STOCKTON POLICE DEPARTMENT

GENERAL ORDER

EMPLOYEE DEATHS OR SERIOUS INJURIES SUBJECT

DATE:	September 14, 2017			NO:	C-4	
FROM:	CHIEF ERIC JONES		TO:	ALL PER	RSONNEL	
INDEX:	Employee Deaths or Serious	Injuries				

INDEX: Employee Deaths or Serious Injuries
Current or Retired Employee Deaths
Serious Employee Injuries
Employee Funerals
Funerals

I. POLICY

- A. It is the policy of the Stockton Police Department to honor and respect the sacrifice and commitment of our employees and those of other law enforcement agencies who have died in the line of duty and to recognize that the death or serious injury of a Stockton Police Department employee is very traumatic. It is our policy to fully assist family members and employees in dealing with these situations.
 - A serious injury is defined as one that is life threatening or disabling to the employee for a substantial period of time.
- B. Department assistance is available for the following:
 - Any employee killed or seriously injured in the line of duty.
 - 2. The off-duty death or serious injury of any employee.
 - 3. The death or serious injury of <u>retired</u> employees.
- C. All reasonable efforts will be made to help the family and employees deal with this difficult situation. This will involve notifying family members and department employees of the death or serious injury of a current or retired employee. Upon request, the Department will assist the family with notifications and funeral services.

II. PROCEDURE FOR NOTIFICATION OF EMPLOYEE DEATH OR SERIOUS INJURY

- A. The Watch Commander is to be advised immediately upon notification of the death or serious injury of a department employee. The Watch Commander will be responsible for personally notifying the Deputy Chief of the Bureau the employee is assigned. The Deputy Chief will ensure the Chief of Police is notified.
- B. Notification Team(s).

<u>Under no circumstance(s) will employees contact a seriously injured or deceased</u> employee's family prior to the official notification. If in doubt, contact the Chief's Office.

- 1. The Administrative Division Assistant Chief, or designated representative, will be responsible for assembling a notification team. As soon as we become aware of a death or serious injury, the following personnel will assemble to make the family notification:
 - a. A representative from the Chief's Office.
 - b. Police Chaplain.
 - c. A department employee known to the family (if possible).
 - Association representative.
 - e. A Wellness Network/Peer Support Team Member.
- Should a situation arise where multiple deaths have occurred, multiple notification teams should be assembled.

3. The Notification Team shall be briefed about the circumstances surrounding the employee's death or serious injury prior to any notifications. This may consist of the minimum details known. Family notification should occur as soon as possible.

C. Department Employee Notification

Employee notification will be made through a series of supervisory notifications. The Watch Commander will enlist the aide of patrol sergeants, who will notify all on-duty department supervisors of the situation. It will be the responsibility of each supervisor to advise his or her subordinates. As soon as practical, the Chief's Office, or designee, shall ensure a Department Directive is issued to notify all personnel of a Department employee's death.

D. Wellness Network

 The Administrative Services Division will coordinate the Wellness Network response efforts with the Chief's Office regarding support for department employees and family.

E. Media Notification

 Media notification will be coordinated by the Chief's Office. The Division Assistant Chief, or Chief's designee, will make sure the family is advised of what information has been released to the media.

F. Employee Association Notification

 The Chief's Office or representative shall notify the involved employee's Association representative.

III. RETIRED EMPLOYEES

- A. Notification of the death or serious injury of a retired employee shall be forwarded to the Watch Commander, Division Assistant Chief, and Chief's Office.
- B. The Division Assistant Chief will contact the family to see if any assistance is needed. If desired, services of an on-call Chaplain shall be made available.
- C. The Wellness Network Program Manager will assist the family with requests for department participation in the funeral.
- D. Employee Association notification shall be made by the Chief's Office.

IV. FUNERAL PROCEDURE

A. General Guidelines.

- 1. Death of a Stockton Police Employee or Retiree.
 - a. Understanding it is difficult to predict the variety of instances where the loss of an employee or retiree might occur, several checklists are attached to this general order to provide direction and guidance in the preparation and participation in funeral services for current and retired Stockton Police personnel.

Black bands.

- Stockton Police Officers are authorized to wear black mourning bands across their badges from the announcement of a California law enforcement Line of Duty Death until the conclusion of funeral services.
- b. In the event of an out-of-state Line of Duty Death, the Chief of Police or their designee may authorize Stockton Police Officers to wear black mourning bands across their badges until the conclusion of funeral services.
- Mourning bands will be available in the Watch Commander's Office and in the Investigations Division.

- 3. White gloves.
 - White gloves are only worn by SPD Officers serving in the Honor Guard or by uniformed personnel attending a Stockton Police Officer's Line of Duty Death funeral service.
- 4. Flag flown at half-staff.
 - a. As directed by the Governor of the State of California, the Flag of the United States of America flown over Stockton Police Facilities will be lowered to half-staff in honor of fallen California Peace Officers killed in the line of duty. The Flag will remain at half-staff until the conclusion of funeral services.
- 5. Outside Law Enforcement Agency Line of Duty Deaths.
 - a. Local Agency Line of Duty Deaths.
 - Local law enforcement agencies are identified as agencies providing law enforcement or police services and generally being within a two (2) hour driving radius of the City of Stockton.
 - ii. Stockton Police Honor Guard, Motor Unit officers, and other employees will generally represent our department at Line of Duty Death funeral services for local jurisdictions.
 - iii. On-duty personnel may participate with the approval of their supervisor.
 - b. Non-local Law Enforcement Agency Line of Duty Deaths.
 - Law enforcement agencies located beyond a two (2) hour driving radius of the City of Stockton will not be considered "local" for the purposes of this general order.
 - ii. On-duty attendance by Stockton Police Honor Guard and/or Motor Unit officers will be at the discretion of the Chief of Police or their designee. Generally, a small contingent of two to four (2-4) Honor Guard and two to four (2-4) Motor Officers will be authorized to attend.
 - iii. Off-duty officers are permitted to attend these services in uniform, however their attendance is strictly voluntary.

IV. RESPONSIBILITIES

- A. The below listed responsibilities are not intended to be all inclusive and may apply to current and retired employees. Several sample checklists for funeral services are attached to this general order to serve as guidelines for department members assisting with the planning and attendance of Stockton Police Department, local and non-local funeral services and Line of Duty Deaths.
 - 1. Wellness Network Program Manager.
 - a. Designate a family liaison.
 - b. Coordinate support through the Stockton Police Department Wellness Network.
 - c. Assist in planning and coordinating funeral arrangements.
 - d. Provide assistance with coordinating city benefits and department support.
 - 2. Administrative Sergeant.
 - Coordinate attendance of employees.
 - Determine number and coordinate preparation of vehicles for employees with Fleet Maintenance.
 - i. Marked patrol cars should be lined up on Washington Street with instructions, map, and the SPD coordinator's contact information.

- ii. Administrative staff vehicles should be lined up in the front of the procession prior to departure.
- c. Hold roll call and pre-funeral briefing with attendees.
- d. Personally or designate another Sergeant to, lead the procession from the Stockton Police Department staging area to the funeral location.
- e. Ensure all traffic laws are obeyed. Overhead lights will not be used unless actually in a funeral procession.
- f. Designate a radio channel for communications during travel to, at, and return from, the funeral services.
- Stockton Police Officers Association (SPOA) and Stockton Police Management Association (SPMA) Board of Directors.
 - a. For current or retired members of the SPOA or SPMA.
 - Designate a family liaison.
 - ii. Assist with planning and coordinating funeral arrangements.
 - iii. Provide assistance with coordinating SPOA and/or SPMA benefits.
 - b. May assist family members of current and retired employees who are members of other bargaining units with funeral arrangements.
- 4. Stockton City Employees' Association (SCEA) Board of Directors.
 - a. For current or retired members of the SCEA.
 - Designate a family liaison.
 - ii. Assist with planning and coordinating funeral arrangements.
 - iii. Provide assistance with coordinating SCEA benefits.
 - b. May assist family members of current and retired employees who are members of other bargaining units with funeral arrangements.
- 5. Stockton Management B & C Employees Group (B & C) Board of Directors.
 - a. For current or retired members of the B & C.
 - i. Designate a family liaison.
 - ii. Assist with planning and coordinating funeral arrangements.
 - iii. Provide assistance with coordinating B & C benefits.
 - b. May assist family members of current and retired employees who are members of other bargaining units with funeral arrangements.
- 6. Honor Guard Program Manager.
 - a. Coordinate Honor Guard attendance and participation with Stockton Police Department, local and non-local agency funeral services.
- 7. Traffic Unit Commander.
 - a. Coordinate Motor Unit's attendance and participation with Stockton Police Department, local and non-local agency funeral services.



Stockton Police Department Funeral Planning (Officer – Not Line of Duty Death) Checklist



Employee (deceased):		
Family Member:Name	Contact #: _	Dhana
Name		Phone
Overall Manager:	Contact #: _	
Name		Phone
Union Family Liaison:	Contact #:	
Union Family Liaison: Name		
Wellness Network Liaison: Name	Contact #:	
Name	Contact #	Phone
Special Order (Initial notification of the City Departments of Media (PIO) for Electronic manners of News media of SPOA / SPMA	nedia	
Morgue:		
Morgue: Guards: ☐ Pa	aid Uolunteer	
Organizer:		
Name		Phone
Funeral Home:		
	Location	
Contact:	Phone #:	
Name		Phone
Procession to Memorial:		
i iocession to Memorial.	Date / Time	Route

	SPD Motor Contact:		Pho	one #:
Florist:		Name	Phone #:	Phone
1 101131	Name		1 11011 0 #	Phone
Memorial Service	ce:	Date / Time		
		Location (N	ame and Addres	s)
Contact:		<u>-</u>	Phone #:	
	Name			Phone
Occupano	ey: (Total)		(Main)	(Extended)
Med Live Alter Alter Prog Gue Flag Officiant: Phor Sea	Name ne #: ating VIP Family (# seats) Pallbearers (#se Chiefs (# seats): City Manager (# Mayor & City Co Visiting Chiefs / Officers (# seats): Visitors (# seats):	: eats): : seats): ouncil (# seat Sheriffs (# se s):):	s): eats):	nization name
Parking:	Name Ingress Location Ushers	:	Phone	

	Officer Procession from PD: _			
		Meet Locatio	n	Departure time
	Sergeant/Lieutenant in	Charge:		
		Nam		Phone
	Fleet Vehicle Liaison:			
	☐ Officers #: ☐ Vehicle # : ☐ Maps:	_		Phone
	Escort from Funeral Home to I Motor Stop location: Pallbearers: Family Vehicles: Minister:			
	Officer Lineup:			
	SPD Honor Guard:	Location		Time Phone #:
	Door Monitor:			
	Bagpiper:		Phone #:	
	Name Pallbearers:			Phone
	The procession into the church v	vill be as follow	/S:	
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	<u> </u>			
Orde	r of Ceremony			
0 , a 0.	O0:02 Welcome / Greeting			

Reception	
144110	1 110110
SWAT - CAT Team:Name	Phone #:
Security SWAT – CAT Team:	Phone #:
Socurity	
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<u> </u>	
<u> </u>	
<u> </u>	
(Taps, Gun Salute, Speaker, Flag, e	ic.)
☐ Order of Service if not done during memoria	
Media location	
Officer Formation	
Honor Guard placement	
Casket Flowers Family #	
☐ VIP Seating	
Family	
Seating	
Parking	
Entrance	
Name	Phone
Contact:I	Phone #:
Location (Name and Ad	ldress)
nternment:	
	
	i iioli e # .
SPD Motor Contact:	Phone #:
	i iiolie #.
CHP Contact:	Phone #·
Route (maps):Traffic Control / Allied Agency Assists	
Route (mans):	
L.E. Line-up:	
Procession to Cemetery	
Procession to Comptery	
To Where:	
Upon Command of:	
00:03 BagpipersEgress** Dignitaries first in order of Rank	
00:01 Dismissal Instructions	
00:02 Closing remarks	
00:10 Eulogy 00:10 Slide / Video	



Stockton Police Department Funeral Planning (Retired Officer) Checklist



Employee (deceased)	:		
family Member:		Contact #:	
-	Name		Phone
Overall Manager:		Contact	#:
	Name		Phone
Jnion Family Liaison	:	Contact	#:
Vellness Network Lia	nison:	Contact #: _	
	Name		Phone
	Name		Phone
uneral Home:			
	L	cocation	
Contact:		Phone #:	
	Name		Phone
lorist:		Phone #:	
Na	ime	Ph	none
Memorial Service:			
		Date / Time	
		ocation (Name and Address)

Contact:		Phone #:	
	Name		Phone
Occupancy:	(Total)	(Main)	(Extended)
Officiant:			
Phone #:	Name	Church / orgai	nization name
Seating V			
Pallbearers:			
00:02 Prayer 00:03 Musica 00:02 Scriptu 00:03 Speake 00:03 Speake 00:03 Speake 00:03 Musica 00:10 Eulogy 00:10 Slide /	me / Greeting al Selection ers ers ers al Selection Video g remarks		
00:01 Dismis	sal Instructions		
	ery (4 SPD Motor Office or Contact:		one #:
nternment:		ne and Address)	
Contact:	·	· · · · · · · · · · · · · · · · · · ·	
Reception Maps to reception	Name on location		Phone



Stockton Police Department Funeral Planning Non Sworn Line of Duty Death)

(Non-Sworn Line of Duty Death) Checklist



Employee (deceased)):			
Family Member:			Contact #:	
	Name		•	Phone
Overall Manager:			Contact #:	
Overali Mallager.	Name		Comaci #.	Phone
			•	
Union Family Liaison	:		Contact #:_	Phone
	Name			THORIC
Wellness Network Lia			Contact #:	
	Name			Phone
☐ City Departm ☐ Media (PIO)[☐ News ☐ Bargaining g Procession from scel	nents Electronic i media roup ne or hospita	cation to Department) media Ito Morgue: Watch C		
Contact:	Name			Phone
Funeral Home:				
		Location		
Contact:		Phor	ne #:	
	Name			Phone
Procession to	Memorial:			
		Date / Time		Route

) Motor C	ontact:			² hone #: _	
Florist:				Phone #	#:	
	Naı	me				Phone
Memorial Service:			Date / Tim			
			Date / Tilli	C		
_			Location (I	Name and A	ddress)	
Contact:				Phone #	# -	
	Na	me				Phone
Occupancy: _		_ (Total) _		(Main) _		(Extended)
				Co	ontact	
A/V Equ	•	Yes	☐ No			
Media A		Yes	∐ No			
Live Stre		∐ Yes	∐ No			<u> </u>
Alter Pho		∐ Yes	∐ No	-		<u></u>
Alter Flo Program		Yes □ Yes	∐ No □ No	_		_
Guest B		Yes	□ No			<u> </u>
Flags	JUK	Yes	□ No			
· ·		_	_			_
	Naı	me		Church /	organization	on name
Phone #	·					
Seating	ı VIP					
Ĭ		(# seats):				
			ats):			
		(# seats):				
		•	seats):			
Ĺ				nts):		
L				seats):		
L T): :			
L T			 eats):			
[_	`	,	eats):		
Parking:						
i arking		Name		Pr	none	
	Ingress					
		Location				
		Ushers				

Officer Departure PD:	
Meet Location	Departure time
Fleet Vehicle Liaison:Name	
Officers #: Vehicle # : Maps:	Phone -
Escort from Funeral Home to Memorial Service:	
Motor Stop location:	_
Pallbearers:	_
Family Vehicles:	_
Minister	_
Officer Lineup:	
Location	Time
SPD Honor Guard:	
Door Monitor:	
Pallbearers:	
T dilbediero.	
The procession into the church will be as follows:	
Order of Ceremony	
00:02 Welcome / Greeting	
00:02 Prayer	
00:03 Musical Selection	
00:02 Scripture Reading	
00:03 Speakers	
00:03 Speakers	
U0:03 Speakers	
00:03 Musical Selection	
☐ 00:10 Eulogy ☐ 00:10 Slide / Video	
00:10 Slide / Video	
00:01 Dismissal Instructions:	
	

Egress** Dignitaries first in order of Ra	
Upon Command of:	
To Where:	
Procession to Cemetery	
Sergeant/Lieutenant in Charge:	
L.E. Line-up (location):	
Route (maps in car):	
Traffic Control / Allied Agency Assists	-
CHP Contact:	Phone #:
SPD Motor Contact:	Phone #:
Internment:Location (Name	e and Address)
Contact:	,
Name	Phone
☐ Entrance	
Parking	
Seating	
Family	
☐ VIP Seating	
Casket Flowers Family #	
Honor Guard placement	
Officer Formation	
Media location	
Order of Service (No flag presentati	ion, taps, or bag pipes)
<u> </u>	
<u> </u>	
	
Security	
SWAT – CAT Team:	Phone #:
Name	Phone
Reception	
Maps to reception location	
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Stockton Police Department Funeral Planning (Officer – Line of Duty Death) Checklist



Life Joiles			
Chief of Police			

Employee (deceased)	:		
Family Member:		Contact	#:
	Name		Phone
Overall Manager:		Contact	#:
	Name		Phone
Union Family Liaison	!	Contact	#: Phone
	Name		Phone
Wellness Network Lia	ison:	Contact	#:
	Name		Phone
CLETS Telet Stockton Fire City Departm	Electronic media media	Duty Death)	
Procession from scer	ne or hospital to Mo	rgue: Watch Commander	r
Morgue:Gu	ıards: Paid	Volunteer	
Organizer:			
	Name		Phone
Funeral Home:			
		cation	
Contact:		Phone #:	
	Name		Phone

Processio	n to Memor	ial:			
			Date / Time	•	Route
Γ	SPD Motor	Contact:		Pr	none #:
		Cornact.	Name	' ' '	Phone
Florist:			Pho	one #:	
	Name				Phone
Memorial Servic	e:		Date / Time	;	
			Location (N	ame and Addre	ss)
Contact:				Phone #:	
	Na	me			Phone
Occupanc	y:	_ (Total)		(Main)	(Extended)
				Contac	ot
	Equipment:	Yes	∐ No		
	ia Area Stream	∐ Yes	∐ No		
	Photo	☐ Yes☐ Yes	∐ No □ No	-	
	Flowers	Yes	□No		
	rams	Yes	□No		
	st Book	Yes	□No		
Flags	S	Yes	☐ No		
Officiant:					
Phon	Na • #:	me		Church / orga	nization name
Sea	ating VIP				
		(# seats):	·	_	
	Pallbe	arers (#se	ats):	_	
	Chiefs	(# seats):		_	
			seats):		
				s):	
			s (# seats): _		
			s):	eats):	
);		
	_		eats):		
			ement (# se		

Parking: _				
	Name		Phone	
	∐ Ingress			
	Location			
	Ushers			
Officer Pro	cession from PD:			
		Meet Location	Depa	arture time
		VI		
	ergeant/Lieutenant in C	narge:		
		Name		Phone
Fleet Vehic	le Liaison:			
		Name	Pho	ne
	fficers #:			
	ehicle # : aps:			
	aps loves (SPD Line of Dut			
	10100 (C. D L 01 Duit	y 0y/		
Escort from	n Funeral Home to Me	morial Service	e :	
M	otor Stop location:			
Pa	allbearers:			
☐ Fa	amily Vehicles:			
	inister			
Officer Line	eup to receive at Serv			
	DD Hanar Cuard	Location		Time
	PD Honor Guard:			
	oor Monitor:			
Bagpiper:		Pi	hone #:	
96.6	Name			Phone
Pallbearers	:			
The process	sion into the church will	be as follows:		
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H-				
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H-				
H-				

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 Phone
110116

☐ Parking	
☐ Seating	
☐ Family	
Casket Flowers Family #	
☐ Honor Guard placement	
Gun Salute placement	
Officer Formation	
Order of Service if not done during memorial	
(Taps, Gun Salute, Speaker, Flag, etc.)	
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LJ	
Security 51 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
SWAT – CAT Team: Phone #: _	
Name	Phone
Reception Maps to reception location	
T TIVIAUS TO TECEDITOR TOCATION	



Stockton Police Department Funeral Planning (Active – Non-Sworn Not Line of Duty Death) Checklist



Employee (decease	ed):		
Family Member:	Name	Contact #	: Phone
Overall Manager: _		Contact #:	
	Name	•	Phone
Union Family Liais	on: Name	Contact #:	Phone
Wellness Network	Liaison:	Contact #:	Phone
☐ Ne ☐ Bargainin	O) Electronic media ws media		
	Name		Phone
Funeral Home:	Loca		
	Loca	IIIOH	
Contact:	Name	Phone #:	Phone
Florist:		Phone #:	
	Name		Phone

Date / Ti	me	
Location	(Name and Addre	ess)
Contact:	Phone# :	
Name		Phone
Occupancy: (Total)	(Main)	(Extended)
	Contac	ot
A/V Equipment: Yes No		
Media Area ☐ Yes ☐ No		
Live Stream Yes No		
Alter Photo Yes No		
Alter Flowers Yes No		
Programs Yes No	·	
Guest Book Yes No		
Official and		
Officiant:	Church / orga	unization nama
Name Phone #:	Church / Orga	inization name
Family (# seats): Pallbearers (#seats): Chiefs (# seats): City Manager (# seats): Mayor & City Council (# seats): Visiting Chiefs / Sheriffs (# Seats): Officers (# seats): Visitors (# seats): Media Area (# seats): Overflow management (#	eats): # seats):	_
Parking:		
Name	Phone	
☐ Ingress ☐ Location		
Ushers		
Officer Procession from PD:		
Meet Loc	cation	Departure time
Sergeant in Charge:		
	Name	 Phone

Fleet Vehicle Liaison:		
☐ Officers #: ☐ Vehicle # : ☐ Maps:	Name - -	Phone ————
Escort from Funeral Home to I Motor Stop location: _ Pallbearers: Family Vehicles: Minister		
Officer Lineup:		
Officer Lineup: SPD Honor Guard: Door Monitor:	·	Phone #:
Pallbearers:		
i dilbodi oro:		
The procession into the church v		/S:
<u> </u>		
Order of Ceremony		
 00:02 Welcome / Greeting 00:02 Prayer		
00:03 Musical Selection		
00:02 Scripture Reading		
00:03 Speakers		
00:03 Speakers		
00:03 Speakers 00:03 Musical Selection		
00:10 Eulogy		
00:10 Slide / Video		
00:02 Closing remarks		
☐ 00:01 Dismissal Instructions☐ Egress** Dignitaries first in or		
Upon Command of:		
To Where:		

Procession to Cemetery	1		
L.E. Line-up:			
Sergeant/Lieute	enant in Charge:		
	-		
Internment:			
		me and Address)	
Contact:		Phone #:	
<u></u>	Name		Phone
Entrance			
☐ Parking			
☐ Seating			
☐ Fami	ly		
☐ VIP S	Seating		
☐ Casket Flow	ers Family #		
☐ Honor Guar	d placement		
Officer Form	nation		
Media locati	on		
Order of Se	rvice (No flag presenta	ation, taps, or bag pipes)	
	(51	, , , , , , , , , , , , , , , , , , , ,	
<u> </u>			
H			
H			
Reception			
Maps to reception loca	ation		
	A		