



## Sioux Falls Police Department

*Partnering with the community to serve, protect, and promote quality of life!*

<b>Policy:</b> <b>Mission Statement</b>	<b>Related Policies:</b>	<b>Section #: 200</b>
		<b>Organization</b>
		<b>Policy #: 201</b>
		<b>Effective: 6/2020</b>
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<b>Policy Owner: ASD</b>		
<b>Reference: Sioux Falls Police Department Strategic Plan</b>		
<b>Sensitivity Level:</b> <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

### 1. Purpose:

- 1.1. The Mission Statement of the Sioux Falls Police Department defines the overall objective of department operations.

### 2. Policy:

- 2.1. The Mission Statement of the Sioux Falls Police Department is:

**"Partnering with the community to serve, protect and promote quality of life."**



## Sioux Falls Police Department

*Partnering with the community to serve, protect, and promote quality of life!*

<b>Policy:</b> <b>Vision Statement</b>	<b>Related Policies:</b>	<b>Section #: 200</b>
		<b>Organization</b>
		<b>Policy #: 202</b>
		<b>Effective: 6/2020</b>
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### 1. Purpose:

1.1. This policy is created to establish the "vision" of the Sioux Falls Police Department.

### 2. Policy:

2.1. The vision of the Sioux Falls Police Department is to be leaders in assuring quality of life, safety, and protection for every member of the Sioux Falls community. This vision embraces the philosophy of community oriented policing in all aspects of planning and operations.

### 3. Procedure:

Our vision includes:

- 3.1. Direct programs and services of the highest quality, continuously evaluated, to address current and emerging law enforcement, protection, early intervention, and prevention goals of the community;
- 3.2. Geographically dispersed personnel and equipment to exceed national response standards for all calls requiring police presence;

- 3.3. Superior quality, diverse, trained staff that exceeds national standards;
- 3.4. Training resources designed to meet the needs of all department staff and sought out by all regional law enforcement as the training resource of choice;
- 3.5. Leadership development within the department that assures continuity and quality of services as the city grows and the needs of its people expand and change; and
- 3.6. Sharing of information and data sought by citizens, public leaders, and the press allowing understanding of the role of police in assuring public safety.



## Sioux Falls Police Department

Partnering with the community to serve, protect, and promote quality of life!

<b>Policy:</b> <b>Code of Ethics</b>	<b>Related Policies:</b>	<b>Section #: 200 Operations</b>
		<b>Policy #: 203</b>
		<b>Effective: 6/2020</b>
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### 1. Purpose:

1.1. This policy is created to establish a code of ethics for law enforcement officers.

### 2. Policy:

2.1. The citizens of the City of Sioux Falls expect that the members of this department be held to a different set of rules of conduct than other members of the community. Their expectation is that in all contacts the officers of the Sioux Falls Police Department treat them in a fair and impartial manner. In order to meet that expectation, we adopt the following code of ethics for Law Enforcement Officers.

### 3. Procedure:

#### Code of Ethics

3.1. As a Law Enforcement Officer, my fundamental duty is:

3.1.1. To serve mankind.

3.1.2. To safeguard lives and property.

3.1.3. To protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder.

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3.1.4. To respect the constitutional rights of all persons to liberty, equality, and justice.

3.2. As a Law Enforcement Officer, I will:

3.2.1. Keep my private life untarnished as an example to all.

3.2.2. Maintain courageous calm in the fear of danger, scorn, or ridicule.

3.2.3. Develop self-restraint.

3.2.4. Be constantly mindful of the welfare of others.

3.2.5. Honest in thought and deed in both my personal and official life.

3.2.6. Be exemplary in obeying the laws of the land and the regulations of my department.

3.2.7. Remember that 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.

3.2.8. Never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions.

3.2.9. Enforce the law courteously and appropriately without fear or favor, malice or violence.

3.3. As a Law Enforcement Officer, 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 law enforcement. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession, law enforcement.



## Sioux Falls Police Department

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<b>Policy:</b> <b>General Orders</b>	<b>Related Policies:</b>	<b>Section #: 200</b>
		<b>Organization</b>
		<b>Policy #: 204</b>
		<b>Effective: 3/2021</b>
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<b>Reference:</b>		
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### 1. Purpose:

1.1. The purpose of this policy is to establish a means of communicating General Orders.

### 2. Policy:

2.1. Each Division Commander will ensure that all General Orders are read and available for review by employees in their division.

### 3. Definitions:

3.1. **General Order** – An order that deals with a specific issue which the Chief of Police feels of significance which needs to be communicated as a specific directive to members of the department.

### 4. Procedure:

4.1. To ensure that operational policies of this department are known by all employees, Division Commanders will establish a procedure within their division that provides written verification that their employees have read and understand the content of all General Orders from the Chief's Office. A complete list of department General Orders will be accessible and maintained by the Administrative Services Division on the Department's Insite page. This will be accessible to all members of the department and

they will be instructed to make themselves familiar with them. Furthermore, they will be updated by department email of any changes to General Orders.



## Sioux Falls Police Department

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<b>Policy:</b> <b>Policy and Procedures Manual – Policy Governing Maintenance and Review</b>	<b>Related Policies:</b>	<b>Section #: 200</b>
		<b>Organization</b>
		<b>Policy #: 205</b>
		<b>Effective: 4/2020</b>
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<b>Policy Owner: ASD</b>		
<b>Sensitivity Level:</b> <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

### 1. Purpose:

- 1.1. The purpose of this policy is to establish a method of maintenance, ownership and review of the Policy and Procedures Manual.

### 2. Policy:

- 2.1. The Policy and Procedures Manual is a critical document to the Sioux Falls Police Department. Its maintenance and review must be completed frequently to ensure accuracy and validity of its contents. The purpose of this policy is to establish procedures for how this will occur.

### 3. Definitions:

- 3.1. **Owner** – Responsible division for ensuring on-going maintenance of a specific policy.

### 4. Procedure:

- 4.1. To ensure that the policies and procedures of this department are valid, accurate and up-to-date, the Policy and Procedures Manual will be reviewed on an annual basis in the month of March.
- 4.2. Specific policies and procedures will be reviewed by the policy and procedures owners listed in the heading of each policy and procedure for this department.



- 4.3. Owners will be designated as Divisions within this department. Division Commanders will be responsible for assigning the reviews within their divisions and for the timely completion of these reviews. Generally speaking, 30 days should be a sufficient time-frame for reviews.
- 4.4. Owners will be responsible for making recommendations on the sensitivity level of policies. There are two sensitivity levels: Public and Law Enforcement Sensitive. Generally, all policies will be public unless they discuss specific tactics, or sensitive information. If the owner recommends the policy is Law Enforcement Sensitive, the Police Legal Advisor from the City Attorney's Office will be consulted.
- 4.5. Owners will submit any recommended changes to the Assistant Chief of Police for review and approval.
- 4.6. All policies that require updating, after being approved and submitted to the Police Union for review, will be sent to the Administrative Lieutenant for addition or revision to the official Policy and Procedures Manual located on the department's Insite page. Changes to the Policy Manual on Insite will be updates to the current policies or new additions. The old policy cannot be deleted and replaced with a new version, otherwise this will delete the revision history that is logged on Insite.
- 4.7. The ASD Lieutenant will notify the police department of the change.



<b>Policy:</b> <b>Organizational Structure</b>	<b>Related Policies:</b>	<b>Section #: 200</b> <b>Organization</b>
		<b>Policy #: 206</b>
		<b>Effective: 4/2022</b>
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<b>Reference:</b>		
<b>Sensitivity Level:</b> <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

1. Purpose:

1.1. This policy is created to establish the organizational structure of the Sioux Falls Police Department.

2. Policy:

2.1. The Chief of Police and the Assistant Chief of Police are responsible to the Mayor particularly, and the citizens generally, for performance of the police function in the city of Sioux Falls. In order to effectively and properly meet this responsibility, police resources are organized into the Uniformed Services Division, the Investigative Services Division and the Administrative Services Division.

2.2. The Uniformed Services Division embodies the total police function. The Investigative Services Division and the Administrative Services Division are supportive to the patrol task. The division of responsibilities is for the purpose of improving department performance as we strive to achieve the total police objective.

2.3. The separate divisions have been established solely as a means to an end. Whenever any operation or procedure of any division, section, or unit conflicts with the total department objectives, it shall be considered in violation of this policy.

2.4. The department Chain of Command is: Mayor, Chief of Police, Assistant Chief, Captain, Lieutenant or Manager, Sergeant, Police Officer/civilian employee. Employees will follow the Chain of Command and avoid bypassing immediate superiors.



## Sioux Falls Police Department

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<b>Policy:</b> <b>Duties and Responsibilities – Police Officer</b>	<b>Related Policies:</b> 205	<b>Section #:</b> 200 Organization
		<b>Policy #:</b> 207
		<b>Effective:</b> 4/2022
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Policy Owner: ASD		
Reference: <i>Human Resource Office Job Description</i>		
Sensitivity Level: <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

### 1. Purpose:

- 1.1. This policy is created to specify the duties and responsibilities of the position of Police Officer. Police Officers are the embodiment of the police department. The Human Resources Office of the City of Sioux Falls maintains the formal job description for this position.
- 1.2. This policy is not meant to be all encompassing or spell out all of the duties or responsibilities of the position of police officer.

### 2. Special Assignment – Part-Time Officers and Security Duties

#### 2.1. Summary

- 2.1.1. Responsible to the USD Patrol Commander or their designee for providing a presence and responding to law enforcement issues.

#### 2.2. Essential Duties

##### 2.2.1. City Hall Security:

- 2.2.1.1. Provide and maintain a security presence in and around City Hall Property.

- 2.2.1.2. Part-time officers will work one of two different schedules; 7:30 a.m. - 12:30 p.m., and 12:30 p.m. – 5:30 p.m.
- 2.2.1.3. Officers will be present in City Hall anytime the facility is open for business.
- 2.2.1.4. Upon the start and completion of each shift, the officer will notify Metro Communications, via the police radio, that they are 10-8 or 10-7.

2.2.2. Council Security Duty:

- 2.2.2.1. Council duty will primarily be covered by part-time officers assigned to Uniformed Services Division (USD). If a part-time officer is unavailable, an Investigative Services Division (ISD) detective will be assigned to fill in for Council security duty.
- 2.2.2.2. Council security duty is for the entire week. During that time, the assigned officer will be primarily responsible for any additional City Council duty requests that may arise. Prior to any assigned Council duty assignment, the officer will notify Metro Communications of their radio call sign, assignment type, and location. At the conclusion of the meeting, the officer will advise Metro Communications that they have completed the assignment.
- 2.2.2.3. The officer will attend the 4:00 p.m. Informational Meeting on the day of the scheduled Council meeting.
- 2.2.2.4. If there is a separate Committee meeting, the officer will confer with the chairperson if it is necessary for the officer to remain at that meeting.
- 2.2.2.5. Council meetings are held at 6:00 p.m. at the Carnegie Town Hall, unless advised otherwise.
- 2.2.2.6. The officer will check in with the City Clerk and/or City Attorney prior to the meeting.
- 2.2.2.7. The designated spot for the officer is the back row on the right side of the middle aisle (or as near to it, depending on availability).
- 2.2.2.8. At conclusion of the meeting, the officer will:
  - 2.2.2.8.1. Remain in the building with Council until all persons are out of the building.

2.2.2.8.2. Escort Council / staff to their vehicles as requested.

2.2.2.8.3. Ensure that the building is secured before leaving.

2.2.2.9. The officer will email the Shift One Commander and copy the Chief, Assistant Chief, USD Division Commander and ISD Division Commander of any “unusual incidents” that may have taken place during the detail. This would include any requests or complaints from Council members, confrontations, or any threats to Councilors or the City. The immediacy of this notice should depend on the severity of the incident. If the notification is urgent, a phone call may be warranted. In all cases, notification will be made by 8:00 a.m. the next day.

2.2.2.10. Personnel assigned to these details shall maintain a professional appearance in their dress and their equipment. At a minimum, personnel will have their duty weapon, handcuffs, flashlight, and badge with them at all times. The officer should be otherwise equipped per policy for regular assigned duty and will have their portable radio with them to assist in calling for assistance should the need arise. A ‘go-bag’ with other essential equipment will also be provided and carried.

#### 2.2.3. Crime Lab – Property / Evidence Dispositions:

2.2.3.1. Provide assistance to ensure the proper disposition of found property and items of evidence from closed cases.

2.2.3.1.1. Part-time officer will work one of two different schedules; 8:00 a.m.-12:00 p.m. and 12:30 p.m.-4:30 p.m.

2.2.3.1.2. Officer will report to the Crime Lab Lieutenant for assignment. Assignments may include: Dispositioning Lost / Found property (including bicycles), identifying items for release or destruction, and converting items of property to city use or auction.

#### 2.2.4. Firearms Range Training:

2.2.4.1. Oversee handgun and rifle firearms training and qualification for officers and recruits.

2.2.4.2. Detail work as a Glock Armorer or Colt Armorer on departmental duty and training weapons.

2.2.4.3. Handle range maintenance and upkeep.

2.2.4.4. Handle deer management team rifle training and upkeep.

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- 2.2.4.5. Handle Honor Guard rifle maintenance.
  - 2.2.4.6. Police reserve recruit officer firearms training.
  - 2.2.4.7. Assist with the Citizen's Police Academy firearms program.
  - 2.2.4.8. Other range and training duties based on Armorer's needs.
- 2.2.5. Hospital Prisoner Security:
- 2.2.5.1. Assist SFPD operations by providing a security presence for prisoners who are temporarily held in a medical facility or similar facility.
  - 2.2.5.2. Report to on duty shift supervisor for assignment.
  - 2.2.5.3. Apprise shift supervisors of changes in the suspect's condition and needs.
  - 2.2.5.4. Personnel assigned to these details shall maintain a professional appearance in their dress and their equipment. At a minimum, personnel will have their duty weapon, handcuffs, flashlight, and badge with them at all times.
- 2.2.6. Sex Offender Registration:
- 2.2.6.1. Provide assistance to the full-time Sex Offender Registry Detective to ensure the proper registration of convicted sex offenders required by law to register. The hours and duties will be determined if and when assistance is requested.
  - 2.2.6.2. Part-time officers will be assigned to a Crimes Against Persons Sergeant. Officer will report to the Sex Offender Registry desk for duty. An up-to-date instruction manual of responsibilities will be provided by the regularly assigned Sex Offender Registry Detective.
- 2.2.7. Background Investigator:
- 2.2.7.1. The Background Investigator (BI) will report directly to the Administrative Division Captain for the assignment of background investigations. The BI will conduct background investigations on applicants for both sworn and civilian positions within the Sioux Falls Police Department. The BI will be assigned to augment the Sex Offender Registration position based upon availability.
- 2.2.8. Training Officer

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2.2.8.1. The part-time Training Officer will assist in pre-service, in-service and academy training.

2.2.8.2. This position will report to the Training Sergeant for tasking.

### 3. Special Assignment – Detective

#### 3.1. Summary.

3.1.1. Detectives are responsible to their unit supervisor for the prompt and thorough investigation of all cases assigned to them.

#### 3.2. Essential Duties

3.2.1. Cases will be prioritized for follow-up according to the seriousness of the offense, and all cases will be pursued to an appropriate conclusion.

3.2.2. Respect for the individual and quality customer service will be the goal in all contacts with the public.

3.2.3. Detectives will make every effort to fully investigate every case assigned to them and, when possible and practical, make contact with the victims.

3.2.4. Detectives must prioritize assigned cases expending the most effort on those cases with realistic leads and setting aside cases with no leads or marginal solvability.

3.2.5. When appropriate, detectives will draft an Affidavit in Support of Arrest Warrant to accompany cases sent to the State's Attorney's Office for consideration of charges.

3.2.6. The affidavit will be signed and notarized with necessary details to support a finding of probable cause.

3.2.7. Detectives will adhere to the policies of the department and the procedures established for the Investigative Services Division.

3.2.8. Detectives will supply their individual department phone number to the various customers they may be working with (victims, witnesses, suspects) and will list this number on their individual business cards. Detectives are further responsible for answering their individual phone line and managing ShoreTel phone features (phone mode, voicemail, etc.).

### 4. Special Assignment – Internet Crimes Against Children (ICAC) Detective

#### 4.1. Summary

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- 4.1.1. This position reports directly to a Crimes Against Persons (CAP) Sergeant and is ultimately responsible to the CAP Lieutenant and the Investigative Services Division Commander.

#### 4.2. Essential Duties

- 4.2.1. Is charged with investigating cases involving child pornography and child exploitation via the internet and other internet crimes involving children.
- 4.2.2. Provide computer forensics expertise.
- 4.2.3. Will, whenever appropriate, work in partnership with other law enforcement agencies and prosecutors to further enhance efforts to combat internet crimes against children.
- 4.2.4. The ICAC Detective will take both a proactive and reactive approach to their investigations.
- 4.2.5. The ICAC Detective will ensure that all appropriate information and intelligence will be disseminated to the National Center for Missing and Exploited Children and to the State DCI facilitator for ICAC.
- 4.2.6. The ICAC Detective will maintain computerized files to track both open and closed cases.
- 4.2.7. The ICAC Detective will prepare presentations for organizations and businesses to assist in informing the community of ways to combat internet crimes against children. A tracking log will be kept of all presentations.
- 4.2.8. The ICAC Detective will keep his CAP supervisors informed of updated equipment needed to properly perform their duties.

#### 5. Special Assignment – Warrant Task Force Detective

##### 5.1. Summary

- 5.1.1. This position reports directly to the Minnehaha County Warrant Task Force supervisor and is ultimately responsible to the CAP Lieutenant and the Investigative Services Division Commander.
- 5.1.2. This position is a temporary assignment with the duration determined by the Chief of Police or their designee.



- 5.1.3. The work hours and days will mirror that of the Minnehaha County Warrant Task Force.
- 5.1.4. The Warrant Task Force Detective will wear clothing as assigned by the MCSO WTF or as assigned by the CAP Lieutenant. This is generally an issued polo shirt and appropriate trousers.
- 5.1.5. Although Detectives of the WTF will be assigned to the Minnehaha County Warrant Task Force, they will still be required to follow all Sioux Falls Police Department policies and procedures, make appropriate notifications to their SFPD chain of command, and complete all internal SFPD documentation related to incidents where a Blue Team report is required by policy.

## 5.2. Essential Duties

- 5.2.1. Detectives are assigned to research, locate, and apprehend wanted persons.
- 5.2.2. Detectives will check in with the Sioux Falls Police Department's ISD daily for information on wanted persons and on-going investigations.
- 5.2.3. Assigned Detectives will conduct all other duties as assigned by their supervisor.

## 6. Special Assignment – Park Officer

### 6.1. Summary

- 6.1.1. Are responsible for any problems that may arise in any of the City parks, Parks Department's properties, and the City's libraries.

### 6.2. Essential Duties

- 6.2.1. Are directly responsible to the Night Traffic / Parks Sergeant and ultimately to the Support Services Lieutenant and Operations Captain for providing the highest quality customer service to the public.

## 7. Special Assignment – Uniformed Services Shift Officer

### 7.1. Summary

- 7.1.1. Uniformed Services Division Shift Officers are the embodiment of the Police Department.

### 7.2. Essential Duties

- 7.2.1. Are accountable for their appearance, productivity, and actions to their respective Sergeants.

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7.2.2. Will strive to provide quality customer service and ensure fair and equal treatment to all citizens.

7.2.3. Are responsible for providing the initial police response to the public; safeguarding the lives and property of our citizens; and enforcing City ordinances, State laws, and Federal statutes in a fair and impartial manner.

## 8. Special Assignment – Street Crimes Unit Officer (SCU)

### 8.1. Summary

8.1.1. The primary function of the Street Crimes Unit (SCU) Officer is to support the Uniformed Services Division in the team policing of the City of Sioux Falls. SCU Officers should be prepared to adjust their priorities of work based upon events occurring in the city at the time, i.e. *emerging crime trends, gang activity, shootings, sex trafficking/prostitution*, etc. SCU Officers will work with the other divisions further the mission statements of the department.

8.1.2. The SCU Officers are assigned to the Uniformed Services Division and report to the Street Crimes Sergeant and Shift Three Lieutenant.

8.1.3. Given the variety of assignments and nature of investigations in which SCU Officers are engaged in; the use of plain clothes will be necessary. This will be at the discretion of SCU Sergeant and Shift Three Lieutenant.

8.1.4. SCU Officers can be assigned to work districts at the discretion of a shift supervisor when manpower is low on any given day. Notice to the SCU Officers and their respective Sergeant should be made as far in advance as possible. If SCU Officers are working plain clothes detail and a shift supervisor requests their assistance due to heavy call volume, the SCU Sergeant will make every reasonable effort to accommodate that request. One possible exception would be if SCU Officers are actively working a project that cannot be immediately terminated.

8.1.5. SCU is assigned unmarked vehicles for use in covert and undercover situations. Depending on the nature of the assignment/investigation, SCU may also utilize additional vehicles (DCI surveillance cars, etc). These vehicles will be returned in the same condition as when borrowed, i.e. clean, full gas etc.

### 8.2. Essential Duties

- 8.2.1. Assist detectives in locating wanted subjects that would be considered a danger if they were to remain at-large.
- 8.2.2. Assist narcotic detectives in surveillance.
- 8.2.3. Drug interdiction to be limited to a reasonable time per day / per week.
- 8.2.4. Identification of gang members and targeted suppression of gang related criminal activity
- 8.2.5. Identify and update gang member information in the department's record management system.
- 8.2.6. Keep shift officers informed of known gang or drug houses and individuals in their respective quadrants.
- 8.2.7. SCU will proactively gather intelligence and seek out violent offenders in the community.
- 8.2.8. SCU Officers will actively investigate reports of prostitution and human trafficking in the City of Sioux Falls. This may include proactive undercover operations and investigations. This will also require SCU Officers to keep current on trends utilized by those engaged in this type of criminal activity as well as periodic and ongoing training.
- 8.2.9. SCU will make every reasonable attempt to accommodate requests to provide training and educational presentations regarding gang activity and human trafficking. These presentations will primarily be for law enforcement, non-profit and non-governmental agencies.
- 8.2.10. Work with district officers jointly with projects.
- 8.2.11. Assist other law enforcement agencies, as needed. The SCU Sergeant or Shift Three Lieutenant will be notified as far in advance as possible of the assistance.
- 8.2.12. Conduct quarterly alcohol compliance checks and complete the appropriate documentation.
- 8.2.13. SCU officers may be deputized by the United States Marshalls, Minnehaha and Lincoln Counties. Occasionally they may be requested to leave the city limits to assist another law enforcement agency. A supervisor must be notified when the request is made and authorize the

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request. Exceptions are made for emergencies where the request would delay the needed response.

## 9. Special Assignment – Public Information Officer (PIO)

### 9.1. Summary

9.1.1. The primary function of the PIO is to ensure the appropriate release of information to the media in accordance with the law and the department's policies. It is important the public is aware of how the department functions and its role in the community.

### 9.2. Essential Duties

9.2.1. Reports to the Administrative Services Division Captain.

9.2.2. The release of information on the occurrence of crimes and critical incidents done through press releases, keeping the department's webpage updated, and responding to interview requests when the need arises.

9.2.3. The PIO will conduct daily media briefings and will assist reporters with news stories that involve the department.

9.2.4. The PIO will also assist at the scene of any major incident at the discretion of the scene commander by handling media activities on site.

9.2.5. The PIO will compile information for the annual report.

9.2.6. The PIO will publish a monthly newsletter.

9.2.7. The PIO will manage content for the department's social media websites.

9.2.8. The PIO will manage content of the department's public webpage.

9.2.9. The PIO will assist in the training function as requested by the Training Section.

9.2.10. The PIO will promote story ideas about the new and noteworthy events for City Scene programming on City Link.

## 10. Special Assignment – School Resource Officer.

### 10.1. Summary

10.1.1. The School Resource Officer (SRO) will work to protect the school environment and maintain an atmosphere where teachers feel safe to teach and

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students feel safe to learn. The SRO will work to maintain a school campus free of illegal drugs, violence, weapons, and gang activity. The SRO will strive to provide a secure campus facility and will coordinate safety efforts between the School District and the SFPD.

- 10.1.2. Are accountable for their appearance, productivity, and actions to the School Resource Sergeants.

## 10.2. Essential Duties

- 10.2.1. SROs are responsible for a variety of school-related tasks to include, but not limited to:

10.2.1.1. Investigation of crimes assigned to them by the School Resource Sergeants.

10.2.1.2. Education programs and instruction.

10.2.1.3. Campus security and safety issues following established protocols and policies of their respective schools and in compliance with Sioux Falls Police Department Policy and Procedure.

10.2.1.4. Crime prevention and reporting within their assigned schools.

10.2.1.5. Traffic enforcement at and around their schools.

10.2.1.6. Participation in their respective school's administrative staff meetings when requested.

10.2.1.7. Assistance with classroom presentation when practical. Presentations should be structured toward law-related education and crime prevention, increased student awareness of their rights and responsibilities, provision of factual information about the law, and encouragement of positive relationships with law enforcement personnel.

10.2.1.8. Work to involve the permanent district officer in the schools within their district.

10.2.1.9. Establish and encourage the use of a Crime Stoppers Program and Project Stand Up for School Safety.

10.2.1.10. Work in an intelligence gathering capacity and to coordinate this effort with the Investigative Services Division personnel as appropriate.

- 10.2.1.11. Assist all divisions of the Sioux Falls Police Department with special assignment details as determined by the Operations Captain.
- 10.2.1.12. Attend and participate in School Safety meetings and all other groups that pertain to and impact their function as an SRO. Their immediate supervisor must first approve all groups the SRO participates in.
- 10.2.1.13. Work closely with school attendance personnel to identify and reduce the number of truant students at their assigned schools.
- 10.2.1.14. Conduct an initial investigation on all reported child abuse and child neglect cases brought to their attention and immediately notify their immediate supervisor and, when appropriate, an on-duty Uniformed Services Division shift supervisor. A Crimes Against Persons section supervisor will be contacted as needed to involve them in the initial investigation and keep the detective assigned to the case informed of any follow-up investigation the SRO may have conducted. The SRO must remain aware that, by law, they are mandated reporters who are required to report all incidents of child abuse and neglect.
- 10.2.1.15. Generally, SROs will investigate all runaway case reports and case reports that involve incidents that occur on school property (thefts, vandalisms, simple assaults, disturbances, etc.). The assigning ISD supervisor will review the day's cases to determine if a school related case is best suited for further investigation by a detective instead of an SRO. Communication between the ISD supervisors and the SRO supervisors is critical in determining the appropriate investigating section for these cases, especially those that are time consuming and may take an SRO away from their assignment at the school for a lengthy period. There will be occasions in which detectives and SROs will co-investigate incidents to provide the best possible result with an investigation.
- 10.2.1.16. Provide individual guidance to students on a variety of concerns with the assistance, when appropriate and when mandated by law, of school personnel and parents. Refer students and parents to appropriate agencies when necessary.
- 10.2.1.17. Keep their immediate supervisor informed, as soon as possible, of all unusual or serious incidents that may be newsworthy that occurs within their related schools.
- 10.2.1.18. Keep their immediate supervisor informed of any upcoming major events within or related to their schools such as safety drills, graduations, graduation parties, proms, rallies, demonstrations, or other such events.

10.2.1.19. Work in conjunction with the SAO, Juvenile Diversion Coordinator and School Social Workers.

10.3. SROs **WILL NOT** perform the following functions:

10.3.1. Serve as school crossing guards unless assigned by their supervisor.

10.3.2. Administer school discipline.

10.3.3. Enforce non-law related school policies.

10.3.4. Act as a substitute teacher, study hall monitor, or security guard.

10.3.5. Be assigned as a lunchroom monitor.

10.3.6. Perform playground / recess duty.

10.3.7. Do personal school or school staff business.

10.4. SROs are responsible to the School Resource Sergeants for the implementation of the Elementary Safety Education Programs (1<sup>st</sup> – 5<sup>th</sup> grades).

10.5. SROs shall assist the USD supervisors as directed.

## 11. Special Assignment – Community Resource Officer

11.1. Summary

11.1.1. Conduct public education programs on crime prevention methods, practices and community outreach. Attends community events to represent the police department. Develops and implements a variety of police department marketing and public awareness campaigns.

11.2. Essential Duties

11.2.1. Develops and implements new public awareness campaigns. Maintains and promotes existing public awareness programs. Examples include Neighborhood Watch Program, Crime-Free Multi-Housing Program, Community Ambassador Program, Citizen's Police Academy, and others as designated.

11.2.2. Conduct security surveys of homes and businesses.

11.2.3. Develops materials and conducts crime prevention programs for businesses and civic groups on a variety of topics.

- 11.2.4. Develops communication pieces including print ads, brochures and education materials. Works with outside agencies to develop education materials and ads for media such as radio, TV, billboards, internet, videos, etc.
- 11.2.5. Works with community groups. Establishes and maintains partnerships with various organizations to exchange information and increase crime prevention and community outreach.
- 11.2.6. Notify Patrol of citizen concerns in neighborhoods.
- 11.2.7. Liaison to Mental Health Court and other mental health resource groups including The Link (Triage Center).
- 11.2.8. Perform other duties as assigned.

## 12. Special Assignment – Mental Health Community Resource Officer

### 12.1. Summary

- 12.1.1. Officers in the Mental Health Community Resource Officer Unit act as a liaison between members of the community, the police department and county wide mental health and substance abuse resources. This can include community outreach, managing mental health and substance abuse related concerns, and response strategies with service providers in the community.

### 12.2. Essential Duties

- 12.2.1. Mental Health CROs may be expected to carry a case load focusing on individuals in the community with mental health or substance abuse concerns who routinely utilize police services. Case types assigned to the officers in this unit will include Mental Illness, Psych/Suicide cases without BOLOs for the subject, and any other cases as determined appropriate and approved by the CRO sergeant.
- 12.2.2. This unit uses a case management approach to facilitate individual's treatment, minimize violence, and assist repeat encounters involving emergency first responders. The unit utilizes a multi-layered approach, focusing on an individual's natural support network, their care team, and community service providers.
- 12.2.3. Mental Health CRO duties also include acting as a liaison to The Link, representing the SFPD on various mental health and substance abuse



related committees and coalitions in the community, and participating as a member of the Mental Health Court team.

12.2.4. The Mental Health Community Resource Officer reports to the CRO Sergeant.

12.2.5. The Mental Health CRO will wear their normal CRO uniform on a daily basis and use discretion as to when a full uniform is appropriate.

### 13. Special Assignment – Sex Offender Registrar

#### 13.1. Summary

13.1.1. The Sex Offender Registrar is responsible for the registering of sex offenders as provided by South Dakota state law. Sex offenders are required to register every six months and to have their information regarding their employment and current home address verified annually.

#### 13.2. Essential Duties

13.2.1. Is assigned to an Investigative Services Division Crimes Against Persons Sergeant.

13.2.2. Is responsible for maintaining necessary computerized files to assist in the registering, verifications, and tracking of sex offenders.

13.2.3. This detective will accurately maintain and disseminate registration data for the Sioux Falls Police Department, the South Dakota Division of Criminal Investigation (DCI), and the National Crime Information Center (NCIC).

13.2.4. This detective will be responsible for the registering of sex offenders as provided by South Dakota state law.

13.2.5. This detective is also responsible for maintaining necessary computerized files to assist in the registering, verifications, and tracking of sex offenders.

13.2.6. Further, they are responsible for preparing affidavits for the prosecution of all violators of the sex offender registration laws.

### 14. Special Assignment – Traffic Section Officer

#### 14.1. Essential Duties

- 14.1.1. Are responsible for the performance of the specialized functions of the Traffic Section.
- 14.1.2. Are accountable for their appearance, productivity, and actions to the Support Services Section Traffic Sergeants.
- 14.1.3. Will strive to provide the highest quality customer service in their dealings with the public.
- 14.1.4. In the absence of a traffic supervisor, traffic officers are under the functional control of the Uniformed Services Division shift supervisors on duty.

## 15. Special Assignment – Training Officers, Armorer, and PTO Coordinator

### 15.1. Training Officers

#### 15.1.1. Essential Duties

- 15.1.1.1. The Training Officers are accountable for their appearance and actions to the Training Sergeant.
- 15.1.1.2. The Training Officers will work with the Training Sergeant in the development, coordination, and implementation of the department's on-going training.
- 15.1.1.3. The Training Officers will assist the Armorer with department firearms training; yearly in-service qualification, range drills, and force on force drills.
- 15.1.1.4. The Training Officers will assist the Armorer with armorer duties for the department's firearms.
- 15.1.1.5. The Training Officers will assist the Training Sergeant with training recruit officers pre- and post-academy.
- 15.1.1.6. The Training Officers will assist with the Police Training Officer (PTO) program as a member of the Board of Evaluation which reviews recruit officer proficiency while in the PTO program.
- 15.1.1.7. The Training Officers will maintain the training records for the department. This includes tracking training attended by department personnel, maintaining work assignments, and other tasks associated with the training files.

15.2. Special Assignment – PTO Coordinator

15.2.1. Essential Duties

- 15.2.1.1. The PTO Coordinator is accountable for their appearance and actions to the Training Sergeant.
- 15.2.1.2. The PTO Coordinator is responsible for the administration and maintenance of the department's Police Training Officer program. They will assign recruits to PTOs, communicate directly to the PTOs and PTSs on recruit progress and any concerns regarding PTOs.
- 15.2.1.3. The PTO Coordinator will schedule BOE meetings and take notes during the sessions. They will summarize these BOEs in the notes and submit them to the Training Sergeant and Administrative Services Division Lieutenant.
- 15.2.1.4. The PTO Coordinator will assist in department training as needed.

15.3. Special Assignment – Armorer

15.3.1. Essential Duties

- 15.3.1.1. The Armorer supervises the firearms training program and weapons maintenance of the Sioux Falls Police Department.
- 15.3.1.2. Is directly responsible to the Training Sergeant for the repair and maintenance of all department owned firearms.
- 15.3.1.3. Will maintain all department owned range facilities.
- 15.3.1.4. Will coordinate and facilitate all department firearms training.
- 15.3.1.5. Will maintain a team of firearms instructors who will assist in department firearms training and weapons maintenance. This will consist of selecting personnel who possess the skills and maturity to instruct firearms training, ensuring they obtain the correct training and certifications, and conducting a firearms instructor in-service annually.
- 15.3.1.6. Will be responsible for the storage and issue of all department ammunition.
- 15.3.1.7. Will inspect, approve and record all privately owned backup firearms and holsters.

- 15.3.1.8. Will track the Police Department inventory and the inventory of equipment issued to individual officers and proper disposal of surplus property.
- 15.3.1.9. Is responsible for issuance and tracking of the keys for the Law Enforcement Center.



## Sioux Falls Police Department

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<b>Policy:</b> <b>Duties and Responsibilities – Sergeant / Armorer</b>	<b>Related Policies:</b> 206, 207	<b>Section #:</b> 200 Organization
		<b>Policy #:</b> 208
		<b>Effective:</b> 4/2022
		<b>Page</b> 1 of 6
<i>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 be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Policy Owner: ASD		
Reference: <i>Human Resource Office Job Description</i>		
Sensitivity Level: <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

### 1. Purpose:

- 1.1. This policy is created to specify the duties and responsibilities of the position of Police Sergeant. Police Sergeants are the first line supervisory level of the police department. The Human Resources Office of the City of Sioux Falls maintains the formal job description for this position.
- 1.2. This policy is not meant to be all encompassing or spell out all of the duties or responsibilities of the position of Police Sergeant.

### 2. Special Assignment – Canine Sergeant

#### 2.1. Summary

- 2.1.1. The Canine Sergeant supervises the Police Service Dog Unit of the Sioux Falls Police Department.

#### 2.2. Essential Duties

- 2.2.1. Responsible to the Support Services Lieutenant for the appearance and performance of the Police Canine Officers and Service Dogs.

- 2.2.2. Responsible for the administration and operation of the Police Service Dog Unit.
- 2.2.3. Is personally responsible to the Canine Officers for necessary information and guidance in accomplishing the objectives of the department.
- 2.2.4. Is responsible for ensuring that the policy and procedures of the department are followed and that the highest possible quality customer service is provided to the citizens.
- 2.2.5. In order to provide appropriate guidance and support and also to gather the information necessary for a meaningful evaluation of an individual officer's performance, the Canine Sergeant should, when practical, respond to calls for service.
- 2.2.6. Supervise the training of Sioux Falls Police Department police service dog handlers and K 9's. Evaluate each police service dog team on an annual basis or as deemed necessary to determine handler and K-9 proficiency. Ensure that requirements for certification and recertification are followed as set by the International Congress of Police Service Dogs and adopted by the State Standards of the State of South Dakota. Participate in weekly police service dog training sessions as scheduling permits for the purpose of maintaining consistency in training.
- 2.2.7. Ensure that all K-9 training equipment is kept logged and in working order. Make periodic inspections of assigned K-9 equipment to ensure it is in good working order to include the K-9 squad car. Make quarterly checks of training drugs assigned to each team to include weight and condition.
- 2.2.8. Review monthly reports of each police service dog team, and along with training observations made for the month shall form an opinion of street worthiness for each police service dog team. Ensure the documentation of training and usage records for the police service dog teams are maintained.
- 2.2.9. Assist in the recruitment and selection process for new police service dog teams.

### 3. Special Assignment – **Events Sergeant / TCI Sergeant**

#### 3.1. Summary

- 3.1.1. The Events Sergeant is responsible for planning and coordinating the special events that occur within the City of Sioux Falls as well as supervising the Traffic Case Investigators (TCI) section.

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3.2. Essential Duties

- 3.2.1. Reports directly to the Support Services Commander.
- 3.2.2. Direct supervision of the Traffic Case Investigators (TCI).
- 3.2.3. Responsible for attending regular Parks Department meetings and event meetings.

4. Special Assignment – **Investigative Services Division Unit Sergeant**

4.1. Summary

- 4.1.1. The Investigative Services Division Unit Supervisors are the rank of Sergeant.
- 4.1.2. They supervise their respective areas (CAP, PCS, Narcotics) within the Investigative Services Division of the Sioux Falls Police Department

4.2. Essential Duties

- 4.2.1. Are responsible to their Section Lieutenants for the appearance and performance of the detectives assigned to their unit.
- 4.2.2. Are responsible for all cases assigned to their unit and for reassignment of those cases to individual detectives for follow-up investigation.
- 4.2.3. Will ensure that all cases assigned to their unit receive prompt attention and are investigated thoroughly to an appropriate conclusion.
- 4.2.4. Will stress quality customer service, particularly to the victim of a criminal act.

5. Special Assignment – **School Resource Officer Unit Sergeant**

5.1. Summary

- 5.1.1. The School Resource Unit Supervisors are the rank of Sergeant.

5.2. Essential Duties

- 5.2.1. Are responsible directly to the Operations Lieutenant for the assignment and supervision of the School Resource Officers and Community Resource Officers.
- 5.2.2. Will coordinate the SRO program with the School Administration.
- 5.2.3. Will frequently visit the School Resource Officers at their respective schools to ensure that they are being utilized in the best interests of the Police Department and public safety.

## 6. Special Assignment – **Day Traffic Sergeant / Night Traffic and Parks Sergeant**

### 6.1. Summary

- 6.1.1. The Traffic Sergeants are responsible for the daily operation of the day shift Traffic Officers / Section.
- 6.1.2. The Night Traffic and Parks Sergeant is directly responsible for the daily operation of the night shift Traffic Officers / Section and the Parks Section.

### 6.2. Essential Duties

- 6.2.1. Are immediately responsible to the Support Services Lieutenant for the appearance and performance of the Traffic Officers and Parks Officers.
- 6.2.2. Responsible for monitoring the performance of all Traffic Section and Parks Officer personnel to ensure the highest quality customer service to the public.
- 6.2.3. Are also responsible to these officers for the necessary information and guidance in accomplishing the objectives of the Traffic Section, Parks Section, and the department.

## 7. Special Assignment – **Training Sergeant**

### 7.1. Summary

- 7.1.1. The Training Sergeant is responsible for the training functions of the department.

### 7.2. Essential Duties

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- 7.2.1. Is directly responsible to the Administrative Services Division Lieutenant for recruit pre-service and department in-service training.
- 7.2.2. Maintains the training files for department personnel.
- 7.2.3. Directly supervises the Training Officers, PTO Coordinator, and Armorer.
- 7.2.4. Plans and coordinates department events (e.g. retirements, promotions, etc.)
- 7.2.5. Is responsible for the coordination and supervision of the department's mentorship program.
- 7.2.6. Is the liaison to the Law Enforcement Academy in Pierre, SD and responsible for submitting required materials to ensure academy placement and graduation.

## 8. Special Assignment – **Uniformed Services Division Shift Sergeant**

### 8.1. Summary

- 8.1.1. Are the pivotal positions whereby the operations of the Uniformed Services Division are put into effect.

### 8.2. Essential Duties

- 8.2.1. Are responsible to a Shift Commander for the appearance and performance of all patrol officers assigned to their shift or supervision, but primarily those in their assigned squads.
- 8.2.2. Are personally responsible to those shift officers for necessary information and guidance in accomplishing the objectives of the department.
- 8.2.3. Are responsible for ensuring that the policy and procedures of the department are followed and that the highest possible quality customer service is provided to the citizens.
- 8.2.4. Will also ensure that the Shift Commander is advised of the operational conditions and needs of the patrol officers for more effective performance.
- 8.2.5. Are expected to respond to all major calls and incidents during their tour, but must also randomly respond to routine incidents and calls for service in order to provide appropriate guidance and support to their officers and to

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gather the information necessary for a meaningful evaluation of an individual officer's performance.

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## Sioux Falls Police Department

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<b>Policy:</b> <b>Duties and Responsibilities – Lieutenant</b>	<b>Related Policies:</b> 206, 207, 208	<b>Section #:</b> 200 Organization
		<b>Policy #:</b> 209
		<b>Effective:</b> 4/2022
		<b>Page</b> 1 of 5
<i>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 be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Policy Owner: ASD		
Reference: <i>Human Resource Office Job Description</i>		
Sensitivity Level: <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

### 1. Purpose:

- 1.1. This policy is created to specify the duties and responsibilities of the position of Police Lieutenant. Police lieutenants are responsible for managing programs of the police department. The Human Resources Office of the City of Sioux Falls maintains the formal job description for this position.
- 1.2. This policy is not meant to be all encompassing or spell out all of the duties or responsibilities of the position of police lieutenant.

### 2. Special Assignment – **Administrative Services Division Lieutenant**

#### 2.1. Summary

- 2.1.1. The Administrative Lieutenant manages the administrative functions of the Sioux Falls Police Department

#### 2.2. Essential Duties

- 2.2.1. Is accountable to the Administrative Captain.
- 2.2.2. Is responsible for submitting the quarterly citizen complaints to Media Services for the purpose of posting on the department website.

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- 2.2.3. Is responsible for all modifications to the department's policy and procedure manual.
- 2.2.4. Is responsible for the dissemination of the Citizen's Request Management (CRM) and the ASD response to SeeClickFix requests.
- 2.2.5. Supervises the training function.
- 2.2.6. Administers special projects.
- 2.2.7. Is responsible for overseeing the care and maintenance of the Law Enforcement Center.
- 2.2.8. Is responsible for the department's recruitment program.
- 2.2.9. Is responsible for the coordination and facilitation of the Sioux Falls Regional Police Academy.
- 2.2.10. Hold meetings at least once a week with those directly under their supervision. These meetings will be a formal way to share information and help facilitate communication up and down the chain of command. They will also ensure that the sergeant(s) under their command conduct similar meetings with their subordinates.
- 2.2.11. They should keep informed of the latest methods, schools, and equipment to make their sections more efficient. They will determine and submit budget needs in the most cost-conscious manner possible and perform other duties as specified by the Division Commander.

### 3. Special Assignment – **Investigative Services Division Lieutenants**

#### 3.1. Summary

- 3.1.1. An Investigative Services Lieutenant manages a section of the investigative services function of the Sioux Falls Police Department

#### 3.2. Essential Duties

- 3.2.1. Are directly responsible to the Investigative Services Division Commander for the performance of their sections in the investigation of assigned criminal cases. Each of the Lieutenants is responsible for the direction, coordination, and control of their sections in accordance with the policies and procedure of this department and the Investigative Services Division Standard Operating Procedures.

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- 3.2.2. Are also responsible for providing the necessary information and guidance to their subordinates to assist them in accomplishing the objectives of the department. They should be thoroughly familiar with all aspects of their assigned units and continually strive for methods to increase the efficiency of their sections.
- 3.2.3. They should keep informed of the latest methods, schools, and equipment to make their sections more efficient. They will determine and submit budget needs in the most cost-conscious manner possible and perform other duties as specified by the division commander.
- 3.2.4. Will monitor their personnel to ensure that all assigned cases are handled appropriately and in a timely fashion, and to ensure that the highest quality customer service is rendered to the public.
- 3.2.5. Each section lieutenant is expected to complete the following tasks:
  - 3.2.5.1. Keep abreast of all major cases in his section and keep the division commander informed of case progress.
  - 3.2.5.2. Maintain close working relationships with the other section lieutenant and with the Uniformed Services Division.
  - 3.2.5.3. Hold meetings at least once a week with those directly under their supervision. These meetings will be a formal way to share information and help facilitate communication up and down the chain of command. They will also ensure that sergeants under their command conduct similar meetings with their subordinates.
  - 3.2.5.4. Perform other duties as specified by the Investigative Services Division Commander.
  - 3.2.5.5. Property Crimes / Narcotics Section specific duties will include:
    - 3.2.5.5.1. Coordinate the department's Crime Stoppers Program.
    - 3.2.5.5.2. Act as the departments NCIC Terminal Agency Coordinator.
    - 3.2.5.5.3. Ensure HIDTA grant compliance.
  - 3.2.5.6. Crimes Against Persons Section specific duties will include:
    - 3.2.5.6.1. Ensure ICAC grant compliance.
    - 3.2.5.6.2. Ensure Domestic Violence grant compliance.
  - 3.2.5.7. Crime Laboratory Lieutenant specific duties will include:

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- 3.2.5.7.1. Keep abreast of all crime scene call outs and evidence related concerns in the Sioux Falls and partner agencies.
- 3.2.5.7.2. Maintain working relationships with the South Dakota Forensic Lab and South Dakota Health Department.
- 3.2.5.7.3. Complete monthly statistics report of evidence on hand, securities on hand, evidence released, and evidence destroyed.
- 3.2.5.7.4. Complete monthly report on crime scene call outs and drug chemistry testing.
- 3.2.5.7.5. Complete Annual Management Review of the Crime Lab to adhere to ANAB Accreditation Standards.

#### 4. Special Assignment – **Uniformed Services Division Lieutenant**

##### 4.1. Summary

- 4.1.1. A Uniformed Services Division Lieutenant manages a uniformed program / function or geographic area of the city within the Sioux Falls Police Department Uniformed Services Division.

##### 4.2. Essential Duties

- 4.2.1. Are responsible directly to the Uniformed Services Division Commanders for performance of the patrol function for their respective shifts/sections. Are responsible for operations of their shifts/sections in accordance with department policy and procedures and for ensuring the highest possible quality customer service to the citizens.
- 4.2.2. Are responsible to their subordinates for necessary information and guidance in accomplishing the objectives of the department.
- 4.2.3. Will continually monitor programs, assignments, and future needs in an effort to keep the assignments of the division current with the needs and practices that are developed.
- 4.2.4. Is responsible for overseeing Animal Control, the School Based Programs such as School Resource Officers, park patrol functions, canine program and Traffic Section.
- 4.2.5. Hold meetings at least once a week with those directly under their supervision. It is acceptable to meet this requirement on a biweekly basis

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for night shift sergeants. These meetings will be a formal way to share information and help facilitate communication up and down the chain of command. They will also ensure that sergeants under their command conduct similar meetings with their subordinates.

4.2.6. They should keep informed of the latest methods, schools, and equipment to make their sections more efficient. They will determine and submit budget needs in the most cost-conscious manner possible and perform other duties as specified by the division commander.

4.2.7. Perform other duties as specified by the Uniformed Services Division Commanders.