



POLICY & PROCEDURE

STURGEON BAY POLICE DEPARTMENT

SUBJECT: **EMPLOYEE ORIENTATION** NUMBER: 12.05

ISSUED: 06/23/2020

SCOPE: All Department Personnel
DISTRIBUTION: Policy & Procedure Manual

EFFECTIVE: 06/23/2020

RESCINDS

AMENDS

REFERENCE:

WILEAG 5TH EDITION

STANDARDS: 12.2.8

INDEX AS: Civilian Employee Training
Employee Orientation
New Employee

PURPOSE: The purpose of this Policy & Procedure is to provide information and guidance to all new employees of the Sturgeon Bay Police Department in the operations of the City and the Department. This will ensure that new employees understand their role, responsibilities, and rights.

This Policy & Procedure consists of the following numbered sections:

I. POLICY

II. PROCEDURE

I. POLICY

- A. It is the policy of the Sturgeon Bay Police Department that all new employees receive orientation training to the City and the Police Department as soon as practical.

II. PROCEDURE

- A. All employees shall receive a new employee orientation.

1. The Chief's Office and City Hall shall provide information regarding City history, philosophy, policies, salary, and benefits.
 2. The employee's supervisor shall provide information regarding the Police Department's role, purpose, goals, policies, procedures, working conditions, and regulations, as well as the responsibilities and rights of employees.
- B. The orientation shall be documented using the "New Employee Orientation Checklist" form, which shall be filed in the employee's personnel file in the Personnel Department.
- C. Employees assigned to civilian positions shall receive training in addition to orientation to ensure a complete understanding of job responsibilities.
1. School Crossing Guard
 2. Clerical Employee
- D. Supervisors in charge of civilian personnel shall be responsible for annual retraining as may be deemed necessary or appropriate. Training needs may be determined through observation, evaluation, job analysis, or work performance. Annual re-training should be designed to update skills and to increase knowledge of job responsibilities.

Arleigh R. Porter
Chief of Police

This Policy & Procedure cancels and supersedes any and all written directives relative to the subject matter contained herein.

Initial 06/23/2020

