives are available for call out to crime scenes/traffic collisions 24 hours a day upon the request of a supervisor. [\[12.02\]](#)
- D. The supervisor in charge of a scene may request assistance from outside agencies if needed as impartial investigators or if available personnel are not equipped or trained to handle a particular aspect of the crime scene processing.

III. Crime Scene Processing

The basic steps for processing a crime scene may include but are not limited to the following:

- A. Assess the scene and determine the scope of the investigation.
- B. Secure the scene by means of barrier tape, placing officers or using vehicles to block access
- C. Determine if consent to search or a warrant is needed
- D. Keep a log of anyone entering/leaving the scene
- E. Conduct preliminary survey to determine manpower and equipment needs or if the crime scene unit is needed.
- F. Conduct a detailed search to locate and mark evidence
- G. Record the Scene:
 - 1. Take notes of the location/condition of evidence,
 - 2. Sketch of the scene
 - 3. Photograph evidence locations and scene. Video the scene if needed.

- H. Process for latent fingerprint evidence
 - 1. Prints kits are available to process scenes for latent prints. A kit will be maintained at the desk or supplies area and will be made available to individual officers upon request. Detectives will maintain a fingerprint kit in their assigned unit.
 - 2. Information about where the print was lifted, the officer's name or initials and the date, time and the offense case number shall be documented on each latent print card.
 - 3. Latent print lifts shall be documented in the report and submitted into evidence. It is not necessary to bag each card individually.
- I. Collect and package evidence and then conduct a final survey to ensure that conditions of the crime scene have been documented as thoroughly as possible prior to release the scene.

IV. Collecting & Preserving Evidence in the Field [12.01]

This department shall adhere to the procedures outlined in the Arkansas Crime Lab Physical Evidence Handbook.

- A. Each item of evidence shall be marked or labeled at the time it is collected, seized, or received. If handling several items of evidence, numbering is preferred and each item shall be numbered separately and sequentially.
- B. Collection and packaging materials including bags, boxes, biohazard seals, etc. are maintained in the evidence receiving area at the department and are available for officer use at all times.
- C. Items that can be marked should be marked or tagged and placed in an appropriate package or container and sealed. Officers should package evidence properly to ensure the preservation and prevent any contamination of the evidence. If sealed with evidence tape, the seal should be marked with the officers initials, date and time.
- D. Items that cannot be marked should be tagged or labeled and placed in an appropriate container or package and sealed. The seal should then be marked as described above. The evidence bar code tag should be securely attached to the package or container holding the item or may be attached to the item itself.
- E. All items of evidence should be recorded in the evidence portion of the offense report which prompts the recording of information related to who collected the item(s), where and when they were collected and a detailed description including color, make, model and serial number (if applicable).
- F. Whenever a known source is available, material from that known source shall be collected and sent to the laboratory for comparison with the physical evidence collected.
- G. Officers shall ensure the chain of custody is maintained for all evidence collected. Evidence shall be kept secure by the officer and submitted to the Evidence Receiving as soon as possible and prior to the end of shift. [12.03]
- H. Officers involved in a crime scene search or that gather evidence shall document their observations and all actions taken in a report.
- I. Field Release of Property [12.06]
Officers may elect to release certain items of evidence to the rightful owner in the field, in lieu of submitting the item into evidence. An example of an acceptable field release would be in the case of stolen and recovered property where the owner is on scene and can identify the property and there is a degree of certainty of the actual ownership of the item. All such items should be photographed and released with a signed property/evidence release form.

V. Visual Documentation & Sketches of the Scene

- A. Digital equipment shall be made available for all officers needing to document scenes, injuries or items of evidence. (Currently all photographic images at the Jonesboro Police Department are digital capture) Cameras will be maintained in the desk or supply area and the units of most supervisors. Detectives will also maintain a camera kit in their assigned unit.
 - 1. Photos shall include at least one photograph (preferably the first photo) that includes at a minimum the case number of the incident being documented
 - 2. A complete set of photographs, with written documentation, shall be made of the scene. When possible, photographs should contain a landmark, showing the relative position of the item being photographed
 - 3. Items of evidence should be photographed prior to removal
 - 4. When the size of an object needs to be shown, a scale shall be introduced. If a scale is used, at least two photographs of the object should be taken, one with the scale and one without the scale. Both photographs shall use the same lighting, camera settings, and camera position
 - 5. Written record shall be made by the photographer, or an assistant, giving the photograph sequence number, date, time photographed, location of the item photographed, the evidence item number and a brief description of each photograph
 - 6. The person taking the photographs shall be responsible for transferring the photos to the computer system or placing the digital media component into evidence.
 - 7. No more than one case at a time should be recorded on a video or digital media component. (Except in the case of related incidents.)
- B. Videography may be utilized at crime scenes and can be accomplished utilizing a digital camera or video recorder. Digital video can also be uploaded to the secure drive or transferred to DVD. Chain of custody for video on portable media will be in the same with photographs.
- C. Sketching
 - 1. Sketches should be utilized when needed to document the location of evidence in relation to the scene.
 - 2. Measuring devices, graph paper and other materials are maintained and available from investigators. CSI and other personnel will also be familiar with current crime scene sketching software being utilized if needed.
 - 3. Details should include at least the following:
 - a. Case number, date and person completing sketch
 - b. Dimensions of the room, building or area
 - c. Relation of the scene to other buildings or geographic features
 - d. Address, floor, room number, etc. as appropriate
 - e. Location of significant features of the scene, including the victim
 - f. Location of items recovered
 - g. Direction of North

VI. Alcohol Related Procedures

- A. In cases involving DWI, alcoholic beverages in the vehicle should be documented in the report, as well as submitted to evidence receiving.
- B. Legally possessed containers in cases not involving DWI or other alcohol related offenses can be locked in a driver's vehicle and itemized in the vehicle impound inventory.

- C. Alcoholic beverages recovered from a theft or burglary shall be treated as evidence.
- D. Caution shall be exercised when seizing any container that they are well sealed and are appropriately marked if easily broken.

VII. Vehicles

- A. If a vehicle was involved in a crime within the department's jurisdiction, it may be processed for items of evidentiary value.
 - 1. A CSI or investigator may be requested by a supervisor to respond and process the vehicle at the scene.
 - 2. If it is determined that the vehicle needs to be towed to a more secure area or to preserve evidence, a supervisor will determine which wrecker company to contact. Only supervisors have access to the bay area beside the evidence storage area by means of an electronic lock system that records every entry and exit and the vehicle will be stored there.
 - 3. The officer responsible for the investigation or processing of the vehicle is responsible for ensuring that the owner of the vehicle has been notified once processing has been completed and it is ready for release.
 - 4. The vehicle shall not be released to any person until any tow bill has been satisfied.
- B. If the vehicle is stolen from another jurisdiction, an ACIC/NCIC hit confirmation will be completed and that agency shall be asked what they want done with the vehicle.
 - 1. If the reporting agency requests that a vehicle involved in a major crime be preserved for processing, it may be towed and stored in the evidence bay.
 - 2. If the reporting agency does not wish the vehicle preserved for processing, a rotation wrecker shall tow it and the reporting agency shall be notified of the name and phone number of the tow company having possession of the vehicle.
 - 3. The vehicle shall not be released to any person until the processing is completed and any tow bill has been satisfied.

VIII. Computer Related Evidence

- A. Computers seized by department personnel as fruits of crimes, (e.g. burglary, retail theft), shall be treated as normal evidence and submitted according to the procedures of evidence and property.
- B. When available, officers who have been trained in computer evidence seizure shall be in charge of seizing computer related evidence, but if exigent circumstances require immediate seizure, the computer should be disconnected, all peripherals should be taken, and a trained employee consulted as soon as possible.
- C. To ensure that this evidence is handled properly, only individuals who are trained in computer forensics shall examine computers, recording devices or recording media for the evidence contained therein.

IX. Collection of DNA Evidence

- A. The initial responding officer has the responsibility to protect the crime scene, including possible DNA evidence. Possible DNA material should be identified and marked to prevent possible contamination.

- B. DNA evidence should be collected at crime scenes according to procedures set forth by the Ark State Crime Lab. Generally this would be: **[12.01]**
 - 1. Collecting the stained object or a portion of the object where the stain appears, if possible
 - 2. Collect a sample by using a moistened cotton swab, preferably a long, sterile cotton swab.
 - 3. Samples should be allowed to air dry, taking care to prevent cross-contamination.
 - 4. Each sample should be properly marked to identify where/when collected and packaged in a manner to prevent cross-contamination.
- C. All DNA evidence collected will be properly marked, including biohazard stickers, and submitted to the evidence receiving area at the P.D., according to evidence submission procedures.
 - * Officers should be mindful of the biological nature of DNA and other serological evidence and such evidence should not be left in an extremely hot environment prior to or during transport.
- D. All DNA evidence will be submitted for testing to the Ark State Crime Lab according to the ASCL evidence submission procedures and in the case of unknown suspects, for comparison to the state database.
- E. Officers collecting DNA evidence shall have been trained in the proper procedures for collecting such evidence, either through a recognized crime scene class or through departmental in-service training.

XI. Submitting items to the ASCL

- A. Items to be submitted to the Arkansas State Crime Laboratory should be packaged in accordance with ASCL guidelines that are outlined in the ASCL evidence collection handbook and hand carried to the ASCL.
- B. All items submitted shall be accompanied by the approved evidence submission sheet from the ASCL, available from their website.
- C. The evidence submission sheet shall include the identification of the person submitting the evidence to the ASCL.
- D. The person delivering evidence to the ASCL will await a receipt of the evidence items delivered and return the receipt to the department to be included with the case file.
- E. The investigating officer or other department designee will be responsible for checking for iResults and cause those results to be attached to the corresponding case file at the department and forwarded to the appropriate prosecutor if needed.



I. Policy

The Jonesboro Police Department will ensure that all property in its possession is properly received and promptly recorded, securely stored, readily retrievable, and disposed of in accordance with applicable laws, as soon as possible.

II. General Procedures [\[12.01, 12.03\]](#)

A. Packaging, Labeling and Submission

1. ALL property submitted to the evidence room, must be routed through an evidence receiving area, which is accessible 24 hours a day.
2. All items submitted for storage in the Evidence Room shall be packaged and properly sealed in appropriately sized packaging (heat-sealed poly bag, paper sacks, or envelopes). Guns and knives shall be placed in the appropriate size box (pistol or long gun, knife box) and secured with plastic zip ties.
3. If at the time of submission, it is known that the evidence is to be forwarded to a laboratory, then that evidence should be packaged separately from any other evidence, with drug evidence being packaged in 6x9 envelopes. The collecting member must also complete the proper laboratory request form(s).
4. The circumstances of how all property or evidence came into department possession must be recorded on a department incident report.
5. All items of property or evidence are to be logged into the evidence section of the incident report and noted on the written log in the evidence receiving area.
6. All items of property or evidence must be clearly labeled. A barcode label should be affixed to each item.
7. All items of property or evidence must be submitted into the receiving area prior to the end of the shift for the employee collecting and submitting the property.
8. Properly documented, packaged and labeled property should then be placed in one of the lockers or the drop box in evidence receiving. Appropriate sized lockers should be used – large or heavy items should not be placed in the drop box in order to avoid damage. After placing the items in a locker, the key should be removed and placed in the drop box attached to the end of the lockers.
9. If an exceptional circumstance arises, a supervisor must be notified and approve any variations to normal procedures.

B. Unusual Sized or Types of Evidence

1. Large items, bicycles, and hazardous materials are to be stored in the secure fenced area located on the west side of the Caraway Rd facility. Such items must still be logged into the evidence section of the report, tagged and noted on the log in the receiving area.

2. A refrigerator is available for items that require refrigeration. Keys for both of these areas are available from the Desk Officer.
 3. Items for processing which are too large for a locker may be secured in the evidence-receiving bay by a supervisor.
- C. Special Types of Property
1. Biohazards – Items soiled or impregnated with blood or other possible bodily fluids must be packaged in paper bags or cardboard boxes, consistent with accepted evidence handling procedures. The words "CAUTION BIOHAZARD" should be conspicuously visible on the outside of the container, either with provided Biohazard stickers and labels or hand written.
 2. Sharps - Hypodermic syringes or other instruments that pose a threat of causing accidental punctures to other personnel must be packaged in a plastic sharps Tube or container or a cardboard knife box.
 3. Knives, razors, ice picks, swords, arrows, etc. must be boxed or covered and made safe as possible prior to submission.
 4. Blood Vials - Vials of blood shall be marked with a Biohazard label, sealed in a plastic evidence bag, and placed in the refrigerator.
 5. Urine Samples - Urine sample containers shall be marked with a biohazard label and then sealed in a plastic evidence bag prior to being placed in the refrigerator.
 6. Sexual Assault Kits - When sexual assault kits are collected, they will be bar coded separately from any other evidence collected.
 7. Fingerprints - Any property that the collecting member desires to be examined for the presence of fingerprints should be placed in a paper sack and marked "TO BE PRINTED" or "FOR PROCESSING".

III. Items That Will NOT be accepted for Storage

- A. Explosives or detonators
When an explosive device is found, a supervisor will be contacted who will determine if EOD is needed.
- B. Fireworks
Will not be accepted unless they are evidence in a criminal case in which an arrest has been made. Fireworks that have been simply confiscated will not be accepted.
- C. Gasoline or similar flammable substances, Corrosives, Bottled gases, or Power equipment that contains gasoline
All such items may be stored in the outside storage area.
- D. Any item or substance that would pose a health risk to personnel storing or handling the evidence. ITEMS OF THIS NATURE WILL NOT BE BROUGHT ONTO JONESBORO POLICE DEPARTMENT PROPERTY.
- E. Lost or stolen items in such a state of disrepair or damage that it appears likely to have been abandoned and that have no evidentiary value.
- F. Animals possessed by persons at the time of arrest will not be accepted. The animal should be released to a responsible person at the scene. If this is not possible, then animal control should be contacted. The arresting officer will advise animal control that the animal should not be destroyed while its owner is in custody, and the owner should be notified of the location of the animal.

G. Perishable items

V. Special Procedures for Certain Items

A. Currency

1. Two persons shall count all currency prior to sealing it and submitting it to the Evidence Receiving Area.
2. The currency should then be placed in an envelope or sealed in a poly bag. Both persons should initial the seal. The names of both members should be noted in the report.
3. When transferred to permanent storage from intake, currency and other valuables will be stored in the higher security area of the Evidence Room.

B. Firearms

1. All firearms MUST be unloaded prior to placing them into the Evidence Receiving Area. Members shall insert or attach a cable tie (supplied in the evidence receiving area) so as to clearly indicate that the weapon is not loaded.
2. In the unlikely event that a firearm loaded with or believed to be loaded with live ammunition must be placed into evidence, a supervisor must give approval and it must be clearly and prominently marked as "LOADED FIREARM".
3. Ammunition may be submitted with the firearm provided that it can be done safely and secured within the same package. If this is not possible, separate packing will be required.
4. Arkansas § 12-12-324 requires All firearms used in the commission of a crime be submitted for NIBIN entry purposes. All firearms used in the commission of a crime and collected by the Jonesboro Police Department will be test fired and NIBIN information submitted into the NIBIN system by officers certified in that process. If a certified officer is not available to complete that process, the firearm shall be forwarded to the Arkansas State Crime Laboratory within 30 days of collection for the purposes of NIBIN entry [\[13.19\]](#)

C. Narcotics

1. All narcotics evidence (not marijuana) should be sealed in poly bags and initialed on the seals.
2. When transferred to permanent storage from intake, narcotics will be stored in the higher security area of the Evidence Room.

V. Security of Evidence Room [\[12.01\]](#) [\[12.04\]](#)

- A. The Evidence Room will be secured during non business hours or when Evidence Room personnel are not present. No personnel other than personnel assigned to the Evidence Room will be permitted access to the evidence storage area unless specifically and expressly authorized by the Chief or an evidence supervisor. All personnel having business with the Evidence Custodian will conduct their business from the evidence business area, in the Evidence Custodian's office.
- B. In the event that any person, other than Evidence Room Personnel, should need entry to the permanent storage areas, (for instance: exterminators, repair personnel, etc.) they must be accompanied at all times by Evidence Room personnel and their presence in the evidence area must be documented on the Evidence Room visitor log.
- C. Access to the evidence room and evidence lockers will be by keys issued only to evidence room personnel and their supervisor. NO keys to the evidence areas will be issued to or accessible to other persons. In the event that personnel changes are made, evidence areas should be re-keyed.

VI. Chain of Custody [12.01]

- A. All newly submitted property, or previously submitted property being returned, will be routed through the evidence receiving area. Upon receiving the evidence, the Evidence Custodian shall assign it to a bin number and store the property in that location.
- B. A bar code label shall be securely attached to each package of property in a conspicuous location.
- C. Members checking out property are responsible for ensuring the proper receipts are provided to the Evidence Custodian. Should property taken out of Evidence be retained by court personnel, the officer who checked the property out must obtain either a court order or a receipt signed by the court official detailing the item or items being retained by the court and must promptly return the receipt to the Evidence Custodian.
- D. Any item checked out from Evidence and not returned in seven calendar days will cause a notice to be sent to the employee's commanding officer.
- E. No item of evidence shall be removed from Evidence without first being checked out using the computerized evidence tracking system. This transaction shall include the date and time of transfer, the receiving person's name, location of transfer outside (lab, court, etc) and reason for transfer.
- F. Upon return of the item(s), any evidence seal that has been broken or penetrated must be resealed and re-initialed by the officer. Failure to do so will result in the Evidence Custodian refusing to accept the evidence back.
- G. Upon receiving the evidence, the Evidence Custodian shall return the item to its assigned location.

VII. Disposition of Property [12.01] [12.05]

- A. It shall be the responsibility of the officer submitting items to provide all possible accurate information as to the rightful owner of all property submitted as "evidence" or "found property". It shall be the responsibility of the Evidence Custodian to make every effort to notify the rightful owner and to turn the property over to them.
- B. Property submitted as "evidence" shall be disposed of within six months of when it can be established that the items are no longer needed for evidentiary purposes. Evidence shall be returned to its lawful owner unless ownership of the evidence is transferred to the jurisdiction by court order, or the lawful owner fails to claim the evidence, or if the evidence is contraband. In such cases, the Evidence Custodian shall properly dispose of it.
- C. Property submitted as "lost and found" shall be returned to the lawful owner whenever possible, or disposed of in accordance with state law.
- D. Items collected for safekeeping may be returned to the owner in accordance with state law unless a court order deems it to be confiscated or held.
- E. Officers made aware of a change in status of any items being held that would afford for a more rapid disposal of the items (termination of a case, etc.), should forward such information to the evidence custodian.
- F. It shall be the on-going responsibility of the Evidence Custodian to regularly evaluate the status of items stored in an effort to ensure that they are disposed of as rapidly as possible.
- G. Court dispositions are available through the AS400 or other computer system or forwarded from the prosecutor. Once the disposition is received, the Evidence Custodian is responsible for reviewing and disposing of any items being held in relation to the case.

- H. If a court disposition has not been received, did not address certain evidence, or is not available, the Evidence Custodian shall be responsible for notifying the collecting member or lead investigator that certain specifically described evidence is being reviewed for disposal. The officer receiving such notice shall respond within fourteen days and indicate whether the evidence can be released, to whom it may be released and the status of the criminal case (if applicable). Any second request will be copied to a supervisor.
- I. Weapons
In accordance with state laws governing such, weapons will only be disposed of once a judge signs a court order. If the weapon is ordered confiscated or seized, it may be appropriated for use by the P.D. or inventoried and released for sale or trade with a licensed gun dealer. Weapons ordered destroyed by the court or not legal for possession will be disposed of according to state law and department guidelines.

VIII. Asset Confiscations – Narcotics Arrests

- A. All provisions of applicable state laws and / or federal seizure guidelines must be followed by members of the Police Department.
- B. In accordance with A.C.A. 5-64-505, when any property is seized for forfeiture, the seizing member shall prepare and sign a Confiscation Report.
 - 1. Instructions for preparing the report are printed on the back of the form and it must be completed at the time the arrest occurs.
 - 2. The party from whom the property was seized shall also sign the report, if present, and shall immediately be provided a copy by the confiscating officer. If the party refuses to sign the report, one (1) additional law enforcement officer, stating that the party refused to sign the report, shall sign the report.
- C. The Confiscation Report will be submitted to the Drug Task Force, not placed into evidence. In all cases, the Confiscation Report must be completed prior to the end of the shift in which the confiscation occurred. The completed form may then be placed into the DTF mailbox or may be hand-carried to a DTF Supervisor.
- D. The DTF Supervisor will maintain a report of all confiscations and will supply an up-to-date copy of this report to the Police Department Administration office.

IX. Inspections and Inventory [12.01] [12.08]

- A. At least annually, a supervisor, not associated with the operation of the evidence room function, will conduct an inspection of the evidence room to ensure compliance with the procedures set forth in this policy. [12.07]
 - 1. Random comparison of records with items can occur, but the inspection should be focused on verifying that property is being stored in such a manner so as to protect it from damage and deterioration, is being disposed of promptly and properly and that cleanliness of the evidence storage and work area is being maintained.
 - 2. Documentation of the results of this inspection will be forwarded to the Chief of Police.
- B. A supervisor not associated with evidence will conduct an annual audit of evidence. [12.08]
 - 1. The annual audit may include a complete inventory, or be done by sampling as afforded in the ALEAP Standards manual.
 - 2. Documentation of the results of this inspection will be forwarded to the Chief of Police.

- C. If a new Evidence Custodian is appointed, a joint audit/inventory will be conducted with the outgoing Evidence Custodian, or a designee of the Chief of Police to ensure proper documentation and accountability. [\[12.08\]](#)
 - 1. All discrepancies shall be documented prior to the transfer and shall be reported in writing to the Chief of Police.
 - 2. Following any changes in personnel, evidence areas should be re-keyed.



I. Policy

Recognizing that the presence of a highly trained, highly skilled police tactical unit has been shown to substantially reduce the risk of injury or loss of life to citizens, police officers and suspects; and recognizing that a well managed “team” response to critical incidents usually results in successful resolution of critical incidents, it is the intent of the Jonesboro Police Special Services Unit to provide a highly trained and skilled tactical team as a resource for the Jonesboro Police Department in the handling of critical incidents.

II. Mission

- A. The mission of the Special Services Tactical Unit is to support the Jonesboro Police Department and any other requesting law enforcement agency, (if so allowed by Jonesboro Police Policy), with a tactical response to critical incidents. **[8.04B]**
- B. Critical Incidents are defined as follows:
 - 1. Hostage Situations: The holding of any person(s) against their will by an armed or potentially armed suspect(s).
 - 2. Barricade Situations: The standoff created by an armed or potentially armed suspect(s) in any location, whether fortified or not, who is refusing to comply with police demands to surrender.
 - 3. Sniper Situations: The firing upon citizens and/or police by an armed suspect, whether stationary or mobile.
 - 4. High-Risk Apprehensions: The arrest or apprehension of armed or potentially armed suspects where the likelihood of armed resistance is high.
 - 5. High-Risk Warrant Service: The service of search or arrest warrants where the warrant service involves armed or potentially armed suspects.
 - 6. Personal Protection: The security of special persons, such as VIP’s, witnesses, or suspects, based on threat or potential threat to the well being of those persons.
 - 7. Special Assignments: Any assignment, approved by the Special Services Commander, based upon a high level of threat.
- C. Deployment Limitations
This type of specialized unit is designed to operate as a team. When deployed, the team shall be at full complement. Individual members, however, may be used in other police field incidents to enhance the police operation by virtue of his/her specialized equipment. In any case where the use of an individual member is considered, the SWAT commander shall be notified for assessment and approval.

III. Team Selection **[8.04A]**

- A. Service with the tactical team is voluntary. Announcement of available openings will be made with equal opportunity given to all department members who meet the required minimum time in service.

- B. Selection to the team will follow completion of testing phases as determined by the Tactical Unit Commander, Special Services Division Commander and Assistant Chief of Police. Test elements may include, but will not necessarily be limited to a physical fitness test, a scenario based test, and an interview to determine overall job knowledge.

IV. Certification and Training [3.09] [8.04C]

- A. Initial Certification: All SWAT members must be qualified before deploying as an operational SWAT Team member. The initial training course for all swat members shall consist of, at minimum, graduation from a state approved 40 hour certified Basic SWAT course. This course should include certifications on all weapons system to be carried by the member, less than lethal options, flash/noise diversionary devices, chemical munitions and tactical issues. Certified team members should obtain a 40 hour advanced SWAT Training course as soon a practical.
- B. Monthly Team Training: All SWAT teams should train at least 8 hours per month and maintain a yearly schedule documenting the firearms and tactical issues to be covered.
- C. SWAT Team members will be required to pass a physical fitness test twice per year. If a team member fails a PT test, the member will re-test 3 months later. If the member fails a 2nd test, the member will be placed on inactive status and be given 3 additional months to prepare for the PT test. If the member fails a 3rd consecutive PT test, the member will be removed from the SWAT team as an operator.
- D. Firearms Training.
 - 1. All SWAT team members must qualify before they are considered operational with their weapons. Initial qualifications and familiarization with weapons will be conducted during the initial 40-hour swat course for primary and secondary weapons.
 - 2. Twice annual training in addition to regular qualification with a minimum 90% score.
 - 3. Any team member who fails to complete any quarterly or bi-annual qualification may not deploy with that weapon system during SWAT activations.
 - 4. SWAT weapons training is divided into two approaches: skill courses and combat/ tactical courses. Skill courses provide each officer the opportunity to practice skills and show proficiency by numerical score. Combat courses allow for practicing tactics and skills. All qualifications shall be conducted in body armor.
 - 5. SWAT qualification courses should be specific to each weapons system utilized by each team and follow nationally accepted standards.
- E. Specialized Training
 - 1. Flash/Noise Diversionary Devices: All SWAT members shall receive initial training and qualification on Flash/noise diversionary devices during the initial 40-hour swat training course. Ongoing training will be conducted (2) twice annually.
 - 2. Less-Than-Lethal: All swat officers will receive initial training/certification prior to deploying with less than lethal weapons. Ongoing trainings will be conducted twice (2) annually on less than lethal weapons.
 - 3. Chemical Munitions: SWAT officers shall receive initial training/certification prior to deploying with chemical munitions. Ongoing training will be conducted twice (2) annually on chemical munitions.

V. Operational Plans and Reports

- A. Before deployment of the specialized tactical unit, an operational planning session shall be conducted and must include: **[8.04D]**
 - 1. Prior to the execution of a search/arrest warrant, officers will complete a Threat Assessment for High Risk Events.
 - 2. A operational plan identifying the mission given to the unit and the tasks assigned to each member.
 - 3. A reading of the warrant or description of the events leading to the decision to deploy the specialized unit.
 - 4. Acknowledgment that current surveillance of the targeted location has been done.
 - 5. Identification of the subjects believed to be present at the targeted location.
 - 6. A description of the violence potential and any weaponry that may be present.
 - 7. A schematic of the targeted location, if available, and any known tactical hazards.
 - 8. The stationing of medical support, when necessary.
- B. After Action Report
After the situation is resolved, it will be the responsibility of the Tactical Team Commander or his designee to prepare a written critique of each operational deployment and forward to the assigned supervising Command Staff member and Chief of Police. The summary should include a summary and critique of the actions taken by the team, including the use of weapons or chemical agents; a report of any injuries to any persons; and a report of any property damage. **[8.04H]**

VI. Equipment

- A. All selected members will be equipped with necessary weapons, body armor, uniforms, first aid supplies (including a compress bandage, pneumothorax seal and tactical tourniquet in a separate carrying pouch) and other equipment particular to their team assignment. The assigned equipment will become the responsibility of the team member and shall be maintained in a state of operational readiness. **[8.04E,G]**
- B. Team members will be assigned responsibility for retrieving the team's equipment trailer. As new rotation into that assignment occurs each month, the officers accepting the assignment will be responsible for conducting an inspection of the equipment to ensure operational readiness. A documented inspection of all equipment is required semi-annually. **[8.04F]**

VII. Procedure for Notification and Call Out

- A. If an incident falls within the listed guidelines, the on duty patrol OIC or CID supervisor will be notified.
- B. The OIC and / or CID supervisor will evaluate the situation. If the situation meets the criteria listed in this policy, the notification will be made to the Tactical Team Commander or his designee.
- C. After authorization of the Tactical call-out by the Commander, or his designee the Commander or his designee will initiate a call-out of Tactical Team Members to the scene.
- D. Upon activation of the Tactical Team, the operation will be the responsibility of the Tactical Team Commander with the maxim being that the tactical team is independently responsible for the tactics employed to accomplish the mission. Upon completion of the mission, the incident will revert to the division that initiated the call-out for reports and follow-up investigations.
- E. As a readily available response unit, it may occasionally be advantageous to utilize the services of the tactical team, or certain parts of it, to supplement other operational components. In the event

this is required, the Tactical Team Commander shall designate a team supervisor as squad leader to remain in charge of the team members and coordinate with other operational components.

VIII. Responsibilities on Call Out

- A. The OIC at the scene will establish:
 - 1. Inner perimeter
 - 2. Outer perimeter
 - 3. Command Post
 - 4. Staging area to include press liaison, press area
 - 5. Develop appropriate intelligence information
 - 6. Begin evacuation
- B. The OIC will brief the Tactical Team Commander of the situation upon his arrival at the scene outlining known factors.
- C. Control of the inner perimeter will be released to the tactical team commander, who will be responsible for containment or apprehension of the suspect.
- D. After the situation is resolved, it will be the responsibility of the Tactical Team Commander or his designee to forward an After Action Report to the Chief of Police which should include: **[8.04 H, 8.06]**
 - 1. Description of the event
 - 2. Summary and critique of the actions taken by the team
 - 3. Traffic issues
 - 4. Use of weapons or chemical agents
 - 5. Injuries to any persons or property damage
 - 6. Things that went well and/or improved next time
 - 7. Recommendations for any policy changes, staffing/equipment needs or planning issues
- E. Press relations at the scene and issuance of a timely press release will be the responsibility of the officer designated as Public Information Officer. Information to be released must be authorized by the Chief of Police or Tactical Team Commander.

IX. Mutual Aid

- A. Other Law Enforcement agencies may request assistance from the Department's Tactical Team. When this occurs, the Team Commander shall inform the requesting agency of our policies and operational guidelines.
- B. Mutual Aid requests require approval of the Chief of Police or, in his absence, a member of the department's command staff.
- C. The request for aid is from the agency's Chief of Police or his designee.
 - 1. Primary Assistance: Primary Assistance denotes that the tactical team shall assume the entire responsibility involved in neutralizing a situation. The personnel utilized in the inner perimeter, or more specifically the Primary Zone, shall be limited to members of the tactical team. The team commander shall respond to scene and take charge of our personnel. This does not preclude consultation between the team commander and the representative of the outside agency. The requesting agency must agree to this criteria or the tactical team will decline primary assistance.
 - 2. Secondary Assistance: Secondary Assistance denotes that the Tactical Team will assume a support role to the requesting agency's tactical team. The requesting agency will retain complete operational responsibility and control of the incident. The team commander will

respond to the scene and will accept mission assignments from the Commander of the requesting agency. The integrity of the tactical team will remain intact and under the direct supervision of the team commander.

D. Responsibility of the requesting Agency

1. The on-duty supervisor from the requesting agency will establish:
 - a. Inner perimeter
 - b. Outer perimeter
 - c. Command Post
 - d. Staging area including press contact, assigned press area
 - e. Begin to develop intelligence information relative to the situation.
 - f. Begin necessary evacuation
2. The requesting agency will assign a supervisor or command level officer to the command post during the length of the situation.



I. Policy

The Police Service Dog Program was established to augment police services to the community. It is the policy of this department to maintain a highly trained Canine Team. The effective utilization of canines requires adherence to diligent training protocol and operational procedures that properly control their use-of-force potential and channels their specialized capabilities into legally acceptable crime prevention and control activities.

II. Guidelines for the Use of Police Service Dogs

- A. A Police Service Dog may be used to locate and apprehend a suspect if the Police Service Dog handler reasonably believes that the individual has either committed or is about to commit any offense and if any of the following conditions exist:
1. There is a reasonable belief that the individual poses an immediate threat of violence or serious harm to the public, any officer, or the handler.
 2. The individual is physically resisting arrest and the use of a Police Service Dog reasonably appears to be necessary to overcome such resistance.
 3. The individual(s) is/are believed to be concealed in an area where entry by other than the Police Service Dog would pose a threat to the safety of officers or the public.
 4. It is recognized that situations may arise which do not fall within the provisions set forth in this policy. In any such case, a standard of objective reasonableness shall be used to review the decision to use a Police Service Dog in view of the totality of the circumstances.
NOTE: Absent the presence of one or more of the above conditions, mere flight from pursuing officer(s) shall not serve as good cause for the use of a Police Service Dog to apprehend an individual.
- B. Preparations for Utilizing a Police Service Dog
- Prior to the use of a Police Service Dog, to search for or apprehend any individual, the Police Service Dog handler and/or the supervisor on scene shall carefully consider all pertinent information reasonably available at the time. The information shall include, but is not limited to the following:
1. The individual's age or estimate thereof
 2. The nature of the suspected offense
 3. Any potential danger to the public and/or other officers at the scene if the Police Service Dog is released.
 4. The degree of resistance, if any, the subject has shown.
 5. The potential for escape or flight if the police dog is not utilized.
 6. The potential for injury to officers or the public caused by suspect if the police dog is not utilized.

A Police Service Dog handler shall have the ultimate authority not to deploy the dog. The handler will evaluate each situation and determine if the use of a Police Service Dog is technically feasible. Generally, the decision to deploy the dog shall remain with the handler; however, a supervisor sufficiently apprised of the situation may decide not to deploy the dog.

C. Warnings Given to Announce the Use of a Police Service Dog

Unless it would otherwise increase the risk of injury or escape, a clearly audible warning to announce that a Police Service Dog will be released if the person does not come forth, shall be made prior to releasing a Police Service Dog. The Police Service Dog handler, when practical, shall first advise the supervisor of their decision if a verbal warning is not given prior to releasing the Police Service Dog.

It is also suggested, but not required, that any assisting police units be notified of the release of the police service dog. (announcement over radio.)

D. Reporting Use of a Police Service Dog

Whenever the Police Service Dog is deployed, the handler shall complete a Response to Aggression form.

E. Reporting Police Service Dog Bites or Injuries

Use of specially trained police canines for law enforcement responsibilities constitutes a real or implied use of force. In this as in other cases, officers may only use that degree of force that reasonably appears necessary to apprehend or secure a suspect as governed by the Department Response to Aggression policy.

Whenever a police service dog has bitten or scratched a person the handler shall perform the following:

1. The shift commander shall be notified
2. The suspect shall be taken to the emergency room of the approved medical facility regardless of the severity of the injury. [6.07]
3. Color photos shall be taken of the affected area(s) regardless of the severity of the injury.
4. A Response to Aggression report shall be prepared as well as a detailed report. The report shall detail the circumstances surrounding the incident, the identity of the individual, witnesses, extent of the injuries sustained by the individual and measures taken in response to the incident.

If no arrest is made, a qualified medical professional will offer the individual medical care and treatment. (Report will still be prepared and photos shall be taken)

F. Assignment of Police Service Dogs

1. The Police Service Dog teams shall be assigned to the Patrol Division to supplement and assist the Patrol officers or may be assigned to other specialized units.
2. Police Service Dog teams should function primarily as cover units; however, they may be assigned by a supervisor to other functions based on the needs of the watch at the time.
3. Police Service Dog teams should not be assigned to handle matters that will take them out of service for extended periods of time unless absolutely necessary, and only with the approval of the shift supervisor.

III. Request for Use of Police Service Dog Teams

A. Other Divisions

Personnel within the department are encouraged to freely solicit the use of the Police Service Dogs. Requests from officers from another shift or division to use a Police Service Dog team should be made to the on-duty supervisor.

B. Requests from Other Agencies

The shift supervisor or the unit coordinator must approve all requests for Police Service Dog assistance from outside agencies subject to the following provisions:

1. Police Service Dog teams shall not be used outside the City of Jonesboro to perform any assignment, which is not consistent with this policy.
 2. Upon arrival at the scene, the handler has the ultimate decision as to whether or not the Police Service Dog is to be used for a specific assignment.
 3. Police Service Dog teams shall not be called out while off duty or used outside the City of Jonesboro unless authorized by the shift supervisor or the Unit Commander.
- C. Requests for Public Demonstrations
1. All public requests for a Police Service Dog team shall be approved by the supervisor prior to making any commitment.
 2. Handlers shall not demonstrate any “apprehension” work to the public unless authorized to do so by the supervisor.

IV. Selection of Police Service Dog Handlers

- A. Members of the Canine Unit shall be volunteers and shall consist of sworn personnel with a minimum of 1 year experience or above and must agree to be assigned to the position for a minimum of three years.
- B. All applicants shall:
1. Submit a letter of interest to the Chief of Police through the chain of command.
 2. Obtain a letter of recommendation by the applicant’s immediate supervisor.
 3. Maintain above average performance evaluations (80.1 or higher) during the last year of employment.
 4. Own or rent a dwelling with an enclosed back yard with sufficient space to erect a kennel to house the police service dog. If the applicant does not own the property currently occupied, the officer shall obtain written permission from property owner for the housing of the police service dog.

V. Police Service Dog Handler Responsibilities

Police Service Dog Handlers shall be responsible for, but not limited to, the following:

- A. Availability
The handler shall be available for call-out under conditions specified by their supervisor.
- B. Care for the Police Service Dog and Police Service Dog Equipment
1. All handlers will be provided with a properly equipped Canine Unit that will allow a safe and comfortable environment for the canine. The Canine Unit shall be adequately marked to provide suitable warnings and protection for citizens, the Canine, and members of the Police Department. Any officer, as assigned, may operate the vehicle itself without the canine. Periodic inspections to determine that the Canine Unit is properly maintained will be conducted by the Canine Program Coordinator.
 2. The handler shall ensure that the Police Service Dog receives proper nutrition, grooming, training, medical care, affection, and living conditions. The handler will be responsible for the following:
 - a. The handler shall maintain all department equipment under his/her control in a clean and serviceable condition. The equipment to be maintained for each service dog shall include, a leather lead, collar, a container of water and bowl, first aid kit, reward toy (ball, tug, etc), rubber gloves and hand sanitizer.

- b. Under no circumstances will the Police Service Dog be lodged at another location unless approved by the supervisor or Unit Commander. When a handler takes a vacation or extended amount of days off, the Police Service Dog vehicle shall be maintained at an approved Police Department facility.
 - c. Any changes in the living status of the handler, which may affect the lodging or environment of the Police Service Dog, shall be reported to the supervisor and the Program Coordinator as soon as possible.
 - d. When off-duty, Police Service Dogs shall be maintained in kennels, provided by the City, at the homes of their handlers. When a Police Service Dog is kenneled at the handler's home, the gate shall be secured. When off-duty, Police Service Dogs may be let out of their kennels while under the direct control of their handlers. The Police Service Dog should be permitted to socialize in the home with the handler's family for short periods of time and under the direct supervision of the handler.
 - e. When off-duty, handlers shall not involve their Police Service Dogs in any activity or conduct unless approved in advance by the supervisor or Unit Commander.
- C. Police Service Dogs in Public Areas
All Police Service Dogs shall be kept on a leash when in areas that allow access to the public. Exceptions would include specific police operations for which the Police Service Dogs are trained.
- 1. Police Service Dogs shall not be left unattended in any area to which the public may have access.
 - 2. When the Police Service Dog unit is left unattended, all windows and doors shall be secured.
- D. Handler Compensation
The Police Service Dog handler shall be compensated for time spent in the care, feeding, grooming, and other needs of the dog in accordance with the Fair Labor Standards Act.

VI. Medical Care of the Police Service Dog

- A. In the event that a Police Service Dog is injured, the injury will be immediately reported to the on-duty supervisor.
- B. Depending on the severity of the injury, the Police Service Dog shall either be treated by the designated veterinarian or transported to a designated emergency medical facility for treatment. If the handler and dog are out of the area, the handler may use the nearest available veterinarian.
- C. The injury will be documented in an offense/incident report.
- D. All medical attention shall be rendered by the designated Police Service Dog veterinarian, except during an emergency as provided.
 - 1. Non-emergency Medical Care
 - a. Non-emergency medical care will be coordinated through the supervisor or Unit Commander.
 - b. Any indication that a Police Service Dog is not in good physical condition shall be reported to the Program Coordinator and the supervisor as soon as practical.
 - 2. Emergency Medical Care
The designated emergency medical treatment center or Police Service Dog veterinarian shall render emergency medical treatment. The handler shall notify the supervisor as soon as practicable when emergency medical care is required.

VII. Training

Before assignment in the field, each Police Service Dog Team shall be trained by a department-approved trainer and certified through a nationally recognized organization, to meet current standards.

A. Continued Training

Each Police Service Dog team shall thereafter be re-certified on an annual basis. Additional training considerations are as follows:

1. Police Service Dog teams shall receive training as defined in current contract with the Department's Police Service Dog training provider.
2. Police Service Dog handlers are encouraged to engage in additional training with approval of the unit coordinator.
3. In order to ensure that all training is consistent, no handler, trainer, or outside vendor is authorized to train to a standard that is contrary to the policies of the Jonesboro Police Department.

B. Failure to Successfully Complete Training

No Police Service Dog team failing certification shall be deployed in the field until certification is achieved. When practical, pending successful certification, the Police Service Dog handler shall be temporarily reassigned to regular patrol duties.

C. Training Records

All Police Service Dog training records shall be maintained in accordance with the unit commander.

VIII. Police Service Dog Unit Program Coordinator Responsibilities

The program coordinator shall be appointed by staff, and shall supervise the Police Service Dog Program. The program coordinator is directly responsible to the Patrol commander. The Program Coordinator shall be responsible for, but not limited to, the following:

- A. Maintain liaison with the vendor kennel;
- B. Maintain liaison with Administrative staff;
- C. Maintain liaison with other agencies;
- D. Recommend and oversee the procurement of needed equipment and services for the unit;
- E. Be responsible for scheduling all Police Service Dog related activities;
- F. Ensure the Police Service Dog teams are scheduled for continuous training to maximize the capabilities of the teams.



I. Policy

The Jonesboro Police Department recognizes that the Reserve Police Officer Unit is a valuable resource for the agency. The Jonesboro Police Department will maintain a Reserve Police Officer Unit to supplement its day-to-day operations. In doing so, it is the policy of the Jonesboro Police Department to ensure that its reserve police officers meet comparable training and proficiency requirements as is required of regular full time police officers.

Members of the Jonesboro Police Department's Reserve Police Officer Unit will, while on-duty and under direct supervision, exercise the same authority and legal protection afforded full time sworn police officers. Jonesboro Police Department reserve officers will have no more authority than granted a private citizen unless assigned an official duty by a Jonesboro Police Department supervisor, and is operating under the direct supervision of a full time Jonesboro police officer.

II. Definitions

- A. Reserve Officer – a non-paid position in the Department as defined in Ark 12-9-301 – “Auxiliary law enforcement officer” means a person who meets the minimum standards and training requirements prescribed for such officers by law and regulations, and who is appointed by a political subdivision or a law enforcement agency as a reserve officer, volunteer officer, or mounted patrol, but does not include any officer or deputy county sheriff employed by a planned community property owners' association.’
- B. Full time officer – a regular, paid, full time officer with full arrest capabilities afforded a certified police officer.
- C. Direct Supervision – means having a designated on-duty, full-time certified law enforcement officer responsible for the direction, conduct, and performance of the auxiliary law enforcement officer when that auxiliary law enforcement officer is working an assigned duty, but does not mean that the full-time certified law enforcement officer must be in the physical presence of the auxiliary law enforcement officer when the auxiliary law enforcement officer is working an assigned duty

III. Selection [4.01]

A. Selection Criteria

The members of the Jonesboro Police Department's Reserve Officer Unit will be selected in the same manner, as are full time police officers. The selection criterion is as follows:

1. Applicants must be at least twenty-one years of age; [13.02]
2. Applicants must be a citizen of the United States; [13.02]
3. Applicants must be a high school graduate or possess a General Education Diploma (GED); [13.05]
4. Applicants must possess a valid driver's license and maintain such license during the term of his/her employment; [13.11]

5. Applicants must submit to a thorough background investigation to include criminal history checks through the Arkansas Crime Information Center (ACIC), the National Crime Information Center (NCIC), and fingerprint checks through the State of Arkansas Automated Fingerprint Identification System (AFIS). A personal background review of the applicant's general character and standing within the community will be conducted; [13.01] [13.03] [13.04]
 6. Applicants must pass agility tests, a written test, drug screen, polygraph, and oral interviews;
 7. Applicants must successfully complete a thorough physical examination and must also complete a psychological examination as required by Commission on Law Enforcement Standards and Training;
 8. Any other applicable criteria as determined by the Chief of Police;
 9. A full time Jonesboro Police Department officer who terminates his full time status in good standing with the Jonesboro Police Department may be eligible for appointment as a reserve police officer upon the approval of the Chief of Police;
 10. A full time officer that has been terminated by the Jonesboro Police Department is not eligible for appointment as a reserve officer for the Jonesboro Police Department.
- B. Interview [13.07]
Those candidates who have presented completed applications to the Unit for consideration will be expected to present themselves before an Interview Board at the time and date set up by the Board for the purpose of being interviewed regarding their desire to become members of the Reserve Unit and the qualifications for the position.
- C. Interview Board
1. An interview board will be established for the purpose of conducting interviews of applicants to the Reserve Unit. The Board will consist of a minimum of five members:
 - a. One regular sworn officer assigned to the Patrol Division.
 - b. Two members of the Reserve Executive Board.
 - c. One member of the Reserve Unit not a member of the Executive Board.
 - d. The Special Services Captain or his designee.
 2. The interviewing of applicants to the unit will be an oral interview of a "semi-stress" nature, of a type similar to those given to regular officer candidates. Applicants may be asked to provide information on their personal background or to answer questions as to how the applicant might handle specific police problems.
- D. Eligibility List – An eligibility list will be established listing candidates in the order of the numerical score obtained in the interview process. This list will normally expire after two years, although the Chief may extend the expiration. When an eligibility list for the Reserve Unit is ruled to be outdated or no longer usable, applicants who remain on the list will be contacted by the Reserve Unit and encouraged to reapply.
- E. The Special Services Captain, or his designee ~~a person that he assigns~~, will be responsible to direct the application and appointment process to the Reserve Unit. Successful candidates will be notified of their appointment to the Reserve Unit by the Special Services Captain.

IV. Procedures

- A. Staffing and Chain of Command
1. The Jonesboro Police Department Reserve Police Officer Unit is primarily intended to function in a support capacity for the Patrol Division.

2. The Special Operations Division Commander, or his designee, will serve as the Department commander of the Reserve Unit and shall facilitate the various activities and operations of the Reserve Unit, maintain all related records, and coordinate required training as necessary.
 3. The authorized personnel strength of the Reserve Unit shall be determined by the Chief of Police based on the needs of the Department.
 4. Reserve officers, while operating under direct supervision in an assigned capacity for the Jonesboro Police Department, will have the same civil liability protection afforded full time law enforcement officers of this Department. The City Attorney for the City of Jonesboro or duly appointed legal representative retained by the City (APERMA/Municipal League) will provide representation in the event of a civil action against a Jonesboro Police Department Reserve Police Officer provided that:
 - a. The event resulting in the civil action against the reserve officer occurred while the officer was operating under supervision and in an assigned capacity for the Jonesboro Police Department; and
 - b. The reserve officer named in the civil action acted in accordance with all federal, state and local laws as well as all policies and procedures established by the Jonesboro Police Department.
- B. Uniforms and Equipment
1. Each member of the Jonesboro Police Department Reserve Police Officer Unit will be issued uniforms and related equipment comparable to that issued to full time officers.
 2. Reserve officers shall be issued at least one (1) complete set of regulation Jonesboro Police Department uniforms.
 3. While reserve officers' badges are identical in appearance to badges issued to full time officers, the "rank panel" of the reserve officer's badge shall include the word "Reserve." No rank designation will appear on a reserve officer's badge.
 4. Reserve officers shall adhere to all regulations and policies governing the wearing of the Jonesboro Police Department uniform.
 5. Reserve officers shall be issued a duty firearm and ammunition in accordance with general Department procedures. After completion of a probationary period, Reserve Officers may be issued an approved backup firearm. No other firearms or ammunition will be carried unless approved in advance by the Special Services Captain, Assistant Chief or the Chief of Police. Reserve Officers shall only be permitted to carry a firearm while on duty or traveling to or from a duty assignment. Nothing in this regulation shall interfere with their right as a civilian to carry a firearm as provided for in Arkansas Statute 5-73-120.
- C. Training [\[3.06\]](#)
- All members of the Jonesboro Police Department's Reserve Police Officer Unit shall receive training as required by the Arkansas Commission on Law Enforcement Standards and Training comparable to the level required for full time law enforcement officers. This training shall include, but is not limited to:
1. Newly appointed Reserve Officers will complete a twelve (12) month probationary period. During this time, they are expected to complete all mandatory training. During this probationary period, the Chief of Police may terminate a reserve officer for any reason.
 2. Reserve Police Officer Course - Applicants will attend the Reserve Police Officer Course as approved by the Arkansas Commission on Law Enforcement Standards and Training. This course will be held on an as needed basis; and may be held in conjunction with other local law enforcement agencies. The reserve curriculum shall be comparable to the state approved curriculum for police officers and should be a minimum of 110 hours.

3. Prior to being authorized to carry a departmentally issued weapon, Reserve Officers. will be issued a copy of the Use of Force, Deadly Force and Weapons policies. Officers will also receive training regarding legal requirements on the use of deadly force. Officers shall receive a minimum of two (2) annual firearms trainings, one of which must be CLEST certified. Should a Reserve Officer fail to meet qualification standards, the authority to carry the weapon shall be immediately revoked. Written notification of such revocation shall be forwarded to the employee's commanding officer and the Chief of Police. The officer shall then be reassigned for remedial training until they meet qualification standards. Officers who fail to achieve qualification after remedial training shall be reassigned to a non-sworn position if available or recommended for termination.

V. Rules and Responsibilities

A. Reserve Officer Regulations

1. Reserve Officers, while off duty, shall not identify themselves as regular police officers of the Department in any manner.
2. Reserve Officers are required to meet all court attendance requirements, which are required of regular officers.
3. Reserve Officers shall be required to be current and familiar with all policies, rules and procedures of the Police Department and the City of Jonesboro, which pertain to their police duties.
4. Reserve officers responsibilities:
 - a. Maintain a current telephone number and be subject to emergency call out twenty-four (24) hours a day; when not in conflict with the reserve police officer's regular employment; and
 - b. Exhibit the same high standards of professional and moral conduct as full time Jonesboro police officers.
 - c. Attend reserve officer's meetings and training classes as may be scheduled by the Department.
 - d. It is preferred that Reserve officers work a minimum of eight hours per month. Officers may be assigned to divisions other than the patrol division, upon the approval of the Special Services Captain, the commander of those divisions, and the Chief of Police. In addition, Reserve officers should attend monthly reserve meetings. Officers may be excused from participation for the following reasons: illness, conflicting work schedule, family emergency or other unusual emergencies or conflicts.
 - e. Failure to complete a reasonable level of ride time or special assignments can lead to termination from the unit. When an individual's absence is deemed unexcused for the second time in a 12 month period, he or she can be brought before the Executive Board for a disciplinary hearing, which may result in the member's termination from the unit.
5. Training

Reserve officers may attend certain applicable training as requested, but will be required to attend the same mandated training, such as firearms qualifications, as given full time police officers as may be required for continued State certification or as outlined by Jonesboro Police Department policy and procedures.
6. Disciplinary Process

Reserve officers may be subject to the same disciplinary processes as any full time member for misconduct while on duty or official misconduct when off-duty, up to and including termination. However, reserve officers serve at the discretion of the Chief of Police and the

Chief of Police may terminate a Reserve officer's appointment at any time for any cause deemed sufficient.

B. Duty and Assignments [7.29]

1. Reserve Officers shall be utilized at any time it is necessary to assist the regular, salaried members of the Police Department to preserve the peace, enforce the law and maintain order in the community.
2. Reserve Officers may be required to perform any type of police activity as deemed appropriate by the Chief of Police or his designee. In addition, the Chief of Police or his designee may limit any activity of Reserve Officers as deemed necessary.
3. Reserve Officers shall be subject to the direction and supervision of the supervisor or regular police officer assigned to any scene of police activity. The Reserve Officer shall perform any authorized duty the supervisor or police officer directs and which is within the scope of activities authorized by this order.
4. Reserve officers must report to the on-duty supervisor in the division of their assignment prior to beginning their tour of duty. No reserve officer will be permitted to begin duty without first being assigned by an on-duty supervisor. The supervisor should make the appropriate assignment based on manpower needs, known problem areas, or other factors as determined by the division commander.
5. Reserve officers may perform any or all of the following duties while under direct supervision or when accompanied, directed, or supervised by an on-duty, full time officer or as authorized by the Chief or Police or his designee:
 - a. Respond to calls for service
 - b. Serve warrants
 - c. Complete official police reports
 - d. Make traffic stops
 - e. Issue traffic citations
6. Reserve officers with at least 10 years of service to the unit may be allowed to ride with another reserve officer during their tour of duty. Reserve officers who previously served in a full time capacity and who possess a valid state certification of at least a Basic level may ride unaccompanied as authorized by the Shift Commander.
7. Each reserve officer will document the number of hours of service upon completion of their tour on the appropriate form and submit the form.
8. Reserve Officers shall report to the on-duty Shift Commander for duty assignments when reporting for patrol duty, it is the Shift Commanders responsibility to assign the Reserve Officer to a duty assignment. The Shift Commander shall have the option of assigning a Reserve to a special duty assignment during a patrol duty tour if the need arises.

C. Special Events

From time to time, special events occur within the City of Jonesboro that may necessitate the use of reserve officers to supplement the existing manpower of the Jonesboro Police Department. On these occasions, all reasonable efforts will be made to notify the reserve officer as far in advance as possible. Reserve officers may be used for crowd control or traffic control, and not actually be in the physical presence of a full time officer, provided they have received proper training for the special task or assignment. Sign in-sign out type duty rosters may be utilized to document service hours during these events.

VI. Reserve Executive Board and Officers – Structure and Duties

- A. The Reserve Executive Board will be made up of a President, Vice President, and Secretary-Treasurer from the Reserve Unit, and the Special Services Captain from the Police Department.
- B. The Executive Board will be responsible to administrate the Reserve Unit activities as it supports the Regular Department in the law enforcement effort, maintain an even assignment level of Unit activities, coordinate the various social activities of the Reserve Unit and insure that each Reserve Officer meets a certain level of personal commitment to the Unit.
- C. The Executive Board will meet once each month for the purpose of conducting the business of the Unit. The Executive Board meetings will be announced in advance to all members of the Unit. Minutes of the general business of the Executive Board will be made available to the members of the Unit upon request at the time of the Unit Meetings held either before or after the Executive Board Meetings.
- D. The President of the Reserve Unit will preside over the Executive Board Meetings. In his absence, the Vice President will preside. The Secretary-Treasurer will preside in the absence of the other two officers.
- E. Reserve Unit Executive Board Officers are elected by the Reserve Unit to serve a one-year term. In the event an executive officer is not able to complete his appointed term in office, or is relieved from his office before his term has been completed, the Special Services Captain shall appoint another Reserve Officer to the vacant position to complete the un-ended term. If the position of the President should be vacated for any reason, the Vice President will assume the duties of the President until a new President is appointed. If the position of the Vice President or Secretary-Treasurer should become vacant, the President will assume the duties of the office until the position is filled by appointment.
- F. The Special Services Captain, or a person who he assigns, will be responsible to maintain an active recruiting program for acceptable reserve candidates.
- G. Duties of the Reserve Unit Executive Officers
 1. President – the President of the Reserve Unit will work closely with the Special Services Captain to insure that the Reserve Unit meets the instructions of the Chief of Police as it meets its responsibilities to the city. The President shall:
 - a. Preside over all Executive Board and Unit Meetings.
 - b. Coordinate the efforts of all Unit members in accomplishing the responsibilities of the Unit.
 - c. Administrate the business of the Unit, both in the law enforcement support function and the related unit activities, both social and training.
 - d. Perform the duties of the Vice President and Secretary-Treasurer in their absence.
 - e. Set an example to all members of the Unit through active participation and demeanor that is above reproach.
 - f. Be an official spokesperson for the Reserve Unit Members at city meetings and functions.
 2. Vice President – The Vice President of the Reserve Unit will work closely with the President of the Reserve Unit and the Special Services Captain to insure that the Reserve Unit meets the instructions of the Chief of Police as it meets its responsibilities to the city. The Vice President shall:
 - a. Perform the duties of the President in his absence.
 - b. Coordinate the activities of the unit to insure that all assignments are met.
 - c. Insure a “Sign up” sheet is posted for each month in advance to permit officers to sign up for ride assignments.
 - d. Contact those persons who are in charge of activities to which Reserve Officers are assigned to see that these assignments are included in the sign up schedule.

- e. Assign officers to these activities to insure that they are covered.
 - f. Be responsible to inform all officers of their duty assignments for each month in advance of the assignment date.
 - g. Make monthly reports at the Executive Board meetings of the unit's activity for the preceding month. This report will be a joint report with the Secretary-Treasurer.
 - h. Report those officers who have not met their ride assignments.
 - i. Perform those additional duties assigned to him by the President, not herein listed, as needed.
3. Secretary-Treasurer – The Secretary-Treasurer of the Reserve Unit will work closely with the President, Vice-President and Special Services Captain to insure that Reserve Unit meets the instructions of the Chief of Police as it meets its responsibilities to the city. The Secretary-Treasurer shall:
- a. Keep accurate records of the business conducted at all Executive Board and Unit meetings.
 - b. Keep accurate accounts of expenditures and receipts of the Unit's cash accounts.
 - c. Pay bills as directed by the Executive Board.
 - d. Make a monthly report, with the Vice-President of the Unit's activity for the preceding month, at each Executive Board Meeting.
 - e. Serve as a member, or chairperson, of special committees as appointed by the President of the Unit.

VII. Squad Leaders

- A. In addition to the Executive Officer positions, there shall be other positions filled by appointment of the Executive Board to assist in the coordination of the activities of the Unit. The Reserve Unit will be divided into smaller units called Squads. A Reserve Officer will be designated as Squad Leader of each squad. The duties of the Squad Leader are:
- 1. To maintain regular contact with each Reserve Officer in his squad for the purpose of providing information of unit activities, special events, and training programs and to ensure the attendance of each officer.
 - 2. To provide the opportunity to each member of his squad to have feedback to the Executive Board on those matters which are of concern to each member.
 - 3. To report those situations to the Executive Board which may require action by the board. This shall include general questions, personnel matters and other business.
 - 4. To provide current address and telephone number information on each squad member to the Executive Board each month.
- B. Other Unit Officers at Executive Board Meetings
- The Executive Board may elect to have Squad Leaders attend Executive Board Meetings as needed. Their participation at the Board Meetings that they have been asked to attend will be as full voting members of the Board. The Executive Board may include all, or part, of those Officers at their meetings. It is the responsibility of the President to advise in advance those persons who are expected to attend a board meeting.

VIII. Procedure for Being Excused from Unit Participation

- A. Unit Meetings, Training and Assignments

1. To be excused from attending a regular Unit meeting, training or duty assignment, the officer should take the following steps:
 - a. Contact their Squad Leader prior to the meeting or duty time and advise that they will not be able to attend and to give the reason for it. If for a regular or special duty assignment, they should make an effort to find a replacement and if they cannot, they should contact their Squad Leader in time to permit them to obtain a replacement. If they are unable to contact a squad leader or other elected officer of the Unit, they should notify the on duty OIC.
 - b. If the officer does not know in advance that they will not be able to attend and cannot reach the Squad Leader, they shall contact the Squad Leader as soon as possible after the date of the meeting and explain why they did not attend.
 - c. In the event that the officer is unable to reach the Squad Leader, the officer will call the Vice President or Secretary-Treasurer of the Unit and explain the reason for being unable to attend.
 - d. It will be the responsibility of each Reserve Officer to complete the notification process by the established procedures listed in the regulations.
 2. All Unit Meetings are considered beneficial to the operation of the unit. Continued, unnecessary absence from Unit meetings may lead to termination.
 3. Certain training is required for continued certification by the State. It is particularly important for officers to follow the proper procedure for being excused from these events. As with other meetings and events, the member should contact their Squad Leader prior to the training and work out the necessary arrangements to obtain the information or training, or to make up the training at another time.
 4. Special Assignments – From time to time, the Unit performs certain duties for the City of Jonesboro, which are more important than other normal assignments. These assignments are discussed at unit meetings in advance of the assignment and all unit members should plan to participate. Again, absences should be reported to the Squad Leader ahead of time if possible so necessary arrangements can be made.
- B. Leave of Absence
1. During those time periods when a Reserve Officer expects to be away for an extended period of time (two weeks or more) due to illness, vacation or other reasons, or when unusual circumstances do not permit participation for an extended period, they should contact their Squad Leader who will forward that information to the Board.
 2. Extended Illness Leave of Absence – If the absence extended beyond one month, they should request a formal leave of absence listing the anticipated date of return to active duty. In cases of extended Illness or Injury leave, a medical release is required before returning to duty.
 3. The Executive Board may approve or disallow any request for extended leave and will advise the Reserve of their determination. An unexcused, extended leave, from unit participation will be considered a submission of resignation on the part of the Reserve Officer.
- C. Personnel Action for Missed Assignments
1. It will be the responsibility of the Executive Board to monitor the participation of each Reserve Officer to insure that they meet an acceptable level of participation and commitment.
 2. A Reserve Officer who does not maintain an acceptable level of participation may be subject to Executive Board Personnel Action.
 3. The Executive Board will give a notice of poor participation to an reserve officer prior to action and an appearance with the Board will be scheduled for a review of the circumstances with the reserve officer. The Executive Board may place the reserve officer on probation or recommend termination. Failure of an officer to respond to the Notice of Executive Board Action or failure

to perform any terms of recommended probation will result in immediate termination from the Unit.

4. Executive Board recommendations will be forwarded in writing to the Special Services Captain. Any justifiable recommendation for termination will be forwarded to the Chief of Police for review and/or approval. The Chief of Police will be responsible for initiating action to rescind the officer's reserve status certification with the State.
5. Terminated reserve officers must return all equipment within 48 hours.

IX. Off-Duty Employment

As long as the same requirements of the 'direct supervision' of a full time officer are present, Reserve Officers will be allowed to work in an off-duty capacity as a representative of the Jonesboro Police Department under the same guidance as offered in Policy 312. Prior approval from the Special Services Captain on proper Department forms is required and must be forwarded to Administration to be kept on file. (If the Special Services Captain is unavailable, another member of Staff may approve off duty assignments, but the Special Services Captain should be made aware of the approval.)

X. Adherence to Rules and Regulations, Policies and Procedures

Reserve Officers shall be required to adhere to all Rules, Regulations, Policies and Procedures that are in effect for the Jonesboro Police Department.



I. Policy

The Jonesboro Police Department will utilize trained hostage negotiators to negotiate the surrender of barricaded subjects. All hostage negotiators shall report to the Incident Commander during required operations.

II. Negotiator Selection [8.03]

A. Eligibility

Openings for hostage negotiator team members will be announced in the same manner as other special position assignments. To be eligible for consideration for assignment as a Hostage Negotiator, interested officers must be a full-time sworn officer employed by the Department and have a minimum of three (3) years law enforcement experience or a uniquely qualified individual approved by the Chief of Police.

B. Selection

1. Officers applying for negotiator positions will be determined upon consideration of several factors, including, but not necessarily limited to:
 - a. The ability to work as a team member.
 - b. The ability to perform at acceptable levels under scrutiny and criticism.
 - c. To stay calm and to problem solve in tense situations.
 - d. Work history
 - e. Disciplinary record
 - f. Attitude
 - g. Recommendation of applicants supervisor
 - h. Verbal skills
 - i. Problem solving ability
 - j. Prior training or experience
 - k. Desire to be on the team
2. Selection will be determined by recommendation of a panel consisting of the ranking team supervisor, another supervisor and the Assistant Chief of Police. Final appointment will be made upon approval of the Chief of Police.

III. Response

- A. All negotiators will be assigned a response schedule. Response will be made in co-ordination with the incident commander.
- B. When called out, all officers assigned to the team will be required to dress in approved response uniform, including ballistic protection and firearms.
- C. All responding team members will also participate in the after incident debriefing coordinated by the incident commander.

IV. Negotiation Team Responsibilities

- A. Gather initial incident information from first officers on the scene.
- B. Determine situation and identify demand(s), if any.
- C. Secure a safe and timely release of any hostages, by-Standers, and/or any other person that may be under the control of a suspect.
- D. Secure safe and timely surrender of suspect(s)

V. Duties of Team Personnel by Position

- A. Negotiations Supervisor
 1. Oversee the operations of the Negotiations Team and make assignments of team members based on need(s).
 2. Make suggestions to primary negotiator through the secondary negotiator on what statements to make to suspect(s).
 3. Ensure that intelligence information is gathered regarding hostages, victims and suspect(s).
 4. Coordinates information with the SWAT Commander.
 5. Ensure telephone line at target location is under the control of the Negotiation Team.
- B. Primary Negotiator
 1. Establish communications with suspect(s)
 2. Attempt to develop rapport with suspect(s)
 3. Ascertain demand(s) of suspect(s)
 4. Attempt to keep suspect(s) calm
 5. Provide direction to suspect(s) when releasing hostage(s) or when surrendering
 6. Gather intelligence such as number of hostages/victims, number of suspects, injuries, type clothing worn by suspects and hostages, etc. and pass on to Negotiation Supervisor
- C. Secondary Negotiator or Coach (filled on a case by case basis)
 1. Assist primary negotiator in accomplishing items 1-6 above and/or relieve primary negotiator if need arises.
 2. When utilized, all information should be relayed to the Primary through the Secondary.
- D. Negotiations Recorder/Runner (filled on a case by case basis)
 1. Record/document:
 - a. Time of all contacts with suspect(s)
 - b. Demands
 - c. Deadlines
 - d. Rewards
 2. Coordinate and document intelligence information that may be helpful or needed.
 3. Serve as a "runner" for negotiations team by securing equipment, information, etc. for negotiations team.
 4. Relieve other negotiators as needed
- E. Intelligence Officer (filled on a case by case basis)
 1. Tasked with interviewing the following:
 - a. Any potential witnesses,
 - b. Family members/friends of suspect or victim that may have information helpful to negotiators

- c. Any hostages/victims that are released, and suspect(s) that may surrender while the incident is ongoing
- d. Any other person that may be able to provide helpful information
2. Gather all pertinent information relating to suspect(s) and any hostages/victims.
3. Provide all related intelligence information gathered to the Negotiation Supervisor in timely manner.
4. Perform other duties as assigned by the Negotiations Team Leader.
- F. No negotiator, without specific prior approval from the Unit Commander or overall Incident Scene Commander, will provide any concessions to any suspects.

VI. Training and Equipment [3.10]

- A. Any team member selected must complete a state approved, Basic Hostage Negotiator training or the equivalent before participating in an operation.
- B. Crisis Negotiation Team members will be required to participate in periodic training, including inter-team training held approximately once every 4-6 weeks.
- C. The Hostage Negotiations Equipment will be stored and maintained in the Negotiator Trailer. The Negotiator Team will inspect the trailer and equipment semi-annually. [7.27]
- D. In the event of a Negotiator call out, one of the responding Negotiator Team members will be assigned the duty of bringing the Negotiator Trailer and equipment to the scene.

VII. Removal from Negotiation Team

Negotiators are subject to removal from the Unit for:

1. Failure to attend scheduled practices and required call-outs.
2. Failure to adequately perform all assigned duties on the Negotiator Unit and other duties relating to assignments in their respective assignments.
3. Violating on-call status.
4. Any behavior, which undermines the competency of the Unit or confidence of the Unit members.



I. Policy

The principal purpose of this policy is to establish a well-trained chaplaincy unit hereinafter referred to as the Chaplain Unit, to assist and support the Jonesboro Police Department, and to be available in time of emergency.

II. Chaplain's Code of Ethics

Chaplains shall maintain a standard of ethical behavior and conduct that meets or surpasses that of the acceptable code for the Jonesboro Police Department in their professional and personal lives. Behavior or conduct that has a negative effect and / or reflection on any facet of the Jonesboro Police department and / or Chaplain Unit can be considered grounds for personnel action or termination.

III. Responsibilities

A. Chaplain Responsibilities

1. It shall be the duty and responsibility of each Chaplain to fulfill, to the greatest extent possible, their role as a support officer for the Jonesboro Police Department.
2. Unless commissioned as a regular or reserve police officer, the chaplains are not law enforcement officers and shall possess no law enforcement authority other than that of any private person. The Chief of Police assigns the chaplains and their responsibility is to assist the Police Department. They shall in no way interfere with the police officers in the performance of their duties and are not authorized to carry any firearm, concealed or otherwise, in the performance of their duties, unless certified as regular duty or reserve officer.
3. Chaplains shall be required to adhere to all Departmental rules, regulations, guidelines, policies, procedures, directives and training.
4. No Chaplain shall release any information on any ongoing police investigation or activity to any person, news media or insurance company without permission of the Chief of Police. All information coming to the attention of any Chaplain shall be held in strictest confidence.
5. Each Chaplain is individually responsible for:
 - a. Making themselves available for calls to include, but not limited to:
 - Death notifications.
 - Counseling of officers, officer's families or citizens.
 - Hospital and sick calls.
 - Funerals.
 - Weddings.
 - Invocation and Benediction.
 - Public relations and media events.
 - Any special event requiring a Chaplains attendance.
 - b. Proper execution of assigned duties. Primary departmental ministry responsibility is to police officers and their families.

- c. Reporting promptly, through the appropriate department channels, any developments that may adversely effect the public or the Jonesboro Police Department.
 - d. Initiate ministry action when necessary.
 - e. The proper care and use of departmental equipment, supplies and facilities.
 - f. Meeting their personal commitment to the department.
 - g. Compliance with the regulations of the Department and the Chaplain Unit.
- B. Chaplain Program Responsibilities
To provide an active, ready trained unit of volunteers to support the officers of the Jonesboro Police Department in the performance of their duties and responsibilities.
- C. Department Responsibilities
It shall be the responsibility of the police department to provide the personnel needed to coordinate the Chaplain's Unit efforts to meet its responsibilities. A coordinator will be assigned to direct the Chaplain Unit. Other regular officers shall be assigned, as needed, to assist in the coordination of training and support efforts of the Chaplain Unit.
- 1. Office of the Chief of Police
The Chief of Police is the head administrator of the Jonesboro Police Department and all members of the Department and the Chaplain's Unit will be ultimately held responsible to him. The Chief of Police shall determine the staffing level of the Chaplain Unit and will fill positions on the Unit as Department and community needs dictate.
 - 2. Chaplain Liaison Officer
The Special Services Division Captain or his designee will work with the Chaplain Unit as a liaison between the department and the chaplains. The Chaplain Liaison Officer will be responsible for monitoring the activities of each chaplain to insure that he is properly performing his duties, and that he is being given proper training on how to perform those duties. He will also serve as the training coordinator for the Chaplain Unit.

IV. Participation

- A. Each Chaplain is expected to maintain an active level of participation. A minimum level of participation which would include:
 - 1. Regular attendance at quarterly Chaplain Unit meetings.
 - 2. Attendance at all mandatory meetings and training sessions.
 - 3. Participation in a minimum of four (4) hours of Chaplain activity a month, which includes patrol support assignments, special assignments, unit meetings, training sessions, or community events involving the department.
- B. Excused From Activity
It is understood that there will be times when it will not be possible to meet an assignment or participate in a Unit activity. The following criteria are established for excuse from these assignments without being subject to personnel action. A chaplain may be excused from his commitment to the unit for the following reasons:
 - 1. Illness.
 - 2. Conflicting work schedule.
 - 3. Family emergency.
 - 4. Other unusual emergencies or conflicts.
- C. Mandatory Training

All training is mandatory. It is particularly important to follow the proper procedure for being excused from these events. The Chaplain will:

1. Contact the coordinator or liaison Officer prior to the meeting and advise him/her that he / she will not be able to attend and work out arrangements on how to obtain the information or training, or to make up the assignment at another time.
2. If the Chaplain does not know in advance that he will not be able to attend, he must contact the liaison or coordinator at the earliest possible moment and explain this to him.
3. In the event the Chaplain cannot reach the liaison or coordinator, he will contact the Administration office and notify them of the non-attendance.
4. All missed training sessions will be made up after coordination with the Liaison Officer and the Training Officer.

D. Mandatory Assignments

From time to time, the Chaplain Unit may perform duties for the City of Jonesboro, which are considered mandatory assignments. These assignments are discussed at Unit meetings in advance of the assignment. Every Unit member will be expected to participate.

E. Leave of Absence

During those time periods when a Chaplain expects to be away for an extended period of time due to personal obligations, illness or other reasons and will not be able to participate in activities for an extended period of time, or when unusual circumstances do not permit him to be able to participate for an extended period, the following procedure for a obtaining a "Leave of Absence" will apply.

1. Vacation or Work Conflict Leave of Absence:

When a Chaplain is going to be away for a period of two weeks or more on vacation or business, he shall inform the Liaison Officer.

2. Extended Illness Leave of Absence:

At the first reasonable opportunity, the Chaplain should contact the Liaison Officer, or have someone else do it for him, and advise them of his illness.

a. If the illness and/ or recovery period should extend beyond one activity month, he shall inform the Liaison Officer.

b. In all cases of extended illness or injury leave, the returning Chaplain may be required to submit a medical release before returning to active duty.

F. Duty Assignment

Chaplains shall report to the on-duty Shift Commander for duty assignments when reporting for patrol duty. The Shift Commander shall have the option of assigning a Chaplain to a special duty assignment during a patrol duty tour if the need arises.

V. Requirements

A. Entry and Training Requirements

In order to guarantee that the best-qualified candidates for the Chaplains are selected to become a member of the Unit, the following entry process is established. The candidate must:

1. Be a Citizen of the United States.
2. Be at least 21 years of age.
3. Be of good moral character, as determined by a thorough background investigation.
4. Be a High School graduate or have passed the G.E.D. high school equivalency examination.

5. Shall not have been convicted of a felony in this state or any other state, or have been convicted of any offense in any other state, which could have been a felony if committed in this state.
 6. Be fingerprinted.
 7. Be personally interviewed by the Chief of Police or his representative prior to appointment.
 8. Successfully complete the oral interview.
 9. Successfully complete a departmental training course.
- B. Residence
1. Applicants need not be a resident of the City of Jonesboro, but should be a resident of the State of Arkansas at the time that they apply and should live within a reasonable distance of the City of Jonesboro.
 2. Due to the fact that the Chaplain is a volunteer, community program, applicants who are residents of the City of Jonesboro and the County of Craighead will be given preference to those who live elsewhere, in order to maintain a reasonable “call-up” readiness time during emergency situations.

VI. Application and Appointment

A. Filing Application

Applicants may indicate their desire to become members of the Chaplain Unit by obtaining and completing an application from the coordinator, the liaison, a division commander or the Chief of Police. Applications will be kept on file in the Administration office and will be processed as the Chaplain Unit’s needs dictate.

B. Interview

Those candidates who have presented completed applications for consideration may be expected to present themselves to be interviewed at the time and date set up by the Chief of Police or his designee for the purpose of being interviewed regarding their desire to become members of the Unit and their qualifications for the position.

C. Recruitment

The Special Services Division Captain, along with the coordinator will be responsible for maintaining an active recruitment program for the Chaplain’s Unit.

D. Appointment

The Chief of Police shall be responsible for appointment of candidates to the Chaplain Unit. The Special Services Division Captain or the coordinator will notify successful candidates of their appointment.

E. Probationary Period

Every newly appointed Chaplain shall complete a designated training period. During this time, he is expected to complete all mandatory training. After successful completion of training, the Chaplain shall be on probation for a period of six months.

VII. Uniform and Equipment

- A. All Chaplains will be issued body armor to be worn when performing Chaplain Unit duties that involve riding in a police vehicle or being present at certain types of high-risk incidents. The Chaplain may also be issued a Chaplain’s badge and uniform wear such as an embroidered shirt,

but will not wear a uniform similar in appearance to the uniform of regular duty officer, unless certified as a regular duty or reserve officer.

VIII. Dismissal

- A. The Chaplain Liaison Officer, Department Internal Affairs Investigator, Criminal Investigator or Staff Officer shall be assigned by the Chief of Police, if needed, to investigate any allegation of misconduct or violation by a Chaplain.
- B. Chaplains are assigned at the will of the Chief of Police. The Chief of Police may dismiss any Chaplain as is deemed necessary.



I. Policy

It is the policy of this department to provide DARE Instructors and School Resource Officers (SRO) for deployment in schools within our jurisdiction. School Resource Officers provided by this department will be fully certified law enforcement officers. School Resource Officers from our agency will perform the duties of an SRO as defined by the National Association of School Resource Officers. Those duties comprise the following three (3) roles:

A. Law Enforcement Officers

1. Augment crime and delinquency prevention by identifying risk factors and sharing information with other law enforcement and security personnel.
2. Serve as a positive community policing role model
3. Enforce laws, ordinances, and policies and investigate criminal behavior
4. Provide on-site crisis/emergency response to disasters, safety threats, etc.
5. Provide security at school functions
6. Work closely with school officials to develop school safety and critical incident response plans

B. Teachers / Administrators

1. Develop safety and crime prevention programs and curricula
2. Provide classroom instruction to students
3. Establish partnerships with specific programs such as DARE, SAVE, and GREAT
4. Work closely with other components of the juvenile justice system such as probation officers
5. Coordinate with school staff and seek opportunities to promote educational programs that will expand the students' understanding of law and the role of law enforcement in society.

C. Advisors

1. Communicate openly with students regarding rights, responsibilities, concerns, and unacceptable behavior.
2. Make referrals to community programs, social services, in-school programs, etc.
3. Act as a liaison to parents, school staff, and community leaders.
4. Assist in the development and implementation of school safety and crisis response plans.

II. Procedures

A. Recruitment / Selection

1. Officers assigned to the schools shall have completed at least eighteen months of service with the department.
2. It shall be the policy of this department not to use the position of SRO as a disciplinary assignment, but to seek out those officers most suited for the assignment.
3. A Dare Instructor or SRO assignment shall not inhibit promotional opportunities.
4. Department staffing needs shall also be considered during the selection of DARE Instructors or SROs, so as not to leave an inordinate level of inexperienced personnel in any one area or division.

- B. Training
 1. Efforts will be made to provide personnel assigned to the position of DARE Instructor or SRO to attend pertinent training.
 2. All personnel assigned to the position of DARE Instructor or SRO will be required to complete all mandatory training including firearms qualifications. Every attempt shall be made to schedule such training to minimize his/her absence from the school.
- C. Uniforms and Appearance

DARE Instructors and SROs will wear the uniform of the day or any other specialty uniform as authorized while in the school setting. In all instances, the DARE and SRO officers will wear body armor, be armed and appropriately display his/her badge and possess identification.
- D. Attendance Requirements
 1. If it is necessary for the SRO to be off campus during regular school hours, the SRO shall notify the school principal or his/her designee.
 2. DARE Instructors or SROs who are unable to complete their assignments for the day, shall notify the school administration and their Department supervisor.
 3. SROs shall be required to attend after school events whenever possible, including sporting events, PTA meetings, dances, etc.
 4. DARE Instructors and SROs are required to attend all court proceedings for which they are subpoenaed.
- E. Performance
 1. DARE Instructors and SROs shall be subject to all of the policies and procedures of this agency. The agency head or his/her designee must clear any deviation from the policies and procedures in advance.
 2. DARE Instructors and SROs will be evaluated annually by their department supervisor. The supervisor may solicit the input of the school principal or his/her designee prior to completing the evaluation.
 3. An SRO may be removed from his/her assignment by the agency or at the request of the school principal where the SRO is assigned.
- F. Interaction with Students

SROs are prohibited from fraternizing with any student regardless of age. Any contact with a student off campus, other than school sponsored events or happenstance encounters in a public place, is prohibited.
- G. Response to Criminal Activity
 1. DARE Instructors and SROs are expected to respond to all criminal activity on the school campus and take the appropriate action, involving other law enforcement officials when necessary.
 2. SROs investigating a crime that occurred on campus should follow existing agency policy.
 3. When an SRO needs to question a student who is a witness or a suspect, the SRO should conduct the interview with the cooperation of and in the presence of a school official. In an emergency, the SRO may conduct the interview without the presence of a school official.
 4. For an SRO to physically search a student, existing rules of criminal procedure apply, i.e. reasonable suspicion or probable cause. In the event a school official initiates a search, the SRO may assist with the search to protect the safety of the school official.

5. When an SRO takes a student into custody, normal agency arrest procedures shall be followed. The SRO shall ensure that parental notification is made for any student arrested who is under the age of 18.
6. SROs shall cooperate in the investigation of crimes that occur off campus involving a student or school staff member.

H. Transportation of Students

DARE Instructors and SROs are to follow existing policies when transporting a student in a Department vehicle, but generally shall not transport students unless:

1. They are under arrest;
2. They are a victim of a crime;
3. They are truant and being returned to school; or
4. An actual emergency exists.

DARE Instructors and SROs shall not transport a student that is not a relative, in their personal vehicle.



I. Policy

The Jonesboro Police Department recognizes the importance of honoring fellow officers who die in the line of duty as well as those whose death follows a lifetime of devotion to Law Enforcement. The Jonesboro Police Department also desires to provide a positive image of the department at or during certain memorial and ceremonial events. The Jonesboro Police Department Honor Guard Unit was established to serve these needs.

II. Selection

Positions on the honor guard team are not limited to a certain number, but are limited by the available resources. Appointment is made with the approval of the Chief of Police and may be rescinded by the Chief at will. Letters of intent will be requested when openings are available.

III. Uniforms and Equipment

Officers selected to serve with the honor guard will be issued appropriate Class A type uniform(s) and are responsible for the care of those uniforms. If the officer relinquishes their position with the Honor Guard, the uniforms shall be returned.

All Honor Guard members will maintain their Department issued Honor Guard uniform in a manner that will allow for short notice deployment to unexpected events. The Honor Guard uniform is a specialized uniform and is not to be worn for any other duty purpose.

Honor Guard uniform and equipment will be subject to regular inspection by the Unit Coordinator and/or his designee to ensure uniforms are clean, crisp, and consistent in appearance.

IV. Duty

- A. Service with the Honor Guard may require an officer to report with short notice and may be during the officer's 'off' time. Shifts and divisions will attempt to accommodate officers to allow service when at all possible if service is required during duty hours. Service is considered a part of duty time and pay or compensatory time is authorized for Honor Guard purposes unless specifically disapproved by the Chief of Police.
- B. Staffing needs permitting, the Honor Guard should attend all funerals within the Second Judicial District for:
 - 1. Law enforcement officers
 - 2. Former law enforcement officers
 - 3. Other public officials as designated by the Chief of Police
 - 4. The Chief of Police on a case-by-case basis will determine attendance at funerals outside this judicial district.

- C. Missing too many funerals, events or practice sessions or events can be cause for dismissal from the unit.



I. Policy

Pursuant to Act 989 of 1997 the Jonesboro Police Department is responsible for maintaining a sex offender registration process and files for registration, assessment and community notification of the presence of sexually violent predators, sex and child offenders that adhere to state standards and allow for appropriate decisions with regard to the safety and welfare of our citizens and their children. A.C.A.12-12-901 - 920, known as the Sex and Child Offender Registration Act of 1997, requires convicted sex offenders to register with the law enforcement agency having jurisdiction over the offender's place of residency.

II. Registration Procedure

- A. An officer or civilian will be designated as the sex offender registration officer/person and will be responsible for the registration of Sex and Child Offenders residing within the City of Jonesboro. This officer/person will also have the additional responsibility of processing the information received, coordinating community notifications, and maintaining accurate and accessible records of the offenders by entering offender information into the Department computer system.
- B. Guidelines and Registration Requirements
 - 1. The person responsible for offender registration will complete any registration requirements as set forth by SOCNA.
 - 2. Guidelines currently generally state that an offender must register within the jurisdiction where they live or work within 3-10 days: 3 days for offenders moving to this city from another Arkansas jurisdiction, within 5 days for offenders displaced by a natural disaster, within 7 days upon moving to Arkansas from another state and within 10 days upon release from incarceration.
 - 3. Two red print cards and palm prints must be forwarded to the state within 3 days.
 - 4. A registry of sex and child offenders who live within this jurisdiction will be maintained in the department software system and is also available to the general public on the website maintained by the Arkansas Crime Information Center (www.acic.org).

III. Verification

- A. The person in charge of registering offenders will complete any computer or physical address verification as required by ACIC, as well as updating department records as needed so that accurate and up to date information is available if needed.
- B. The person in charge of registering offenders will be responsible for notifying ACIC when any offender is found to be, or no longer be, residing within the corporate city limits of Jonesboro or found to be incarcerated.
- C. Any paper documents, such as those received from the assessment committee or other jurisdiction providing arrest information, must be scanned and attached to the offender file in the reporting system.

- D. Officers should obtain the name and contact information for any offenders who present themselves at the PD for registration and the registration person is not available and must forward that information to the registration officer/person.

IV. Community Notification

- A. Community notification should be enacted when an offender moves into the city from another jurisdiction or when they move to a new location within the city and the new location is far enough away from the previous location to warrant a new release or if other circumstances exist that justify re-notification in the same area. Notification will be carried out in accordance with the offender's risk level. The risk level is determined the state Sex Offender Risk Assessment Committee.
- B. In order to ensure that all proper entities are notified, consultation with the Craighead County Child Abuse Task Force may be completed to provide additional input on offenders. This team consists of many of the individuals recommended by the Sex Offender Assessment Committee, including representatives of the prosecuting attorney' office, treatment providers, law enforcement officers, representatives of the Craighead County Juvenile Office, the ASP Family Protection Unit, the Ark Department of Children and Family Services, and others.
- C. An Offender Fact Sheet shall be printed on each offender from the RPS computer software. The fact sheet includes:
 - 1. The offender's assigned risk level.
 - 2. The name, aliases, date of birth, and physical description of the offender.
 - 3. A recent photograph of the offender.
 - 4. A description of the offense for which the offender was convicted or other legal basis for the offender's confinement. The description shall not reveal the identity of any victim(s) or witnesses. The description should be written in a manner so as not to unreasonably arouse the anger of those who review it, or jeopardize the safety of the offender. Offense summaries prepared by other agencies or entities may be used in preparing the description.
 - 5. The block at which the offender resides or intends to reside.
 - 6. The offender's place of employment or school.
 - 7. The date the fact sheet was issued.
 - 8. The address and phone number of the Jonesboro Police Department.

V. Noncompliance

- A. An offender who fails to register, re-verify residency, or report a change of address as required by Act 989, is subject to prosecution for such a violation which is a Class C felony.
- B. In order for an offender to be charged with the commission of a violation of the act, an arrest warrant must be issued or when an officer is present and probable cause exists for the arrest.
- C. It shall be the duty of the officer/person in charge of registration to complete a report concerning the failure to register and complete the process for obtaining a warrant.
- D. Any officer gaining information on an unregistered sex and child offender residing within the City shall forward that information to the officer/person in charge of sex offender registration within twenty-four (24) hours.



I. Policy

In a cooperative effort with area colleges and high schools, the Jonesboro Police Department assists students with internship programs. By providing students with first hand experience, the department can help maintain the student's interest in this field after graduation. Although efforts will be made to accommodate the needs of student interns, the efficient operation of the police department will remain the primary concern of department personnel. To minimize the impact on department operations, the number of interns working during a semester may be limited.

II. Program Eligibility and Dismissal

A. Requirements

All persons interested in an internship position with the department shall complete an internship application. Additionally, applicants must be at least 18 years of age, possess a valid identification, complete a drug screen and background check, and have no felony or DWI convictions. Certain misdemeanor offenses, as determined by the Chief of Police, may also preclude them from eligibility.

B. Selection

Based on the information contained in the application, background and interview, the division commander will determine the most qualified applicant to fill the currently available slot(s). The Chief of Police will give final approval for applications.

C. Adherence to Policy

All interns will receive access to a copy of department policy and will be expected to adhere to any applicable portions. In addition, all will be required to sign an acknowledgement of the computer use standards, a confidentiality agreement and an "Internship Agreement" outlining certain minimum standards of conduct to be maintained during the internship period.

D. Dismissal

The Jonesboro Police Department retains the right to remove any applicant or serving intern from the internship program at any time.

III. Procedures

A. Department Access

1. Due to the confidential nature of some police activities and records, persons participating in the internship program may be restricted from access to certain records, computer programs and areas of the department as determined by the division commander.
2. Confidentiality of department activities and records must be maintained and interns will be expected to closely adhere to the confidentiality requirements of the 'Internship Agreement'.

B. Recording Time

1. The assigned supervisor will be responsible for tracking the intern's time of service and make that record available to the school. All work will be considered voluntary and interns will not receive compensation.
2. Interns should be considerate of the expectation of their arrival and if the need arises for them to be absent, they should notify their supervisor as soon as possible. Interns are not expected to work during holidays designated by their academic institution or those designated for civilians by the City of Jonesboro.

C. Supervisor Responsibilities

1. Supervisors assigned to oversee interns will make efforts to maintain a working liaison relationship with the academic supervisor of that intern.
2. Supervisors should strive to provide a learning experience for the student to as much an extent as possible and attempt to provide a worthwhile project or assignment other than mundane office duties or mere observation whenever possible.
3. Supervisors are responsible for the safety of interns assigned to this program and shall not allow them to place themselves in positions that create a substantial risk of injury.
4. Duties of the supervisor may include completing an evaluation of the intern at the conclusion of the internship period. Such reports should be completed in a timely manner to afford the student proper credit with the academic institution.



I. Policy

Parking Enforcement officers may be fielded by the Police Department. The Chief of Police will assign supervision of any parking enforcement as needed to augment services to the community.

II. Duties / Procedures

- A. Parking Enforcement Officers shall enforce and respond to all complaints involving Parking Regulations within prescribed areas, primarily the downtown improvement district of the City.
- B. Parking Enforcement Officers shall distribute warnings or citations or complete other actions as required by the parking regulations of the city.
- C. Information concerning violations will contain the following information:
 - 1. The location where any vehicle has occupied a space in violation of the parking regulations of the City of Jonesboro, Arkansas;
 - 2. The state license number on such vehicle;
 - 3. The time of day the officers detected such vehicle parked in violation of the parking regulations;
 - 4. Any other facts or knowledge which are necessary for a thorough understanding of the circumstances attending such violation;
 - 5. Name of the parking enforcement officer detecting such violation;
 - 6. All violations must be documented by photograph and stored electronically;
 - 7. Provided further that each parking enforcement officer observing such violation shall also attach to such vehicle a notice to the owner or operator thereof that such vehicle has been parked in violation of the City of Jonesboro, Arkansas.
- D. The Parking Enforcement Officers shall not perform any duties, unless authorized by the parking regulations or their immediate supervisor.



I. Purpose

The purpose of this policy is to establish guidelines for the utilization of explosive breaching by Jonesboro Police SWAT.

II. Policy

The goal of an explosive breach is the safe and non-violent resolution of crisis situations. Crisis situations include, but are not limited to, emergency missions involving hostage rescues, armed and dangerous suspects, and high-risk warrant services where barricades or other significant obstacles impede the successful safe execution of the mission.

Explosive entries produce a shock and stunning effect, and defeat barricades when other methods of entry are less practical.

III. Definitions

- A. Explosive Breach – A technique of employing explosive materials to create an opening through a wall, door, window, or other barrier to allow access by a tactical team.
- B. Explosive Breacher – A certified explosives handler trained in the construction, placement, and initiation of explosive breaching devices.
- C. Explosive Breaching Device – A construction of explosive materials created for the specific purpose of using explosives as an industrial breaching tool.

IV. Procedures

A. Authorization

1. Explosive breaching is a SWAT team tactical option and can be employed when a rapid and dynamic entry is critical to the success of the mission.
2. The option to use an explosive breach shall be at the discretion of the Critical Incident Commander.
3. Placement of the entry team during the explosive breach will be the responsibility of the SWAT team commander and entry team leaders with input from the explosive breacher.
4. Each tactical situation will dictate the best initiations sequence of the explosive breach. This may include a countdown or none at all if the safety of the team/members or victims may be compromised.

B. Considerations

Explosive breaching techniques are useful tools; however, breaching may not be appropriate in situations such as the following:

1. The construction of doors, walls, windows, building, or other barricades is unknown.
 2. The location and medical condition of the occupants/victim are unknown.
 3. The presence of unstable chemicals or other incendiary materials.
 4. Other means of mechanical breaching techniques are timely, effective, and safe to use.
- C. Training and Documentation
1. All explosive breachers will attend an accredited explosive breaching course prior to performing operational breaches.
 2. Explosive breach training will be coordinated and conducted at least bi-yearly by the explosive breach Team and Team Commander.
 3. All explosive breachers will maintain an explosive breachers logbook and complete a post breachers report when explosive breaching devices are used in training or during operational missions.



I. Policy

It is the policy of this Department to protect the citizens of Jonesboro from dangerous or nuisance animals by maintaining an animal control unit, which shall be responsible for the enforcement of city ordinances, state law, and federal law governing animals, reptiles, and fowl.

II. Definitions

- A. Animal bite - Animal Bite is the skin being penetrated by the animal's teeth and saliva has contact with the break or abrasion of the skin.
- B. Chemical Capture - The act of sedating an animal for capture or control using a sedation drug through a syringe, stick pole or dart gun.
- C. Microchip - A microchip implant is an identifying integrated circuit placed under the skin of an animal. The chip, about the size of a large grain of rice, contains the owner information and other vital information on the animal and owner.
- D. Vicious Animal - an animal that:
 - 1. When provoked, in an aggressive manner inflicts severe injury on or kills a human being or domestic animal.
 - 2. Was previously determined to be and is currently listed as a dangerous animal, which, after its owner or custodian has been notified of this determination, continues the dangerous behavior.
- E. Dangerous Animal - an animal that:
 - 1. Attacks or bites a human being or domestic animal without provocation, or
 - 2. Any animal for which compelling evidence is presented to show the animal manifests the disposition to bite, attack or injure a human being or other domestic animal while off the owner's premises and without provocation.
- F. High Risk Animals - Animals, which have a high risk for rabies transmission including skunks, bats, foxes, coyotes, and raccoons.
- G. Low Risk Animals - Animals that rarely get rabies including rodents, moles, shrews, opossums, rabbits, and armadillos.
- H. Other Animals - Animals not listed as high risk or low risk and not a domestic cat, dog, or domestic ferret.

III. Responsibilities

- A. Animal control officers shall be responsible for immediately responding to emergencies concerning animals, reptiles, and fowl within the city limits.
- B. Animal control officers shall, when possible, apprehend in a safe, humane manner any animal, reptile, or fowl that has become a nuisance or is a threat or danger to any citizen of the city.

IV. Animal Control Shelter

- A. The City of Jonesboro Animal Shelter shall be the facility used by this Department for impounding animals.
- B. Such documentation as required by the shelter shall be completed by animal control officers or patrol officers taking animals to the shelter.

V. Animal Bites

- A. An overview of the required steps following an animal bite can be found in the Animal Bite reporting procedures. (Ark Law 20-19-307)(A-BR).
- B. Domestic Animal Bites
 - 1. When a domestic dog or cat has bitten a human and the animal has been identified, the animal control officer shall ensure the animal is placed in quarantine for a ten-day observation period beginning on the day of the bite or have the animal humanely euthanized and the head submitted for rabies testing.
Special circumstances: Bites upon the head, face, neck or upper extremities; deep lacerations; multiple bite wounds inflicted by unvaccinated dogs, cats or other animals. (See section B.5)
 - 2. A veterinarian, owner, or public animal control shelter shall confine the offending animal for a period of ten (10) days.
 - 3. An owner may relinquish custody of his or her animal to an animal control officer by signing an Animal Custody and Ownership Surrender Form (A-SF). Once the form has been signed, the animal control officer shall remand the animal to a veterinarian for euthanasia and rabies testing.
 - 4. If animal ownership and vaccination status cannot be established, the animal control officer shall assume control of the animal and remand it to a veterinarian for euthanasia and rabies testing, however, in accordance with state law, the victim of a bite will be responsible for the fees associated with quarantine, euthanasia and testing. (Ark Law 20-19-307)
 - 5. In Special circumstances", as defined in SectionB.1. the Director of the Arkansas Department of Health, or his designated representative,(Animal Control Director or Chief of Police) may advise the immediate euthanasia of the dog or cat and expeditious shipment of the head to the Public Health Laboratory for diagnosis of rabies. Costs for euthanasia and for transportation are borne by the owner.
 - 6. A detailed written report of the biting incident shall be made by the police officer or animal control officer assigned the call. If a veterinarian is quarantining the animal the report will indicate the name and address of the veterinarian as well as the beginning date of quarantine.
 - 7. The animal control officer or patrol officer shall remand a copy of the bite report to the Animal Control Supervisor within one day of the incident.
 - 8. The animal control officer shall maintain copies of bite reports and shall make a follow up on the tenth day following the incident to determine the health of the animal.
 - a. The health of the animal shall be determined by contacting the veterinarian where the animal is quarantined.
 - b. The person bitten and the owner of the animal shall be contacted and informed of the findings.
 - c. The follow up finding shall be documented on the bite report, which shall be made available to the Arkansas Department of Health.
 - 9. The animal shall be released to the owner after quarantine only:

- a. If the owner has a current rabies vaccination certificate for the animal; or
 - b. A licensed veterinarian at the owner's expense vaccinates the animal against rabies.
 - c. Exception: see Section IV. If charges are deemed appropriate for the charge of Dangerous or Vicious animal, the animal will remain in custody of Animal Control and the courts will determine the final outcome for the animal.
10. Only the Animal Control Supervisor or Chief of Police shall grant any exceptions to this Directive.
- C. Non-Domestic Animal Bites
- 1. Live wild animals are not placed in a quarantine facility because the incubation time for rabies in wild animals is longer than for humans. A human bitten by a rabid wild animal could get rabies and die before the disease manifested itself in the wild animal.
 - 2. All animals involved in biting incidents shall be captured and transported to a city contracted veterinary clinic. The animal should be captured alive if it can be safely done.
 - a. If the biting animal is a high risk animal, it shall be humanely destroyed by the animal control officer or patrol officer and submitted for rabies testing.
 - b. If the biting animal is a low risk animal, neither quarantine nor rabies test will be required unless the animal control officer or patrol officer has cause to believe the biting animal is rabid, in which case it will be humanely destroyed and tested for rabies.
 - c. Other animals that are not domestic dogs, cats, domestic ferrets, high risk, or low risk such as wolf-dog hybrids, horses, cattle, pigs, tigers, bears, and chimpanzees may be quarantined and suitably confined for 30 days rather than being killed or tested.
 - 3. If it is necessary that an animal be destroyed in order to be handled safely, it shall be accomplished in as humane a manner as possible without chance of damage to the head of the animal. If the animal cannot be destroyed without damage to the head, the destruction is of no benefit as far as rabies diagnosis. However, if the animal is an obvious danger to the public it should be destroyed, even though damage to the head may occur.
 - 4. Wild animals that are destroyed shall immediately be transported to a city contracted veterinary clinic to be placed in a cooler. The city contracted veterinary clinic will ship the head of the animal to an Arkansas Department of Health certified laboratory for rabies diagnosis.
- D. The animal control officer, as the local rabies control authority, has the final word on what happens to an animal that has bitten a person.

VI. Dangerous or Vicious Dogs

An animal control officer shall review all dog bite reports to determine if an investigation should be initiated to determine if the animal should be classified as a dangerous dog.

VII. Handling Sick or Injured Animals

- A. During regular business hours, an Animal Control Officer or Kennel Master will assess sick and injured animals to be treated and observed for 24 hours. A re-assessment will be made after 24 hours to determine if treatment will be beneficial to the animal or if euthanasia is necessary. If the sick or injured animal shows signs of ownership and is in need of serious, medical treatment the animal will be transported to city contracted veterinary clinic prior to placement in the City of Jonesboro animal shelter.
- B. After regular business hours, sick and injured animals shall be transported to the City of Jonesboro animal shelter, when the condition of the animal permits this course of action. If the animal shows

signs of ownership, every attempt will be made to locate and contact the owner of the animal and note of those steps shall be made in a report.

- C. If, after evaluating the animal, the animal control officer or the patrol officer determines that the animal cannot be transported, the animal shall be humanely destroyed.
- D. When an animal is transported to the shelter, the animal control officer shall evaluate the animal. If the animal shows signs of contagious disease, it should be isolated from other animals. The animal should be transported to a city contracted veterinary clinic on the next business day.
- E. The animal control officer following any of the above actions indicating the signs and indications that were noted that led to the action taken shall complete a report.

VIII. Animal Complaints After Normal Working Hours

- A. Animal control officers shall not respond to animal calls after their scheduled work hours except under the following emergency conditions:
 - 1. Livestock on roadway or incidents which constitute an immediate safety hazard to others;
 - 2. Animal bite cases; where bite is severe and immediate custody of the animal is required. In the case of minor bite(s), information will be obtained by Desk Sergeant or Dispatch and that information will be sent to Animal Control. Animal Control will respond the following day.
 - 3. Loose dangerous or vicious animal.The police department Shift supervisor shall make the determination of when an Animal Control officer is called out.
- B. Citizens reporting an animal in custody or at large after the scheduled work hours should be advised the animal control officer will pick up the animal the next work day after 8:00 a.m. and the information left for an animal control officer to respond. If the citizen insists on a personal contact from the Department, a patrol officer shall be dispatched to the scene.

IX. Traps

- A. Traps are used in recurring problem areas to capture nuisance animals.
- B. Live traps, which do not normally cause injury to animals, are loaned to city residents, with a deposit, on a first-come, first-serve basis during normal animal control work hours.
- C. Special circumstances involving the need to capture wild animals such as those that have killed livestock or domestic animals would warrant the deployment of a large trap and the Arkansas Game and fish shall be notified.
- D. The animal control officers shall maintain a record of trap locations and date set.
- E. Animal Control will not set or retrieve traps from a private residents' crawlspace or attic or any other location that the Animal Control employee could become injured or could cause property damage.

X. Weapons and Firearms [6.04]

- A. Animal Control Officers who have successfully completed chemical capture training will be issued pneumatic dart weapons.
- B. Animal Control Officers who have successfully completed less lethal training will be issued .68 caliber rubber ball/pepper ball pneumatic weapon.
- C. Animal Control Officers who have successfully completed a training course, will be allowed to carry an authorized weapon, a .22 cal rifle, for the destruction of animals when necessary. These weapons will be issued by the Department and shall be secured in the Animal Control unit at all times when not in use.

XI. Emergency Destruction of Sick or Vicious Animals

- A. Destruction of an animal is permitted in those instances where:
 - 1. The animal is at large and cannot be safely contained; and
 - 2. The animal is considered vicious; and
 - 3. The animal is an immediate threat to a person.
 Animal Control will request Police support and turn any use of deadly force over to the Police. The Police will follow the Police Departments use of force policy. .
 NOTE: If the possibility of rabies is suspected, a shot to the head of the animal should be avoided, since the head will be needed for testing.
- B. Destruction of a large injured non-domesticated animal (deer, coyote) will be done by the responding Animal Control Officer.
 - 1. Issued .22 caliber rifle will be used.
 - 2. Animal Control Officer will notify Animal Control Dispatch and Police and Fire Dispatch before discharging rifle.
 - 3. Animal Control Officer will use extreme caution, will be aware of area and environment and never discharge the rifle when civilians are present.
- C. Destruction of a domesticated animal (dog, cat) will be sedated with chemical capture drug and safely transported to Animal Control where the animal will then be humanely euthanized.

XII. Micro-Chip scanning

- A. All Animal Control Officers will be issued and carry in their Animal Control unit a Micro-Chip scanner-reader.
- B. All dogs or cats, living or dead will be scanned upon Animal Control Officer taking possession of animal. If the animal does have a micro-chip the owner will be notified on the status of their animal.

XIII. Animal Control Units

- A. Specialized Animal Control units are provided by the Department to allow for the safe transportation of animals in accordance with Directive.
- B. The Animal Control units shall be operated in accordance with the provisions set forth by the City of Jonesboro Personnel Rules and Regulations and the Jonesboro Police Department Policy and Procedures.

- C. The use of the Animal Control unit is authorized when transportation of an animal is necessary under the provisions of this Directive and the animal control unit will be able to safely transport the animal.
- D. Personnel who operate the Animal Control units are required to possess a valid operator's license for motor vehicles through a state licensing agency to indicate that they have completed the training required to operate vehicles.
- E. Maintenance and care of each animal control unit is the responsibility of the Animal Control officer assigned to that unit.
- F. The following personnel are authorized to operate the animal control units:
 - 1. Animal Control Officers;
 - 2. Animal Control Supervisor; and
 - 3. Police Officers.
 - 4. Police employees (Service Tech/Maintenance)



I. Purpose

This directive establishes procedures to help ensure the safety of citizens who wish to observe patrol activity by accompanying an officer on patrol. The purpose in allowing such ride along opportunities is to provide citizen participants with information pertaining to the task of law enforcement in general, enhance the mutual respect of police officers and the community, and to encourage interest in those who may seek law enforcement as a career.

II. Authorized Riders

- A. Any commissioned Law Enforcement Officer as provided for under state statute or out-of-state officers with proper identification; or
- B. Citizen guests over the age of 18 who meet state and department guidelines for clearance for criminal justice employment. Such restrictions would include no convictions or pending criminal charges for a felony or certain class A misdemeanors. Appropriate checks of local records, warrants, and city and county databases will be conducted prior to authorization to ride.

III. Request and Approval to Participate

- A. Any individual interested in riding with an officer must complete a ride along request and Waiver form and submit it to the Chief's office for each requested ride date. The ride must be approved and signed by the Chief of Police or his/her designee at least three (3) days prior to the individual's participation in the program. Exceptions to the three-day prior scheduling requirement or any other provision of this policy may be granted by the Chief of Police when appropriate, or in the interests of the City or the Department.
- B. Approval may be withdrawn at any time by the Chief of Police or designee, in the interests of the Department.

IV. Waiver

- A. All guests must sign the waiver of liability form in order to be approved to ride with an officer.
- B. The waiver will be on a form approved by the city attorney, which releases the Department from any liability that may be incurred by the guest in the event of injury or death.

V. Limitations

The following limitations and guidelines will apply to the program:

- A. Certified law enforcement officers must complete a waiver form, but will be exempt from other limitations of the program. Certified law enforcement officers may carry their duty/off-duty firearm so long as it is concealed. No other program participants are allowed to carry firearms, whether or not they have a concealed carry license.

- B. No more than one person may ride with one officer at any one time.
- C. Family members of employees will be considered as citizens, and must obtain advanced approval as per this policy. The spouse, significant other, or immediate family members of an officer will not be allowed to ride with that officer. The guest may ride along on any shift with any officer other than their family member.
- D. Off-duty civilian employees of the city or 911 shall complete a waiver form, but do not need a 3 day advance approval.
- E. Citizens and civilian employees will not be allowed to ride more than two (2) times during a calendar year and no more than one time per calendar month.
- F. A citizen shall not participate in the program for more than one complete patrol shift.
- G. The citizen is not to get involved in any police action at any time unless they are a certified peace officer and immediate action is deemed necessary to assist the host officer.
- H. Citizens will not be permitted to take photographs or video of any kind when riding unless prior permission is obtained during the initial application approval.
- I. Proper attire is required. Shorts and flip-flops or other slip on type sandals or clothing with advertising or offensive logos is prohibited.

VI. Reporting for the Ride Along

- A. On the date of the Ride-Along, the guest will report directly to the on duty supervisor. The Ride-Along form should already be properly completed.
- B. Any supervisor, at their discretion, may cause or permit the termination of the citizen observer's tour at any time, at the request of the officer or the citizen.

VII. Supervisor Responsibility

- A. The shift supervisor is responsible for insuring that the proper waiver has been completed and that the citizen is properly dressed and outfitted with body armor.
- B. Supervisors have the authority to cancel, terminate, suspend or refuse any rider for failure to comply with policy or instructions from the assigned officer.
- C. At their discretion, supervisors may limit the number of riders per shift.
- D. Supervisors may, in the best interest of the Department and the persons involved, choose to assign the rider to an officer other than one specifically requested.

VIII. Officer Responsibilities

- A. The host officer will notify the dispatcher when he has a rider.
- B. Officers will not participate in pursuits as primary, back up, or support vehicles when citizen observers occupy their vehicles.
The host officer should observe that the rider at all times abides by the policies and procedures of the department.
- C. The host officer will immediately report to their supervisor any interference with their duties, or willful noncompliance with rules and regulations on the part of the citizen observer.
- D. No probationary officer or officer on disciplinary probation may have a rider during the term of the officer's probation.

IX. Guest Responsibilities

- A. The guest will in no way interfere with the officer in the performance of his duties and will in no way interject himself into a call short of intervening to prevent injury to the officer and upon request of the Officer in emergency circumstances.
- B. The guest will at all times be under the authority of the Officer with whom he is riding as well as the authority of the Officers supervisor and will abide by the policies and procedures of the Department.
- C. The guest will not handle any equipment in the patrol car without the direct instruction of the Officer.
- D. The guest may be a witness to incidents and may be called upon to give testimony as any other citizen.
- E. The guest will utilize the vehicle seat belt and any other safety equipment assigned.



Policy

The Jonesboro Police Department's small Unmanned Aircraft System (sUAS) program serves to assist law enforcement personnel by providing increased situational awareness and enhance officer safety. It is the policy of this department that all sUAS shall be deployed only for specific public safety mission in compliance with all applicable federal, state and local laws, specifically Arkansas State Statute 5-60-103 and only operated by trained and authorized personnel. This policy is not intended to be all-inclusive, but instead shall serve as a supplement to other agency policies and procedures, applicable Federal Aviation Administration regulations and sUAS manufacturers' approved flight manuals.

I. Definitions

- A. Digital Media Evidence (DME): Digital recordings of images, sounds and associated data.
- B. Remote Pilot in Command (rPIC): The individual with the final authority and responsibility for operations and safety of an sUAS operation.
- C. Small Unmanned Aircraft System (sUAS): An unmanned aircraft weighing less than 55 lbs. and its associated elements, including communication links and the components that control the aircraft that are required for safe and efficient operation.
- D. Unmanned Aircraft: An aircraft that is operated without direct human intervention from within or on the aircraft.
- E. Visual Observer: An sUAS flight crewmember designated by the rPIC to assist with the responsibility to identify and avoid other air traffic or objects in the air or on the ground.

II. Program Administration

- A. Agency sUAS shall be used only to support agency operations.
 - 1. The list of authorized missions shall be clearly defined.
 - 2. Those missions may include, but are not limited to:
 - a. Situational awareness for officer on the ground,
 - b. Search and rescue,
 - c. Tactical deployments,
 - d. Incident scene documentation (crime, traffic crash, disaster), and
 - e. Training missions.
- B. The sUAS program shall be limited to those personnel assigned by the chief of police and may include a commanding officer, supervisor(s), rPICs, visual observers, persons permitted to manipulate the sUAS controls, and others deemed necessary to ensure safe and efficient operations.
- C. All sUAS operations will be conducted in compliance with the Federal Aviation Administration's COA (Certificate of Authorization) with the Jonesboro Police Department or in compliance with the

regulations of U.S. Code: Title 14 CRF Part 107. To enhance the level of safety and promote appropriate use of a sUAS, all procedures contained herein shall be followed without deviation, unless necessary during an emergency, or with appropriate supervisory approval.

D. Complaint Investigations.

1. Should there be a complaint alleging inappropriate use of the sUAS, the complaint shall be handled in accordance with the JPD policy regarding employee complaints and investigations.

E. Auditing and Reporting

1. The sUAS program shall audit flight documentation monthly. This audit shall include, at a minimum, a summary of the following:
 - a. Number of missions/uses;
 - b. Appropriateness of uses;
 - c. Evaluation of the efficacy of the sUAS;
 - d. Safety concerns;
 - e. Equipment concerns; and
 - f. Flight time, to include a review of sUAS and rPIC flight logs.
2. The results of the audit shall be documented and submitted to the designated personnel for review.
3. A monthly report shall be submitted to the FAA in compliance with the Certificate of Authorization.

III. Procedures

A. Personnel Qualifications and Training.

1. All sUAS program personnel shall receive training necessary to safely, efficiently, and effectively manage or operate sUAS, to include initial and recurrent training.
2. All rPIC will hold a Part 107 Certificate issued from the FAA and will pass an initial or recurrent knowledge test every 24 months.
3. All sUAS program personnel shall receive training in the legal aspects of sUAS use to include, but not limited to annual review and training of this policy.
4. All sUAS pilots must log three successful take offs and landings every three months. Additional training flights are encouraged to maintain proficiency.

B. Operational Procedures

1. Agency sUAS operations shall comply with the guidelines from the FAA
 - a. Operations will be conducted in compliance with the existing Certificate of Waiver Authorization for the City of Jonesboro or with 14 CFR Part 107.
 - b. The rPIC will determine under what guidelines they will be flying prior to any flight.
2. All sUAS missions should be approved by a supervisor. Supervisory personnel should manage all deployments and uses of sUAS to ensure that officers equipped with sUAS devices utilize them in accordance with policy and procedures defined herein.
3. All flights shall be documented on a form or database designed for that purpose, and all flight time shall be accurately recorded. In addition, each deployment of the sUAS shall include information regarding
 - a. The reason for the flight;
 - b. The time, date, and location of the flight; and

- c. A summary of the activities covered, actions taken, personnel involved in the mission, and outcomes from the deployment.
4. Where there are specific and articulable grounds to believe that the sUAS shall collect evidence of criminal wrongdoing and the sUAS shall be used in a manner that may intrude upon reasonable expectations of privacy, the agency shall obtain a search warrant prior to conducting the flight.
5. The agency shall collect data using sUAS or use sUAS-collected data only to the extent that such collection or use is consistent with and relevant to an authorized purpose.
6. Digital Media Evidence (DME) retention and Management.
 - a. All DME shall be securely downloaded and stored in compliance with JPD Body Worn Cameras policy at the completion of each mission.
 - b. Agency employees shall not edit, alter, erase, duplicate, copy, share or otherwise distribute DME in any manner inconsistent with any Jonesboro Police Department Policy or prior authorization from the Chief of Police or their designee.
7. Restrictions on the use of sUAS
 - a. The sUAS shall be deployed and used only to support official law enforcement, public safety, and prior approved training missions.
 - b. Training missions should be conducted at a location that is sparsely populated to minimize the risk of disturbing and injury to the public.
 - c. The sUAS shall not be operated in an unsafe manner or in violation of regulations.
 - d. The sUAS shall not be equipped with weapons of any kind.
- C. Safety
 - a. Preflight checks will be conducted prior to any flight.
 - b. All sUAS personnel shall receive appropriate safety training including, but not limited to physiological effects of low light operations, aeronautical decision making, and risk management.
 - c. Visual Observers should be used on every flight. A VO must be used on every mission that is conducted during night time hours.
- D. Maintenance
 - a. The rPIC is responsible for inspecting each sUAS prior to every flight.
 - b. A documented readiness inspection will be conducted for each sUAS at least twice annually.
 - c. The sUAS program shall have a documented maintenance program to include manufacturer's recommendations.
 - d. Records shall be kept of all maintenance performed on agency sUAS.



I. Policy

This directive establishes procedures for the handling of occurrences or situations of an emergency nature, which are of such significant magnitude that they necessitate the recall of personnel and requests for support from other agencies in response to natural disasters, man-made disasters or large scale civil disturbances.

The Craighead County Emergency Management Plan has been based on the National Incident Management System (NIMS) and it is that plan that has been adopted by the City of Jonesboro to help prepare for a response to and recovery from critical incidents and catastrophic events and help mitigate the outcomes that may be associated with such events. Various city departments, including the Police Department, participate in training and information exchange with the Craighead County Office of Emergency Services, in order to ensure greater success of the plan if a catastrophic event were to occur.

During a critical incident, the police department will primarily be concerned with protection of life and property, enforcement of criminal laws, maintaining order, and coordination or assistance in the movement of people and resources in and around the affected area. In addition, such emergencies may require law enforcement to undertake a number of tasks not typically performed on a daily basis, including protection and security of critical facilities, enforcing curfews and controlling access to impacted or damaged areas. Upon implementation of the Emergency Management Plan, the Chief of Police, or his designee, will be charged with directing and coordinating all City law enforcement assets and resources during the course of the emergency.

Critical Incidents are typically of such magnitude that they necessitate a heightened emergency response, require additional resources, extended on-scene command, recall/augmentation of personnel, and/or multi-agency response and support in order to protect life and property, prevent escalation, and restore order. Due to the multitude of catastrophic event possibilities, it becomes necessary that this Emergency Operations Plan be basic, yet flexible, and subject to modification to be effective in our response.

Tactical Incidents, which could include criminal incidents involving, active shooters, barricaded persons, hostage-takers, selected warrant services, or incidents of civil disturbance, and other situations, will be handled with the same command structure, but will involve response limited primarily to law enforcement personnel. In the case of a critical incident, being a tactical incident, the Tactical Commander, Chief or Assistant Chief will assume Incident Command.

II. Definitions

- A. Critical Incident – An occurrence or event, natural or human-caused, which requires an emergency response to protect life or property. Incidents can include, for example, major natural disasters (earthquake, tornado, etc.), terrorist attacks, large scale fires, floods, hazardous materials spills,

nuclear or war related events, aircraft accidents and other occurrences requiring an emergency response.

- B. Emergency – Any event that threatens to, or actually does, inflict damage to people or property that can be dealt with using only internal and mutual aid resources.
- C. Incident Command System – ICS is a planned response to a situation where extensive governmental assets and manpower will be utilized to control and manage a planned or emergency event. ICS defines a command structure that delineates responsibility of command.
- D. Resources – Any combination of personnel and equipment used to solve or manage/contain a critical incident, disaster, or emergency event.
- E. Staging and Staging Area – Responding personnel and equipment are grouped at a selected physical location for deployment. The staging area should be strategically located near the incident to be effectively deployed in a timely manner, but not so close, that the resources staged would be in jeopardy, or a hindrance to a command post area of operations. The personnel and equipment are logged and assigned as needed. Staging allows for controlled and planned use of resources.
- F. Command Post – A stationary location or mobile unit that provides a place for the incident management team to lead, direct, and manage the incident on or near the site of the incident. The Command Post may also provide phone and radio communication services to include on site dispatching of resources.
- G. Tactical Incident – Incidents involving snipers, barricaded persons, hostage-takers, selected warrant services, and other situations or activities as deemed necessary by the Chief of Police.

III. Command Protocol and Coordination of Operations [8.05C]

- A. In accordance with the Craighead County Emergency Management Plan, the Craighead County Emergency Operations Coordinator (EOC) shall assume incident command of any catastrophic event involving a natural disaster. In the event of less catastrophic natural disasters or accidental or man-made disasters, the EOC for the department (generally the Special Services Captain) may assume command of department personnel providing services. The Chief of Police, or his designee, may also assume incident command of any such event, or serve as the PD commander in a unified command structure. Incidents involving a criminal incident or civil disturbance will be under the command of the Police Department.
- B. The Chief of Police shall exercise full authority over the operations and management of all law enforcement personnel and resources, and may be the liaison with the EOC in the event of activation of the County's Emergency Management Plan.
- C. A Division Commander (or department EOC) will be responsible for planning and coordinating functions and response of assigned personnel and resources to a critical incident. Should the critical incident be a limited tactical incident, the Tactical Commander may assume command.
- D. During the course of a Critical Incident, the police department has primary responsibility for:
 - 1. Establishing an on-scene command post.
 - 2. Law enforcement operations and investigation.
 - 3. Scene security and staging area security.
 - 4. Evacuations and warnings.
 - 5. Communications with other law enforcement agencies.
 - 6. Coordination with the Emergency Operations Center or Command Post.

- E. If additional personnel are needed for a law enforcement response, the Chief of Police or his designee will contact the Craighead Co S.O., the ASP, neighboring police agencies or federal agencies, as deemed necessary.
- F. Additional resources, such as military support, etc. needed in response to a countywide emergency under coordination of the OES should be requested through coordination with the Craighead County OES and the Craighead County Judge.

IV. Incident Command System

- A. The Incident Command System (ICS) shall be the standard operating procedure for all Critical Incidents involving extended operational response. The ICS is comprised of five (5) primary elements: Command, Operations, Logistics, Planning and Finance/Administration.
- B. Each of the primary elements will have assigned personnel as needed to conduct the operation. The Incident Commander exercises all control for the event and directs the efforts of the personnel in charge of each of the functional elements. All Command personnel will access to the current Operations Plan(s).
- C. For some types of critical events (tornado, flooding) where warning is given, a specific incident scene may not exist in the initial response planning phase and the Chief of Police or his designee, may accomplish initial response actions, such as mobilizing personnel and equipment and issuing assignments. As the potential threat becomes clearer, and as a specific site or sites become identified, an Incident Command Post (ICP) may be established and direction and control of the response will be transitioned to an Incident Commander located at the EOC or on-scene.
- D. Should a critical incident occur without warning, the first officer to arrive on scene will implement the rapid response of the necessary number of on duty patrol units to the Critical Incident and serve as incident commander until relieved by a supervisor or more qualified individual. The incident commander will establish an Incident Command Post (ICP) and provide an assessment of the situation to a supervisor and the 911 Dispatch Center, identify response resources needed, and direct on-scene response. The Incident Command System shall be implemented in accordance with the County's Emergency Management Plan.

V. Initiation of the Plan

Once the appropriate level of response has been determined, the on-scene Commander or designee will be responsible for initiating the Emergency Management Plan and assume Incident Command until properly relieved. As additional personnel arrive at the scene, they will be assigned to various functions or phases of the operation as needed, including but not limited to:

- A. Command Function – will be responsible for the following:
 - 1. Activating the incident command system. This should include identification of the commander to dispatch so that other responding units can be made aware.
 - 2. Establishing a command post. A command post does not have to be an occupiable structure, but should be located some distance away from the scene, yet close enough to be accessible by the different branches of the command structure.
 - 3. Initiating the notification and mobilization of additional agency personnel. A designated person off site will complete actual notification.
 - 4. Obtaining support from other agencies. Available resources from other city, county, state, private and non-profit agencies may be contacted for support.

5. Establishing a staging area, if deemed necessary, so that all incoming support may be directed to a central meeting area. More than one staging area may be established if necessary.
 6. Providing public information and maintaining media relations. In the case of a large-scale event involving more than one agency, every effort should be made to coordinate a common, unified press release.
 7. Maintaining the safety of all affected personnel, since emergency personnel will not be able to assist others if they, themselves, are injured.
 8. Preparing a documented after action report utilizing department forms available or utilizing national standardized forms.
- B. Operations Function – will be responsible for the following:
1. Establishing (and adjusting as needed) inner and outer perimeter.
 2. Delegating personnel to evaluate and conduct evacuations if necessary, as well as coordinating the announcement of advisories of plan to civilians and public safety personnel.
 3. Maintaining command post, staging area and scene security from secondary attack, disaster or other situation.
 4. Coordinate arrest teams, detainee transportation, processing and confinement. **[8.05B]**
 5. Delegating personnel to direct and control vehicle and pedestrian traffic and personnel to secure and recover property.
 6. Conducting a post incident investigation. If specialized units are needed to assist, assistance will be sought and may even be sought from other agencies if needed.
- C. Planning Function – will be responsible for the following:
1. Preparing and documenting incident action plan. Plans should remain fluid and address current, as well as alternative response strategies. In the case of a unified command, all elements of command should be consulted.
 2. Gathering and disseminating information and intelligence to all appropriate levels and units concerning the status of resources, and anticipated manpower and equipment needs.
 3. Planning post-incident demobilization.
- D. Logistics Function - will be responsible for the following:
1. Communications/command post location.
 2. Transportation, vehicle parking and storage.
 3. Medical support, first aid and (if necessary) morgue.
 4. Supplies, food, temporary shelter and rest area.
 5. Specialized team and equipment needs.
- E. Finance/Administration Function - will be responsible for the following:
1. Recording personnel time
 2. Procuring additional resources
 3. Recording expenses
 4. Documenting injuries and liability issues

VI. Equipment

- A. All equipment designated for use in response to critical incidents shall meet the standard for the U.S. Department of Homeland Security's Science and Technology division standards and shall be maintained in operational readiness status. Documented inspection shall be conducted semi-annually and the inspection report shall be filed with the service division.
- B. Equipment available for critical incident response will be brought to the scene as directed by the incident commander and will vary in number and type and includes, but is not limited to:

1. Mobile units that may be utilized as a Command Post.
 2. Tactical Equipment and vehicles.
- C. All first responders assigned to the Tactical Team, as well as other designated responders, such as certified lab response technicians, are issued protective equipment including gas masks and protective gear for use if involved with chemical, biological, radiological, nuclear weapons (CBRN), and hazardous materials. Additionally, all officers will receive training on awareness level guidelines, appropriate actions, and use of protective equipment in response to CBRN events.

VII. Levels of Mobilization

Many natural catastrophic events follow some recognizable build-up period during which planning and actions can be taken to achieve a gradually increasing state of readiness. The Chief of Police and/or the Command Staff will determine readiness Levels.

A. Level 4: Normal Conditions

Emergency incidents occur and local officials are notified. One or more departments or agencies may respond to handle the incident; an incident command post may be established. Limited assistance may be requested from other jurisdictions pursuant to established inter-local and mutual aid agreements. The normal operations of government are not affected.

B. Level 3: Increased Readiness

Increased Readiness refers to a situation that presents a greater potential threat than “Level 4” but poses no immediate threat to life and/or property. Increased readiness actions may be appropriate during situations such as severe weather threats or possibility of large civil disturbances.

C. Level 2: High Readiness

High Readiness refers to a situation with a significant potential and probability of causing loss of life and/or property. Normally requires a full activation of the Police Department’s ICS structure for emergency operations, in response to situations such as impending severe weather conditions or imminent large scale, violent disturbances. Officers may be placed on immediate stand-by and twelve-hour shifts may be established, along with staging of Mobile Command posts and emergency operations/response resources. Command staff may communicate with other agencies to ensure availability of resources and reaffirm mutual aid agreements. This condition will normally require some degree of warning to the public.

D. Level 1: Maximum Readiness

Maximum Readiness refers to a situation where hazardous conditions are imminent or on-going. Depending on the event, twelve-hour shifts will be established. This condition denotes a greater sense of danger and urgency than associated with a Level 2 event.

E. Alert and Mobilization Authorization

Declaration of an alert and mobilization of personnel may be authorized by the Chief of Police or if the Chief is not available, by the Assistant Chief, or if neither are available, a Captain.

VIII. Personnel Deployment

- A. At the time a disaster strikes, the on-duty personnel will be critical in the initial damage assessment, rescue efforts, and maintenance of order. Due to the need for the personnel to remain on-duty, if necessary, certain officers will be given the responsibility to immediately check on the families of those personnel on-duty who are unable to immediately check on their welfare. They will report their findings, and if a family needs assistance, oncoming personnel will relieve the

officer whose family is in need of assistance. After the families of officers have been deemed safe, officers shall immediately report for duty as needed.

- B. It will be the responsibility of all off-duty personnel to report in person to the Police Department as soon as possible after a disaster with applicable emergency equipment. Employees, who are unable to respond, shall notify a supervisor immediately. Call-outs of this nature require a mandatory response. [\[2.22\]](#)
- C. Shift Organization
In the event of a Disaster or Emergency, the Chief of Police may make the decision to reorganize the department into two, twelve (12), hour shifts and will appoint commanders to command each shift. The shifts will run from 07:00 A.M. to 07:00 P.M. and from 07:00 P.M. to 07:00 A.M. until conditions allow otherwise. All personnel will make contact, in person, with the Police Department supervisors on duty at the Police Department or secondary location in the event the Police Department is inaccessible.
 - 1. The first shift will be comprised of the following personnel: First Platoon, Second Platoon, School Resource officers, CID officers, Motorcycle patrol officers, Code Enforcement officers and the Training officer(s).
 - 2. The Second Shift will be comprised of the following personnel:
Third Platoon, Drug Task Force officers, DARE, Warrants Officers, Community Outreach officers, Traffic Unit officers, SCU, PT-2 Officers, and Animal Control Officers.
 - 3. The Service Division Officers and staff will provide equipment support and will monitor the vehicle fleet.
 - 4. The Administration Officers: Chief, Asst. Chief, and Captains will command the incident response. The Chief of Police will coordinate with Craighead County officials as needed.
 - 5. All other civilian personnel will contact the shift supervisor on duty for assignment.
 - 6. Reserve officers and unassigned new officers will be assigned as available and needed.
 - 7. Any other person not otherwise listed will report to the commanding officer or supervisor of the first shift for assignment.
- D. It will be the initial responsibility of those officers on duty, assigned to the different areas of the city, to proceed to the location of known hazards and assess their status as to damage, safety, need for security, disaster control assistance, etc.
- E. Officers shall observe all areas in their route of travel, noting roadway conditions and other emergencies. In addition, officers will give a quick assessment of schools in their area. It will be the responsibility of the shift commander to coordinate these activities until properly relieved. Upon being relieved by proper authority, he will continue to assist in the assessment of major hazards and road conditions unless assigned other duties.

IX. Establishing Command Post, Resources and Other Needs

- A. Command Post Selection and Activation
 - 1. A field command post is established for all unusual occurrences that require a major commitment of Departmental resources for an extended period. A field command post may be established by the supervisor at the scene for any event or occurrence regardless of the size of the operation.
 - 2. The creation of a field command post helps the Incident Commander on the scene with tasks of commanding the operation while maintaining a system of communications, acquiring additional

personnel and equipment, accumulating, utilizing and disseminating information and coordinating efforts with other agencies.

3. The location for a field command post should be:
 - a. In the vicinity and strategic to the occurrence
 - b. A site readily located and accessible to responding personnel
 - c. Of sufficient space to accommodate personnel and vehicles
 - d. Connected to public services (telephone, electrical, etc.)
 - e. Secure and defensible as much as possible
4. Situation maps should be made available as soon as possible, detailing building(s), structure(s), streets, routes, barricade areas, etc. for use to determine perimeters, evacuation, staging, etc.

B. Staging Areas

1. Law Enforcement and other Emergency Services personnel – In the event the Police Department is inaccessible, inoperable, or destroyed, officers shall report to the south parking lot of the Jonesboro High School located at Main Street and Highland Drive or to a primary staging area identified in the alert notification. The staging area(s) should be located and established as soon as possible away from the Command Post in order to not disrupt command operations.
2. Other Volunteers – In the event of a major disaster, volunteers will play an important role and should be utilized by officers whenever practical. However, officers should not order or direct volunteers to engage in dangerous or hazardous activities. A separate staging area should be established for non-emergency services volunteers.
3. Media – A media staging area should also be established as soon as possible. This area also needs to be far enough away as not to interfere with command operations, but close enough to maintain proper communication. It should be staffed with a liaison and used to communicate accurate and timely information regarding situation updates and public alerts, such as barricaded areas, volunteer information, etc.

C. Triage and First Aid

When necessary, an area should also be established in a safe, yet accessible area for medical personnel to conduct triage and first aid operations. Consideration for this area should especially include planning for transportation of casualties out.

D. Traffic Control

Traffic control will be implemented with consideration of public safety, as well as keeping the operational area free of non-operational traffic. The use of barricades, vehicles and personnel may be utilized.

E. Mass Arrests [\[8.05B\]](#)

In instances that may result in the physical arrest of a large numbers of persons, an arrest detail may be organized to work in conjunction with Mobile Field Force personnel. In the event of a mass arrest, the command officer will coordinate arrest teams, detainee areas, transportation, processing and confinement. As arrestees are processed into the holding facility, assigned officers will obtain appropriate information to complete the arrest and report process.

F. Security patrols [\[8.05A\]](#)

In many disasters, communities have been faced with the additional problem of dealing with destruction or theft of property. Officers will preserve the peace, protect life and prevent the destruction of property, and remain impartial to all parties in a demonstration. Officers may take appropriate enforcement action when a demonstration violates the provisions of the State laws.

Security patrols of the various public facilities and other business areas affected by the disaster or civil disturbance are necessary to discourage the destruction of property and to offer a measure of protection. Division Commanders shall work together to ensure sufficient manpower is available in order to maintain a police presence within the affected area, while maintaining an adequate staffing level to provide police services for the remaining, unaffected areas of the city.

X. De-Escalation and Post Incident

A. De-Escalation

The command post should remain in operation until the situation has stabilized, order is restored and the threat to the public ceases. The Incident Commander shall begin de-escalation beginning at the outer areas and working inward, first relieving personnel who have been on duty the longest. De-escalation is complete when the area has been returned to normal

B. Post Occurrence Duties

Post occurrence duties may include maintaining a police presence a certain time longer in order to complete processing, clean up, etc. Incident Commanders should also insure that all officers that participated in the incident are debriefed, write the appropriate reports and receive counseling, if necessary.

C. After Action Report [8.06]

The incident commander will be responsible for preparing an After Action Report and forwarding a copy of the report to the Chief of Police as soon as possible after the conclusion of the event. The report should also include summaries from any applicable functions (Planning, Logistics, and Finance) established during the incident.

XI. Training

- A. All affected Police Department personnel shall be required to complete appropriate NIMS training for their rank and/or position, with newly hired personnel receiving training (ICS-100 and IS-700) during their initial classroom training. Supervisors shall also complete ICS-200 and Command Staff shall also complete ICS-300 and ICS-400. [8.09] [13.12]
- B. The training division shall conduct or coordinate training, on the Incident Command System as it pertains to department operations, including training conducted with other agencies. Training may include participation in field or table top exercises with multiple agency involvement, as part of the department's role in the Craighead County OES county wide plan
- C. The Special Services Captain will be responsible for conducting a documented review of the police department's emergency operations plan every two years and updating the plan as needed. The review may be conducted as a full or partial exercise or a command or supervisory staff discussion and review of the plan. [8.07]



I. Policy

Given the threats of domestic and international terrorism to this nation, the state and this community, the employees of this department must be prepared to do their part in the war on terror. Police officers must be vigilant for signs of terrorist activities and be prepared to address them directly or to report them to the appropriate authority for an interagency response.

It shall be the policy of this department to establish procedures for reporting and relaying terrorism-related intelligence or information and provide all employees with awareness level guidelines for events involving chemical, biological, radiological, and nuclear weapons.

II. Definitions

- A. First Responder – (as outlined in Homeland Security Presidential Directive/HSPD-8) Those individuals who in the early stages of an incident are responsible for the protection and preservation of life, property, evidence, and the environment, including emergency response providers as defined in section 2 of the Homeland Security Act of 2002 (6 U.S.C. 101), as well as emergency management, public health, clinical care, public works, and other skilled support personnel (such as equipment operators) that provide immediate support services during prevention, response, and recovery operations.
- B. Information – Facts, observations or claims that are raw, unevaluated and uncorroborated, which are not yet analyzed against other information or put into context.
- C. Intelligence – Information that has been processed through an intelligence cycle, has been validated, analyzed and given meaning.
- D. Homeland Security – A concerted national effort to prevent terrorist attacks within the United States, to reduce America’s vulnerability to terrorism, and to minimize the damage and recover from attacks that do occur.
- E. W.M.D. – Weapons of Mass Destruction.

III. Reporting and Relaying Terrorism Information

- A. The investigator assigned to the JTTF will be the liaison between the Police Department and the Craighead County Office of Emergency Services and other federal agencies, such as the FBI or Homeland Security, to be familiar with, review and disseminate as necessary, homeland security information pertinent to the city. [\[8.08\]](#)
- B. Incidents occurring in Jonesboro that might prove of interest to the local Federal Bureau of Investigation or other federal agency will normally be communicated through or by the designated person. Agency personnel who become aware of information that might be related to terrorist activities or acts of terrorism will immediately report such information to his/her supervisor who shall insure that steps are taken to notify the proper agency.

- C. The Craighead County Office of Emergency Services maintains regular liaison with local media for the distribution of terrorism awareness information. Thus, any general information, such as a change in national terrorism alert levels, will be handled by that office. Any incidents, events or circumstances of particular interest to the residents of the City of Jonesboro or matters concerning public education will be addressed by the department liaison. The liaison will also be responsible for providing terrorism awareness information to interested individuals and community organizations.

IV. Hazardous Materials Awareness and Response

A. Generally

1. A responder must resist the urge to “rush in” to the scene and risk becoming a casualty. Others cannot be helped until the situation has been fully assessed. Do not walk into or touch the spilled material. Avoid inhaling fumes, smoke or vapors.
2. A hazardous materials response may require a multidisciplinary response involving police, fire and other government agencies and/or private entities. Police responders shall coordinate their efforts with other responding entities to support the response effort. Once the threat has been determined, the fire official will generally be the incident commander.

B. Police Response

1. It is best to assess the scene from an upwind direction.
2. Before approaching the scene of a hazardous materials incident, responders must stop and assess the situation from a distance. Try to identify the material by:
 - a. Having persons involved with the material approach the responder; and
 - b. Reading placards on vehicles using binoculars.
3. Report the situation and the material to the Fire Department. **[8.10]**
4. Hazards and risks of hazardous materials, and the appropriate response and precautions, may be determined with the Hazardous Materials Emergency Response Guide booklet or software.
5. Consider the following:
 - Is there a fire, leak or spill?
 - What is the wind speed and direction?
 - What are the weather conditions?
 - What is the terrain?
 - Are there risks to people, property, and environment?
 - What can be done immediately?
6. Set up an appropriate perimeter, isolate the area, and ensure the safety of persons in the hazard area. Such actions may include:
 - a. Shelter in place; or
 - b. Evacuate.
7. Address pedestrian and vehicular traffic.
8. Provide support for those personnel trained for and tasked with addressing the hazardous material.

V. Chemical Weapons Awareness Level Guidelines

A. Generally

1. Chemical agents are poisonous vapors, aerosols, liquids, and solids that have toxic effects on people, animals, or plants. They can be released by bombs or sprayed from aircraft, boats, and

vehicles. They can be used as a liquid to create a hazard to people and the environment. Some chemical agents may be odorless and tasteless. They can have an immediate effect (a few seconds to a few minutes) or a delayed effect (2 to 48 hours).

2. While potentially lethal, chemical agents are difficult to deliver in lethal concentrations. Outdoors, the agents often dissipate rapidly. Chemical agents also are difficult to produce.
3. A chemical attack could come without warning. Signs of a chemical release include people having difficulty breathing; experiencing eye irritation; losing coordination; becoming nauseated; or having a burning sensation in the nose, throat, and lungs. In addition, the presence of many dead insects or birds may indicate a chemical agent release.

B. Decontamination Guidelines

1. Decontamination is needed within minutes of exposure to minimize health consequences. A person affected by a chemical agent requires immediate medical attention from a professional. If medical help is not immediately available, decontaminate yourself and assist in decontaminating others.
2. Use extreme caution when helping others who have been exposed to chemical agents.
3. When possible:
 - a. Remove all clothing and other items in contact with the body. Contaminated clothing normally removed over the head should be cut off to avoid contact with the eyes, nose, and mouth.
 - b. Put contaminated clothing and items into a plastic bag, and seal it.
 - c. Decontaminate hands using soap and water.
 - d. Remove eyeglasses or contact lenses. Put glasses in a pan of household bleach to decontaminate them and then rinse and dry.
 - e. Flush eyes with water.
 - f. Gently wash face and hair with soap and water before thoroughly rinsing with water.
 - g. Decontaminate other body areas likely to have been contaminated. Blot (do not swab or scrape) with a cloth soaked in soapy water, and rinse with clear water.
 - h. Change into uncontaminated clothes. Clothing stored in drawers or closets is likely to be uncontaminated.
 - i. Proceed to a medical facility as directed or transported for screening and professional treatment, not without being screened for further decontamination. The presence of a contaminated person in the medical facility may cause the facility to have to cease operation for decontamination!

VI. Biological Weapons Awareness Guidelines

A. Generally

1. Biological agents are organisms or toxins that can kill or incapacitate people, livestock, and crops. The three basic groups of biological agents that would likely be used as weapons are:
 - 1) Bacteria;
 - 2) Viruses; and
 - 3) Toxins.
2. Most biological agents are difficult to grow and maintain. Many break down quickly when exposed to sunlight and other environmental factors, while others, such as anthrax spores, are very long lived. Biological agents can be dispersed by spraying them into the air, by infecting animals that carry the disease to humans and by contaminating food and water.
3. Delivery methods include:

- a. Aerosols: biological agents are dispersed into the air, forming a fine mist that may drift for miles. Inhaling the agent may cause disease in people or animals.
 - b. Animals: insects and animals, such as fleas, mice, flies, mosquitoes, and livestock, spread some diseases.
 - c. Food and water contamination: some pathogenic organisms and toxins may persist in food and water supplies. Most microbes can be killed, and toxins deactivated, by cooking food and boiling water. Most microbes are killed by boiling water for one minute, but some require longer boiling. Follow official instructions.
 - d. Person-to-person: spread of a few infectious agents is also possible. Humans have been the source of infection for smallpox, bubonic plague, and the Lassa viruses.
- B. Response: If you become aware of an unusual and suspicious substance nearby:
- 1. Move away quickly;
 - 2. Contact dispatch and report the incident;
 - 3. When possible, wash with soap and water; and
 - 4. Seek medical attention if you become sick.
- C. Exposure: If you are exposed to a biological agent:
- 1. When possible, remove and bag your clothes and personal items. Follow official instructions for disposal of contaminated items.
 - 2. When possible: Wash yourself with soap and water and put on clean clothes.
 - 3. Seek medical assistance.
 - a. You may be advised to stay away from others or even quarantined.
 - b. If you believe you have recently been exposed to a biological weapons agent, DO NOT ENTER A MEDICAL FACILITY without being screened for further decontamination. The presence of a contaminated person in the medical facility may cause the facility to have to cease operation for decontamination!

VII. Radiological Weapons Awareness

- A. Generally
- 1. Terrorist use of a Radiological Dispersion Device (RDD) (often called "dirty nuke" or "dirty bomb") is considered far more likely than use of a nuclear explosive device. An RDD combines a conventional explosive device, such as a bomb, with radioactive material. It is designed to scatter dangerous and sub-lethal amounts of radioactive material over a general area. RDDs require limited technical knowledge to build and deploy, compared to a nuclear device. Also, the radioactive materials in RDDs are widely used in medicine, agriculture, industry, and research, and are easier to obtain than weapons grade uranium or plutonium.
 - 2. The primary purpose of terrorist use of an RDD is to cause psychological fear and economic disruption. Some devices could cause fatalities from exposure to radioactive materials. Depending on the speed at which the area of the RDD detonation was evacuated or how successful people were at sheltering-in-place, the number of deaths and injuries from an RDD might not be substantially greater than from a conventional bomb explosion.
 - 3. The size of the affected area and the level of destruction caused by an RDD would depend on the sophistication and size of the conventional bomb, the type of radioactive material used, the quality and quantity of the radioactive material, and the local meteorological conditions, primarily wind and precipitation. The area affected could be placed off-limits to the public for several months during cleanup efforts.
- B. Response

1. While the explosive blast will be immediately obvious, the presence of radiation will not be known until trained personnel with specialized equipment are on the scene. It would be safer to assume radiological contamination has occurred— particularly in an urban setting or near other likely terrorist targets—and take the proper precautions.
2. As with any radiation, avoid or limit exposure. This is particularly true of inhaling radioactive dust that results from the explosion. As you seek shelter from any location (indoors or outdoors) and visible dust or other contaminants are in the air, breathe through the cloth of your shirt or coat to limit your exposure. If you manage to avoid breathing radioactive dust, your proximity to the radioactive particles may still result in some radiation exposure.
3. If the explosion or radiological release occurs inside, get out immediately and seek safe shelter. Contamination from an RDD event could affect a wide area, depending on the amount of conventional explosives used, the quantity and type of radioactive material released, and meteorological conditions. Thus, radiation dissipation rates vary, but radiation from an RDD will likely take longer to dissipate due to a potentially larger localized concentration of radioactive material.

VIII. Nuclear Weapons Awareness Level Guidelines

- A. A nuclear blast is an explosion with intense light and heat, a damaging pressure wave, and widespread radioactive material that can contaminate the air, water, and ground surfaces for miles around. A nuclear device can range from a weapon carried by an intercontinental missile launched by a hostile nation or terrorist organization, to a small portable nuclear device transported by an individual. All nuclear devices cause deadly effects when exploded, including blinding light, intense heat (thermal radiation), initial nuclear radiation, blast, fires started by the heat pulse, and secondary fires caused by the destruction.
- B. Hazards of Nuclear Devices
The extent, nature and arrival time of these hazards are difficult to predict. The geographical dispersion of hazard effects will be defined by the following:
 1. Size of the device: a more powerful bomb will produce more distant effects.
 2. Height above the ground the device was detonated: this will determine the extent of blast effects.
 3. Nature of the surface beneath the explosion: some materials are more likely to become radioactive and airborne than others are. Flat areas are more susceptible to blast effects.
 4. Existing meteorological conditions: wind speed and direction will affect arrival time of fallout; precipitation may wash fallout from the atmosphere.
- C. Radioactive Fallout
 1. Even if individuals are not close enough to the nuclear blast to be affected by the direct impact, they may be affected by radioactive fallout. Any nuclear blast results in some fallout. Blasts that occur near the earth's surface create much greater amounts of fallout than blasts that occur at higher altitudes. This is because the tremendous heat produced from a nuclear blast causes an up draft of air that forms the familiar mushroom cloud.
 2. When a blast occurs near the earth's surface, millions of vaporized dirt particles are also drawn into the cloud. As the heat diminishes, radioactive materials that have vaporized condense on the particles and fall back to Earth. The phenomenon is called radioactive fallout. This fallout material decays over a long period, and it is the main source of residual nuclear radiation.
 3. Fallout from a nuclear explosion may be carried by wind currents for hundreds of miles if the right conditions exist. Effects from even a small portable device exploded at ground level can be potentially deadly. Nuclear radiation cannot be seen, smelled, or otherwise detected by normal

senses. Radiation can only be detected by radiation monitoring devices. This makes radiological emergencies different from other types of emergencies, such as floods or hurricanes.

4. Monitoring can project the fallout arrival times, which will be announced through official warning channels. However, any increase in surface build-up of gritty dust and dirt should be a warning for taking protective measures.

D. Electromagnetic Pulse

1. In addition to other effects, a nuclear weapon detonated in or above the earth's atmosphere can create an electromagnetic pulse (EMP), a high-density electrical field. An EMP acts like a stroke of lightning but is stronger, faster, and shorter.
2. An EMP can seriously damage electronic devices connected to power sources or antennas. This includes communication systems, computers, electrical appliances, and automobile or aircraft ignition systems. The damage could range from a minor interruption to actual burnout of components. Most electronic equipment within 1,000 miles of a high-altitude nuclear detonation could be affected. Battery-powered radios with short antennas generally would not be affected. Although an EMP is unlikely to harm most people, it could harm those with pacemakers or other implanted electronic devices.

E. Response

1. The three factors for protecting oneself from radiation and fallout are distance, shielding, and time.
 - a. Distance: the more distance between you and the fallout particles, the better. An underground area such as a home or office building basement offers more protection than the first floor of a building. A floor near the middle of a high rise may be better, depending on what is nearby at that level on which significant fallout particles would collect. Flat roofs collect fallout particles, so the top floor is not a good choice, nor is a floor adjacent to a neighboring flat roof.
 - b. Shielding: the heavier and denser the materials, such as thick walls, concrete, bricks, books and earth, between you and the fallout particles, the better.
 - c. Time: fallout radiation loses its intensity fairly rapidly. In time, you will be able to leave the fallout shelter. Radioactive fallout poses the greatest threat to people during the first two weeks, by which time it has declined to about one percent of its initial radiation level.
2. Remember that any protection, however temporary, is better than none at all, and the more shielding, distance, and time you can take advantage of, the better.
 - a. Take cover as quickly as you can, below ground if possible, and stay there until instructed to do otherwise. Distance and shielding are defenses against a nuclear blast.
 - b. Listen for official information and follow instructions.
 - c. Do not look at the flash or fireball; it can blind you.
 - d. Take cover behind anything that might offer protection.
 - e. Lie flat on the ground and cover your head. If the explosion is some distance away, it could take thirty (30) seconds or more for the blast wave to hit.
 - f. Take shelter as soon as you can, even if you are many miles from ground zero where the attack occurred.
 - g. Cover your mouth and nose with a damp cloth. The danger from fallout is greatest from contaminated particles you may breathe into your lungs. Radioactive fallout can be carried by the winds for hundreds of miles. Remember the three protective factors: distance, shielding, and time.
 - h. Decay rates of the radioactive fallout are the same for any size nuclear device. However, the amount of fallout will vary based on the size of the device and its proximity to the ground.

Therefore, it might be necessary for those in the areas with highest radiation levels to shelter for up to a month.

- i. The heaviest fallout would be limited to the area at or downwind from the explosion, and eighty (80) percent of the fallout would occur during the first twenty-four hours.
- j. People in most of the areas that would be affected could be allowed to come out of shelter within a few days and, if necessary, evacuate to unaffected areas.

F. Risks

1. Experts predict a massive strategic nuclear attack on the United States is less likely today than in the past. However, terrorism, by nature, is unpredictable. If there were the threat of an attack, people living near potential targets could be advised to evacuate, or they could decide on their own to evacuate to an area not considered a likely target. Protection from radioactive fallout would require taking shelter in an underground area or in the middle of a large building.
2. In general, potential targets include:
 - a. Strategic missile sites and military bases;
 - b. Centers of government;
 - c. Important transportation and communication centers;
 - d. Manufacturing, industrial, technology, and financial centers;
 - e. Petroleum refineries, electrical power plants, and chemical plants; and
 - f. Major ports and airfields.

IX. Equipment

- A. All equipment designated for use in response to critical incidents shall meet usability and safety needs and shall be maintained in operational readiness status. Documented inspection shall be conducted at least semi-annually and the report shall be filed with the service division.
- B. Equipment available for critical incident response will vary in number and type and includes, but is not limited to:
 1. Mobile units that may be utilized as a Command Post.
 2. Tactical Equipment and vehicles.
- C. All first responders assigned to the Tactical Team, as well as other designated responders, such as certified lab response technicians, are issued protective equipment including gas masks and protective gear for use if involved with chemical, biological, radiological, nuclear weapons (CBRN), and hazardous materials. Additionally, first responders, as well as all other officers will receive training on awareness level guidelines, appropriate actions, and use of protective equipment in response to CBRN events.



I. Policy

It is the policy of the Jonesboro Police Department to provide security and assistance to visitors and VIPs when requested. In affording this security, the Department will cooperate and coordinate with other agencies when necessary in an effort to promote and protect the exercise of lawful free speech and assembly while assuring the safety and security of all citizens.

II. Requests for Dignitary Protection

- A. Upon receipt of a request for VIP/Dignitary protection, the Special Services Captain or his designee will be assigned to act as a single point of contact for representatives of the visiting dignitary and other agencies that may be involved in the overall security of the event.
- B. The Special Services Captain or his designee should make inquiries to these representatives regarding:
 - 1. Date and time of visit
 - 2. Locations and where security is needed
 - 3. Specific travel routes of any processions through the city.

III. Event Coordination

- A. The assigned Supervisor is responsible for:
 - 1. Contacting other agencies involved and coordinating security operations within the Department.
 - 2. Gather intelligence information necessary for the successful completion of the event. This should include, but not be limited to:
 - a. Contacting members of potential protest groups before the dates and times of the schedule event to prevent face-to-face confrontation on the actual day(s) of the visit.
 - b. The assigned Supervisor should keep in mind when contacting the groups that the purpose of the meeting is to evaluate safety and security issues, not to discuss the protest group's objectives and views.
 - 3. Plan travel routes with special attention to alternate routes in the event of road blockages, emergencies or other problems, which could hamper the smooth flow of travel through the City by the visiting dignitaries.
 - 4. Drive the route to observe potential hazards.
 - a. Consider observation of the route by air (helicopter).
 - b. Create situational and/or route maps for distribution.
 - c. Utilize road or intersection closure if necessary to facilitate travel.
 - 5. Coordinate, organize and manage advanced inspections of sites to be visited.

6. Identify and notify the appropriate emergency, ambulance and medical facilities that may be needed during the visit and ensure that police personnel assigned to the security detail are in possession of, or have access to, emergency first aid.
 7. Coordinate with the E911 dispatch center and other surrounding agencies, any special requirements need during the visit.
 8. Identify the need for any special equipment which may include, but is not limited to:
 - a. Any vehicles needed for the security detail.
 - b. Ballistic vests for VIPs and security detail officers.
 - c. Lethal and non-lethal weapons deemed necessary for use by security detail officers.
- B. Cooperation/Coordination with Federal Partner Agencies
- Some visits may involve other Federal agencies, most usually, the U.S. Secret Service. Specific arrangement regarding planning and coordination of VIP/Dignitary security should be made through that agency. Contact with the U/S/ Secret Service should be made by the assigned Supervisor as soon as practical to ensure adequate time to prepare for the VIP visit.



I. Policy

The purpose of this policy is to establish guidelines for the handling of special events that may occur within the City of Jonesboro. This policy shall apply to all members of the Jonesboro Police Department. Frequently, special events, such as parades, conventions, sporting or entertainment events, etc. occur in the City requiring varying degrees of police involvement. It shall be the policy of the Jonesboro Police Department to develop specific plans for handling these types of events, addressing the problems and special circumstances involved with each of these events.

II. Procedure

- A. All requests for assistance of on duty Department personnel for any type of special event should be directed to the Special Services Captain, or in his absence, the Patrol Division Commander. The Captain will review the request and notify the appropriate units for deployment strategy and staffing assignments for the event.
- B. The Captain shall notify the unit commander for any unit identified as may be necessary for the event, such as Motors, Reserves or SWAT. The unit commander for any specialized team shall be responsible for the deployment and the supervision of the team.
- C. The Captain may designate responsibility for supervision of the event to another department supervisor, of a rank dependent on the size and scope of the event.
- D. The Captain, his designee, or event supervisor will contact the event organizers to discuss the specifics of the event. Prior to the special event, the event supervisor shall complete a written Special Event report that includes a description of the event, to include estimates of the following:
 - 1. An estimate of anticipated traffic and crowd control requirements;
 - 2. An estimate of the crime problems expected for the event based on past experience or the experience of other agencies with similar events;
 - 3. An estimate of Police Department personnel requirements; and
 - 4. Specific assignments for Police Department personnel.
- E. In addition to the estimates of coverage and problems associated with the event, the plan shall include a contingency plan for traffic direction and control at the special event, including temporary traffic control devices needed, alternate traffic routes and parking.
- F. The plan should be submitted to the Special Services Captain for review, recommendations and assignment of an event supervisor prior to any planned event.
- G. The event supervisor shall be responsible for ensuring that the logistical requirements of the event are met, to include defining the operational schedule for the event, establishing operational command relating to the event, identifying the location of assignments, identifying names of personnel utilized, radio call identifiers and equipment utilized. If the event is a parade, a map of the parade route shall be distributed to involved personnel and to dispatch.

- H. Coordination between the Jonesboro Police Department, the event organizers, and other agencies involved during the event shall be the responsibility of the assigned supervisor.
- I. As a means of operational review, any issues encountered during the event should be reported to the Special Services Captain to aid in the planning of future events.



I. Purpose

The purpose of this policy is to establish guidelines for managing crowds, protecting individual rights, and preserving the peace during demonstrations and civil disturbances.

II. Policy

It is the policy of this agency to protect individual rights related to assembly and free speech; effectively manage crowds to prevent loss of life, injury, or property damage; and minimize disruption to persons who are not involved.

III. Definitions

- A. Civil Disturbance - A gathering that constitutes a breach of the peace or any assembly of persons where there is a threat of collective violence, destruction of property, or other unlawful acts. Such a gathering may also be referred to as a riot or unlawful assembly.
- B. Crowd Control - Techniques used to address civil disturbances, to include a show of force, crowd containment, dispersal equipment and tactics, and preparations for multiple arrests.
- C. Crowd Management - Techniques used to manage lawful assemblies before, during, and after the event for the purpose of maintaining lawful status through event planning, pre-event contact with event organizers, issuance of permits when applicable, information gathering, personnel training, and other means.
- D. Demonstration - A lawful assembly of persons organized primarily to engage in free speech activity. These may be scheduled events that allow for law enforcement planning. They include, but are not limited to, marches, protests, and other assemblies intended to attract attention. Lawful demonstrations can devolve into civil disturbances that necessitate enforcement action.
- E. Impact Projectiles - Projectiles designed and intended to deliver non-penetrating impact energy from safer than contact range. These may include direct fire or non-direct skip-fired rounds. The latter are projectiles that are discharged toward the ground in front of a target, theoretically delivering the energy to the subject following contact with the ground.

IV. Procedures

- A. Preparation and Planning
 - 1. Every effort should be made to make advance contact with event organizers and to gather the following necessary information about the event to ensure accurate assignment of personnel and resources:
 - a. What type of event is involved?
 - b. When is it planned?
 - c. Will the event coincide with other routine, large-scale events (e.g., sporting events)?
 - d. Is opposition to the event expected?

- e. How many participants are expected?
 - f. What are the assembly areas and movement routes?
 - g. What actions, activities, or tactics are anticipated, to include use of demonstrator devices designed to thwart arrest?
 - h. What critical infrastructures are in the proximity of the event?
 - i. Have permits been issued?
 - j. Have other agencies such as fire and EMS been notified?
 - k. Is there a need to request mutual aid?
 - l. Has the appropriate level of properly equipped personnel been allocated to ensure safety of bystanders, officers, and demonstrators?
 - m. Will off-duty personnel be required?
 - n. What is the history of conduct at such events?
 - o. Are event organizers cooperative?
 - p. Who are the potential counter-protest groups?
 - q. Is there a history of violence between the group demonstrating and potential counter-protest groups?
2. The incident commander (IC) or a designee, shall prepare a written plan subject to the approval of the chief executive officer or his or her designee. The plan should address the following and be distributed to all participating agencies.
- a. Command assignments and responsibilities
 - b. Personnel, unit structure, and deployment considerations to include the need for special response teams (i.e., SWAT, emergency medical personnel, and plainclothes officers).
 - c. Regular communication with legal advisors
 - d. Liaison with event planners, to include their legal advisors, where applicable
 - e. Liaison with outside agencies
 - f. Communications plan, to include release of information to the media
 - g. Pre-event intelligence analysis
 - h. Weather and terrain at the event location
 - i. Transportation, support, and relief of personnel
 - j. Staging points for additional resources and equipment
 - k. Traffic management, including perimeter security
 - l. First aid stations established in coordination with emergency medical service providers
 - m. Demonstrator devices, extrication teams, and equipment
 - n. Transportation of prisoners
 - o. Arrestee processing areas
 - p. Any laws, ordinances, or administrative rules specific to the event
- B. Management and Organization Principles
1. Government may impose reasonable restrictions on the time, place, and manner in which persons assemble and engage in free speech activity. This agency shall place only those limitations and restrictions on demonstrations necessary to maintain public safety and order and, to the degree possible, facilitate uninhibited speech, commerce, and freedom of movement.
 2. An Incident Command System (ICS) shall be used in crowd management and civil disturbances to ensure control and unified command.
 3. Organization of responsibilities shall be as follows:
 - a. The chief executive officer shall designate an incident commander (IC) responsible for overall control of a demonstration or civil disturbance.

- b. The IC shall implement the written plan.
 - c. In the case of a widely dispersed demonstration or disturbance, or event with multiple locations, multiple ICs may be assigned at the discretion of the chief executive officer.
 - d. The IC shall be responsible for preparing operations plans and management details associated with planned demonstrations.
4. The primary objectives of the IC at a civil disturbance are to accomplish the following:
 - a. Protect persons, regardless of their participation in the disturbance.
 - b. Disperse disorderly or threatening crowds in order to eliminate the immediate risks of continued escalation and further violence.
 - c. Arrest law violators, including those responsible for property damage, and remove or isolate persons inciting violent behavior.
 5. Officers shall be briefed on what to expect and appropriate responses. They shall be informed that the IC or their designee(s) shall be responsible for ordering any response deemed appropriate.
- C. General Crowd Response
1. Officers shall be deployed to monitor crowd activity. Sufficient resources to handle multiple unruly persons should be available, depending on the fluidity of the situation and degree of actual or likely disruption.
 2. Uniformed personnel shall wear their badges and nameplates or other identification in a visible location on their person at all times.
 3. Officers shall be positioned in such a manner as to minimize contact with the assembled crowds.
 4. Officers should avoid engaging in conversations related to the demonstration with attendees, refrain from reacting in response to comments from demonstrators, and maintain a courteous and neutral demeanor.
 5. Persons who reside, are employed, or have emergency business within the area marked off by a police line shall not be prevented from entering the area unless circumstances suggest that their safety would be in jeopardy or their entry would interfere with law enforcement operations.
 6. Individuals designated by the IC should establish and maintain communication with event organizers and relay information on crowd mood to the IC.
 7. Supervisors should maintain close contact with their assigned officers to ensure compliance with orders, monitor behavior and disposition, and ensure that they are aware of any changes in crowd behavior or intent.
 8. Audio and video recording of agency crowd response should be considered for evidentiary purposes.
 9. Mass arrests shall be avoided, unless necessary.
 10. Officers shall ensure that a means of egress for all individuals is present at all times.
- D. Response to Spontaneous Civil Disturbances
1. The first officer to arrive on the scene of a spontaneous civil disturbance should:
 - a. Observe the situation from a safe distance to determine if the gathering is currently or potentially violent;
 - b. Notify communications of the nature and seriousness of the disturbance, particularly the availability of improvised or deadly weapons, the location and estimated number of participants, current activities (e.g., blocking traffic), direction of movement, and ingress and egress routes for emergency vehicles;
 - c. Request the assistance of a supervisor and necessary backup;

- d. Attempt to identify crowd leaders and agitators engaged in criminal acts; and
 - e. At the first available opportunity, request the crowd to voluntarily disperse.
2. The first officer or supervisor in charge at the scene should:
- a. Deploy officers at vantage points to report on crowd actions;
 - b. Establish a perimeter sufficient to contain the disturbance and prohibit entrance into the affected area;
 - c. Ensure that, to the degree possible, uninvolved individuals are evacuated from the immediate area of the disturbance;
 - d. Establish a temporary command post;
 - e. Provide ongoing assessment to communications;
 - f. Move and reroute pedestrian and vehicular traffic around the disorder;
 - g. Control unauthorized ingress and egress by participants; and
 - h. Prevent outside attempts to assist or reinforce participants.
 - i. The IC should also ensure that:
 - j. Adequate security is provided to fire and EMS personnel in the performance of emergency tasks;
 - k. Support and relief for personnel are available;
 - l. A secure staging area for emergency responders and equipment is designated;
 - m. Liaison and staging points for media representatives are established and available information is provided as appropriate;
 - n. The IC event log is maintained to document activities and actions taken during the course of the incident;
 - o. Photographic or video evidence is preserved, in accordance with applicable law and agency policy, of crowd actions and officer response;
 - p. Photographs or videos are taken of any injuries sustained by law enforcement officers or the public; and
 - q. The need for full mobilization of sworn officers and the recall of off-duty officers are determined.

E. Use of Force

- 1. Officers should follow their agency's policy on use of force.
- 2. Unless exigent circumstances justify immediate action, officers shall not independently make arrests or employ force without command authorization.
- 3. The following restrictions and limitations on the use of force should be observed during demonstrations and civil disturbances. In all cases, weapons should be carried and deployed only by trained and authorized officers.
 - a. Canine teams may respond as backup when appropriate but should not be deployed for crowd control (i.e., containment or dispersal). Canines should remain in patrol vehicles or other secure locations and, whenever reasonably possible, out of the view of the crowd. Canines may be deployed in appropriate circumstances related to bomb detection, pursuit of suspects in buildings, and related situations.
 - b. Horses may be used to contain, control, and direct groups in nonviolent demonstrations as appropriate. They should not be used against passively resistant demonstrators, including those who are sitting or lying down. Unless exigent circumstances exist, horses should not be utilized when the use of chemical agents is anticipated or deployed, or in icy or snowy conditions or when similar lack of footing may jeopardize the animal, rider, or others.

- c. Motor vehicles may be used to contain, control, and direct persons as appropriate but shall not be intentionally brought into contact with them unless the use of deadly force is authorized.
 - d. Bicycles may be used to control and move persons as appropriate.
 - e. Impact projectiles shall not be fired indiscriminately into crowds.
 - 1) Non-direct (skip-fired) projectiles and munitions may be used in civil disturbances where life is in immediate jeopardy or the need to use the devices outweighs the potential risks involved.
 - 2) Direct-fired impact munitions, to include beanbag and related projectiles, may be used during civil disturbances against specific individuals who are engaged in conduct that poses an immediate threat of death or serious injury.
 - 3) A verbal warning should be given prior to the use of impact projectiles, when reasonably possible.
 - f. Electronic control weapons (ECWs) should be used during civil disturbances only for purposes of restraint or arrest of actively resistant individuals when alternative less forceful means of control are not available or are unsuitable and only when the individual can be accurately targeted. ECWs shall not be fired indiscriminately into crowds.
 - g. Aerosol restraint spray, known as oleoresin capicum (OC), may be used against specific individuals engaged in unlawful conduct or actively resisting arrest, or as necessary in a defensive capacity when appropriate. OC spray shall not be used indiscriminately against groups of people where bystanders would be unreasonably affected, or against passively resistant individuals. High-volume OC delivery systems (such as MK-9 and MK-46) are designed for and may be used in civil disturbances against groups of people engaged in unlawful acts or endangering public safety and security when approved by the IC. Whenever reasonably possible, a verbal warning should be issued prior to the use of these systems.
 - h. CS (2-chlorobenzalmalononitrile) chemical agents are primarily offensive weapons that shall be used with the utmost caution. CS may be deployed defensively to prevent injury when lesser force options are either not available or would likely be ineffective. Such munitions shall be deployed at the direction of the IC and only when avenues of egress are available to the crowd. When reasonably possible, their use shall be announced to the crowd in advance. CN (phenacyl chloride) shall not be used in any instance.
 - i. A baton or similar device can be used as a defensive weapon; as a means of overcoming resistance (e.g., used in the two-hand horizontal thrust on a police line); to stop, control, or neutralize perceived threatening resistance; as a show of force; or as a means to contain or disperse a crowd.
 - j. All uses of force shall be reported and investigated in accordance with agency policy.
- F. Crowd Dispersal
- 1. Before ordering forced dispersal of a civil disturbance, the IC should determine whether lesser alternatives may be effective. These alternatives include the use of containment and dialogue, as follows:
 - a. Establish contact with event organizers or crowd leaders to assess their intentions and motivations and develop a mutually acceptable plan for de-escalation and dispersal.
 - b. Communicate to the participants that their assembly is in violation of the law and that the agency wishes to resolve the incident peacefully, but that acts of violence will be dealt with swiftly and decisively.
 - c. Target specific violent or disruptive individuals for arrest.

2. Prior to issuing dispersal orders, the IC should ensure that all potentially necessary law enforcement, fire, and EMS equipment and personnel are on hand to successfully carry out tactical operations and that logistical needs for making mass arrests are in place.
3. When the IC has made a determination that crowd dispersal is required, he or she shall direct unit commanders, where time and circumstances permit, to issue warnings prior to taking action to disperse the crowd.
 - a. The warning shall consist of an announcement citing the offenses or violations being committed, an order to disperse, and designated dispersal routes.
 - b. A second and third warning should be issued at reasonable time intervals before designated actions are taken to disperse the crowd.
 - c. Where possible, the warnings should be audio or video recorded and the time and the names of the issuing officers recorded in the IC's event log.
4. Specific crowd dispersal tactics should be ordered as necessary where the crowd does not heed warnings. These include, but are not limited to, any one or combination of the following:
 - a. Display of forceful presence to include police lines combined with motorcycles, law enforcement vehicles, mounted units, bicycle units, and mobile field forces
 - b. Multiple simultaneous arrests
 - c. Use of aerosol crowd control chemical agents
 - d. Law enforcement formations and the use of batons for forcing crowd movement

G. Mass Arrest

During a civil disturbance, it may be necessary to make arrests of numerous individuals over a relatively short period of time. For this process to be handled efficiently, safely, and legally, the following should be observed:

1. Mass arrests should be conducted by designated squads.
2. An adequate secure area should be designated for holding arrestees after processing and while awaiting transportation to a detention center.
3. Arrest teams should be advised of the basic offenses to be charged in all arrests, and all arrestees shall be advised of these charges.
4. Arrestees who are sitting or lying down but agree to walk shall be escorted to the transportation vehicle for processing. Two or more officers should carry those who refuse to walk.
5. Arrestees shall be searched incident to arrest for weapons, evidence of the crime of arrest, and contraband.
6. Photographs should be taken of the arrestee and any arrestee property, and a field arrest form shall be completed.
7. Transporting officers should not accept arrestees without a properly prepared field arrest form and photographs and shall ensure that all property is properly processed.
8. Anyone who is injured, to include arrestees, shall be provided medical attention. Photographs should be taken of all known injuries.

H. Deactivation

When the disturbance has been brought under control,

1. All personnel engaged in the incident shall be accounted for and an assessment and documentation made of personal injuries.
2. Witnesses, suspects, and others should be interviewed or questioned.
3. All necessary personnel should be debriefed as required.
4. Any equipment utilized by officers should be replaced.
5. All written reports shall be completed as soon as possible after the incident. Comprehensive

documentation should include the basis for the incident and the agency's response to the incident, with a statement of impact to include the costs of equipment, personnel, and related items.

I. Training

1. Officers should receive both initial and ongoing training on appropriate response to crowd control and management. Joint training should also be conducted with all agencies who are involved in crowd management activities.