



L.S.P.D Standard Operations and Procedures

"It is the mission of the Los Santos Police Department to safeguard the lives and property of the people we serve, to reduce the incidence and fear of crime, and to enhance public safety while working with the diverse communities to improve their quality of life. Our mandate is to do so with honor and integrity, while at all times conducting ourselves with the highest ethical standards to maintain public confidence."



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Section 1 - Organization & Structure

(PD.101) Welcome

The Los Santos Police Department is charged with serving and protecting the citizens of Los Santos. The Los Santos Police Department has high standards for its officers to remain professional at all times, be courteous of the people around us, and care for those that need help the most. Our Officers act with Pride, as indicated in our Core Values below. The Los Santos Police Department strives to maintain a peaceful environment for those who live and work within Los Santos by enforcing its laws and protecting its residents. This is made possible by the wholehearted dedication and commitment that the Los Santos Police Department's officers demonstrate each and every day.

(PD.002) About this Document

This Standard Operating Procedure is to be utilized and followed at all times by the members of the Los Santos Police Department. This Standard Operating Procedure will cover all Policies and Procedures set forth by the Los Santos Police Department's Command as well as further information relating to team member's duties and the Los Santos Police Department in general. Failure to abide by the Policies and Procedures found within this Standard Operating Procedure will result in Disciplinary Action.

(PD.003) Core Values

The Los Santos Police Department has a set of Values that define who we are as a department, but also as individuals. We strive to meet our core values each and everyday, whether it is behind closed doors, or in front of the public view. Our Core Values come to create the term H.C.I All of our Core Values are in direct reflection of showing Pride about what we do on a daily basis. Our Core Values include;

- **Honor**
 - The Los Santos Police Department, as part of, and empowered by, the community, is committed to protect the lives, property, and rights of all people, to maintain order, and to enforce the law impartially. We will provide quality police service in partnership with other members of the community. To fulfill our mission, we will strive to attain the highest degree of ethical behavior and professional conduct at all times.
- **Courage**
 - The Los Santos Police Department is respectful to ourselves and others. We strive to create a positive environment around us and a positive experience for all of our new members as soon as they are welcomed into the community.
- **Integrity**
 - The Los Santos Police Department always does what's right even when no one is looking. We are honest to one another and take responsibility for our mistakes.



Section 2 - Organization & Structure

(PD.201) Rank Structure

The Los Santos Police Department has created an efficient leadership and rank structure within the team that will carry out and perform assigned duties. The goal of this rank structure is to provide a well designated chain of command and enhance department relations with the Los Santos Police Department. The designations supplied through the Los Santos Police Department rank structure is to provide a personal and welcoming experience for members of the community and enhance roleplay within the city.

- **Chief of Police**
- **Captain**
- **Sergeant**
- **Corporal**
- **Senior Officer**
- **Officer**
- **Probationary Officer**

(PD.202) Chain of Command

Senior Officers are considered Junior Field Training Officers, where Corporals are considered full Training Officers. Corporals are considered Supervisors.

Below is an outline of the duties that each rank within the Los Santos Police Department chain of command will be responsible and held accountable for. This is not a comprehensive list of duties, but an overview of tasks expected to be completed by any and all members who hold that rank. Additional tasks may be assigned by the Los Santos Police Department's command staff as needed and deemed appropriate.

(PD.203) Chain of Command Duties

Below are the duties assigned to the Los Santos Police Department chain of command are listed below;

- **Chief of Police**
 - The Chief of Police is responsible for all leadership and management within the Los Santos Police Department. Ensuring the core values of the department are being projected and prioritizing the community relations within the Los Santos Police Department.
- **Captain**
 - Captains are members of the Leadership Team within the Los Santos Police Department. With their main duties relating to the operation of their assigned precinct, Captains are responsible for their officers actions and ensuring that the precinct is being managed in an efficient and proper manner.
- **Sergeant**
 - Sergeants within the Los Santos Police Department are tasked with the job of running shifts at their assigned precinct. Night and Day shift Sergeants are responsible for communication and reliability within their precinct, communicating with their opposite Sergeants, running training, running day and night shift briefings, and more.
- **Corporal**
 - Corporals are “Training Officers” within the Los Santos Police Department. Teaching officers, hosting ride-alongs, conducting evaluations, Corporals are tasked with the Education of new officers and ensuring that officers are projected onto the right path within the LSPD. In the event that an officer is “sloppy”, or “out of line”, the Leadership within the LSPD will first look to who trained them as it is the responsibility of the Training Officer to embed the proper procedures to our officers and ensure they are on the right path.
- **Senior Officer**
 - Senior Officers are considered “Junior Training Officers”, Seniors are tasked with the assistance of Training our new officers, and further running shift command. Senior Officers are staples within the LSPD, representing leadership within our department. Senior Officers are elevated Officers that have demonstrated leadership potential and have deserved their promotion.

- **Officer**
 - Officer is the most common rank within the LSPD, providing police work and accountability within our community through the means of the law. Being an Officer within the Los Santos Police Department is one of the highest possible achievements within the city. You have to prove yourself to be here, passing the academy, passing the probationary phase, Officers should be proud of themselves.
- **Probationary Officer**
 - Probationary Officers are officers who have passed the Academy and are now responsible for law enforcement within San Andreas. Following the staples within the LSPD, Probationary Officers are tasked with having an open mind, learning from their mistakes, and making sure that they continue to progress as officers.

(PD.204) Demotions

All members within the Los Santos Police Department are considered at-will. Any member including the chain of command is subject to termination or demotion for any reason at any time under the Los Santos Police Department command terms. A major part of any demotion or termination is in regards to members not following H.C.I. as listed in the Los Santos Police Department's core values. This can include but not limited to, low performance, inactivity pending or active investigations, complaints, etc.

(PD.203b) Termination

Any officer may be terminated at any time due to repeated offenses and warnings by COC. To process a termination, a Los Santos Police High Command Member must be present.

(PD.205) Promotions

Promotions will be conducted as needed and reviewed monthly by chain of command. It is possible for administration to waive any of these requirements at any time, and they do so at their discretion. Promotions will take place monthly and be announced on the first of every month. Understand that qualifying for a promotion does not guarantee a promotion.

Promotions are given to officers that deserve them, when a position is open. Some requirements include but are not limited to

- Demonstrating Core Values of the Los Santos Police Department
- Providing Safe and Professional law enforcement in the city.
- Good Community and Work Relationship
- Active

(PD.206) Meetings

Meetings will take place on the first of every month, however, meetings shall be called upon when needed. Additionally, day & night shift roll calls occur at the shift start of both shifts. One at 4:00pm Pacific Standard, and one at 8am Pacific Standard.

The Day and Night Shift Sergeants are responsible for conducting Day and Night Shift Roll Calls



Section 3 - Policies & Procedures

(PD.301) Conduct

To other departments within the community, members are expected to act with the highest degree of respect and professionalism. Each team member should be mindful that his or her actions reflect on the Los Santos Police Department as a whole. To be effective at their jobs, officers must always exhibit patience, discretion, and a calm demeanor when dealing with difficult situations. All team members must embody the Los Santos Police Department's core values.

(PD.302) Respect towards Members

The Los Santos Police Department's main purpose is to create a positive experience for all new members and create a welcoming environment, as the city strives for an inclusive environment. By being respectful to each and every member, we create a positive experience. No matter if it is a personal issue or other occurrence, we obtain a respectful attitude towards any and all members of the Community.

(PD.303) Respect towards Chain of Command

The chain of command makes a lot of tough decisions for the betterment of the Los Santos Police Department and the community. Not all decisions might be appreciated by everyone, but there is a reason behind every decision. No matter if the decision is liked or disliked by our members, we require all Los Santos Police Department members to respect those decisions, no matter what they are. Failure to do so may result in disciplinary action.

(PD.304) Leave of Absence

A Leave of Absence is the requested leave of an Officer within the Los Santos Police Department. To make LOA's very simple; We will not fire you for inactivity. However, you are subject to demotion for inactivity. To not be considered "AWOL" (Away without leave), please submit an LOA. You are able to submit an LOA from the main email services.



Section 4 - Punishment

(PD.401) Strike Policy

Strikes are a form of punishment within the Los Santos Police Department. Strikes are not used to discourage officers but rather to provide logs of serious infractions or corrections that are given to officers by members of the LSPD Chain of Command.

Strikes will remain on your permanent record, but will expire after 30 days.

- Officers+

1 Strike	Reprimand
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2 Strikes	Reprimand
3 Strikes	3 Day Suspension
4 Strikes	Termination

- **Probationary Officers**

1 Strike	3 Day Suspension
2 Strikes	Removal from the FTO Program

(PD.402) Termination Policy

All officers that are employed at the Los Santos Police Department are at-will employees and can be terminated at any moment for any reason by command. Terminations are usually issued to officers that do not demonstrate any probability of improving in the workplace and are bringing other people down with them.