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DEPARTMENT OF  
POLICE

CITY OF SACRAMENTO  
CALIFORNIA

HALL OF JUSTICE  
813 SIXTH STREET  
SACRAMENTO, CA  
95814-2495

April 10, 1991

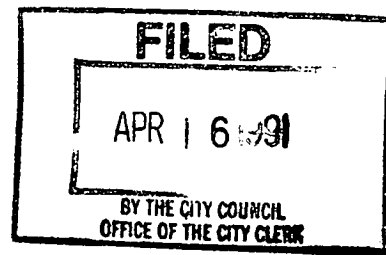
916-449-5121

JOHN P. KEARNS  
CHIEF OF POLICE

City Council  
Sacramento, California

HONORABLE MEMBERS IN SESSION:

SUBJECT: VIOLENCE AVOIDANCE



**SUMMARY**

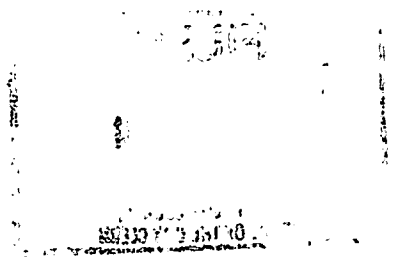
At the direction of the City Council, the Police Department has instituted a Violence Avoidance Program which will review current training and programs for officers in the areas of violence avoidance and stress recognition and reduction.

**BACKGROUND**

In an effort to insure that the Sacramento Police Department provides sufficient training for officers in violence avoidance and stress recognition and reduction, a committee has been formed in partnership with the Sacramento Police Officers Association (S.P.O.A.). Members of the committee include Deputy Chief Fred Arthur, S.P.O.A. representative Leon Taylor, Psychologist John Kohls and Law Enforcement Chaplain Gary Benjestorf.

This committee has been charged with the responsibility to review current training programs, internal procedures, and stress reduction programs to insure that officers are given the best resources available to deal with these conditions. The committee will compile a list of topics and develop resources for future presentations during the police academy as well as other training courses.

The violence avoidance committee will make use of various sub-committees comprised of representatives of community organizations. Individuals such as Clyde Rainwater, African American Advisory Committee on Law Enforcement; Manuela Serna, Mayor's Hispanic Committee on Law Enforcement; Jimmie Yee, Asian American Advisory



City Council  
Page 2  
April 10, 1991

Committee and Ed Condon, River City Democratic Club have been requested to participate.

The Sacramento Police Department plans to include twenty hours of violence avoidance training during the upcoming in-service training sessions attended by all sworn officers. Instruction areas will include violence avoidance/crisis intervention, constitutional provisions of force, weaponless defense, ethics and professionalism, responsibility of officers in situations where abuse of authority may be occurring, cultural awareness and how to shut off an adrenalin reaction response.

Further training in the areas of traumatic incidents and dealing with subordinate stress will be included in the supervisory training sessions beginning in April, 1991.

At the present time, officers receive four hours of stress training during the police academy. A follow-up session in stress training is being developed for officers before they enter their second year with the Police Department. Stress recognition and reduction courses will also be provided during future in-service training sessions.

The Police Department will also be exploring ways of better utilizing the Peer Support, Employee Assistance and Law Enforcement Chaplaincy programs. Coupling these support groups with stress management and violence avoidance training should provide employees with a well-balanced program to assist them in managing the rigors of their law enforcement careers.

In addition, I personally attended roll calls and discussed with patrol officers the use of authority and the procedures and expectations of the Sacramento Police Department. During these sessions, officers were encouraged to contact members of the violence avoidance committee to offer input.

**FINANCIAL DATA**

None

**POLICY MATTERS**

N/A

**MBE/WBE EFFORTS**

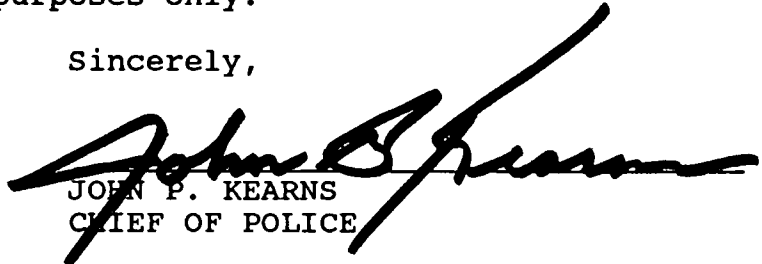
No impact

City Council  
Page 3  
April 10, 1991

RECOMMENDATION

Submitted for information purposes only.

Sincerely,



JOHN P. KEARNS  
CHIEF OF POLICE

INFORMATION ITEM:



WALTER SLUPE  
CITY MANAGER

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449-5688

ALL DISTRICTS  
April 16, 1991