

# San Andreas

## Department of Fish and Wildlife

### STANDARD OPERATING PROCEDURES



Colonel: Virgil Earp [W301]

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## **1 | Mission Statement**

All wildlife, including wild animals, wild birds, fish, and forestry within the state of San Andreas has been declared to be the property of the State of San Andreas and will be preserved and protected. It must only be taken in ways that will conserve the species, safeguard it, and guarantee there are always enough animals available for hunting, fishing, and trapping for the residents of this state and others as permitted by law..

This document has been created to outline the Dept. of Fish and Wildlife's structure, ranks, procedures, disciplinary guidelines, and other assorted policies.



## 2 | Operations

### 2.0 | Phonetic Alphabet

We use the phonetic alphabet when speaking. In addition, certain units use certain designators. See the table below as a guide.

Letter	Phonetic	Letter	Phonetic	Units	
A	Alpha	N	November	B	BSCO Units
B	Bravo	O	Oscar	E	BCSO Aviation
C	Charlie	P	Papa	L	LSPD Units
D	Delta	Q	Quebec	S	SASP Units
E	Echo	R	Romeo	V	LSPD Aviation
F	Foxtrot	S	Sierra	W	SAFW Units
G	Golf	T	Tango	Y	SASP Aviation
H	Hotel	U	Uniform		
I	India	V	Victor		
J	Juliet	W	Whiskey		
K	Kilo	X	X-Ray		
L	Lima	Y	Yankee		
M	Mike	Z	Zulu		

### 2.1 | Unit Numbers and Callsigns

The first half of your callsign will include the letter “W” (phonetically said as Whiskey) to indicate that you are a SAFW unit. The in-game MDT will give you a randomized three-digit unit number (ex. - 609). This will be the second half of your callsign. Therefore, someone with the randomly generated unit number of 609 would have the callsign W609.

#### Callsign Changes

You may not request a specific callsign in SAFW. You may request to change your callsign if you have difficulty saying it or have another valid reason to change your callsign.

### 2.2 | Radio Setup and Communication

To use your radio, press “F6” in-game. Click the knob on the top right of the radio to power on/off the radio. While patrolling in SAFW jurisdiction, all units will use Channel 5. When you power on your radio, type “5” to connect to Channel 5. While patrolling in LSPD jurisdiction, all units will use Channel 4. When you power on your radio, type “4” to connect to Channel 4.

In special circumstances, units may be requested or required to use other radio channels. For your reference, the following channels are in use by LSPD or other departments:

Channel	Use	Channel	Use
1	Admins Only	9	SASP Priority
2	LSPD Tactical	10	SAFW Main
3	LSPD Priority	11	SAFW Priority
4	LSPD Jurisdiction	12	Fire/EMS Main
5	BCSO Jurisdiction	13	Fire/EMS Priority
6	BCSO Priority	14	Dispatch Main
7	BCSO Tactical	15	Tow Main
8	SASP Main	80+	Civilian Channels

**Priority Radio Channels**

Priority radio channels exist to provide Game Warden with space to take over radio communications that are separate from the main Patrol channel. Units are welcome and encouraged to switch to the Priority channel when they are engaged in longer scenes that require more frequent communication, such as vehicle/foot pursuits, investigative scenes, active shooter scenes, and bank robberies.

To **change your visible name** on the radio, press the right arrow key and type your name.

To **change your callsign** in the radio, press the right arrow key again and type your callsign. Make sure to include the “W” at the beginning of your callsign. For a complete list of callsign indicators, designations, and meanings, please see **#resource-list** in Discord.

**Subdivision Callsigns**

Game Wardens who are part of a (sub)division may add a designation in their callsign. For example, a unit in the Marine Division may add “MD” to their callsign, making their radio display name “B323 | MD | F. Fitzgerald.” In addition, Game Wardens who have elected to become members of the Office of Emergency Services may add a single designating letter for their certification. For example, they may have the callsign “W323F |MD | E. Davis.”

In the city, we encourage the use of codes during your patrol. Use of these codes is not required, but they do enhance the atmosphere and realism of the city. Below is a table of the codes. It is recommended to have the table below on hand while in-game.

## PROPERTY OF BAD NOODLE ROLEPLAY

Code	Meaning	Code	Meaning
10-0	Glitched   Bugged   Game Crashed	10-41	Beginning Shift
10-1	Weak Radio Signal	10-42	Ending Shift
10-2	Strong Radio Signal	10-45	Taking a Report
10-3	Clear Radio Traffic	10-46	Motorist Assist
10-4	Acknowledged	10-49	Reckless Driver
10-5	Break/AFK (Can not respond)	10-50	Involved Vehicle Accident
10-6	Busy (Unless Urgent)	10-51	Request Tow
10-7	Out of Service	10-52	Request EMS/RA
10-8	In Service	10-53	Request Fire Department
10-9	Repeat Transmission	10-54	Request Mechanic
10-10	Fight in Progress	10-55	Driving While Intoxicated
10-11	Traffic Stop	10-56	Intoxicated Person
10-12	Active Ride Along	10-57	Hit and Run
10-13	Shots Fired on Scene	10-59	Escorting
10-15	Transporting Subject to Station	10-61	Suspect Armed with Gun
10-16	Stolen Vehicle	10-62	Suspect Armed with Dangerous Object
10-20	Location	10-63	Kidnapping
10-22	Disregard	10-65	Mechanical Breakdown
10-23	Arrived on Scene	10-66	Abandoned Vehicle
10-24	Leaving Scene	10-67	Road Hazard
10-25	Domestic Dispute	10-68	Armed Robbery
10-26	Estimated Time of Arrival	10-70	Foot Pursuit
10-27	License/ID	10-71	Request Command Member
10-28	Vehicle Plate	10-80	Vehicle Pursuit
10-29	Warrant Check	10-81	Status Check
10-30	Wanted Person	10-95	Suspect in Custody
10-32	Request Backup (Code 1   2   3)	10-96	Mental Health Subject
10-35	Major Crime Alert	10-97	In Route
10-37	Suspicious Vehicle/Person	10-99	Officer in Extreme Distress
Signal	Definition	Signal	Definition
Code 1	Respond   No Lights or Siren	Code 4	No Additional Assistant Required
Code 2	Respond   Lights, No Siren	Code 5	Felony Traffic Stop
Code 3	Respond   Lights and Siren	Code Red	Emergency, Clear Radio Traffic

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When using the radio, Game Warden are expected to follow certain etiquette guidelines:

- **Do not speak over others.** If you have a priority call (i.e., Officer down, shots fired), you should begin your radio traffic with “Break, break,” then proceed. Game Warden should cease radio traffic when another unit breaks. **Move priority calls to Channel 6.**
- **Keep callouts short and direct.** In most cases, the only information needed is the 10-code, location, one/two details (e.g., red four-door, white male), and whether additional units (10-32s) are needed.
- **No personal conversations.** If you wish to speak to someone, meet up in game or get their in-game phone number. You may switch to an unused radio frequency if needed, but remember to return to your patrol radio when finished.
- **Ask to speak when switching department channels.** If you swap to another department’s channel (if you need another unit, need a Detective, etc.), ask permission to speak before making your request. This ensures you aren’t interrupting a priority call or active scene.

### 2.3 | Jurisdictional Boundaries

Dept. of Fish and Wildlife Game Wardens have full law enforcement powers within the State of San Andreas. While you are provided full law enforcement powers within the state, responding to normal calls of service is allowed but should not become a regular occurrence.



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**2.4 | Uniforms**

Every Game Warden has a required uniform they must wear. Uniforms and accessories also vary by rank and (sub)divisions, so make sure to adhere to your uniform requirements. If you wish to save and customize your uniform, use the tables below in the MP Ped Customization Menu (view [#resource-list](#) in Discord for how to use this menu). View our policy on [physical appearance](#).

Game Warden are welcome to customize their uniforms with extras, such as vests, service belts, and hats.

Ensure that any extra only displays correct markings (i.e., Police, BCSO, Patrol, etc.). Please do not choose belts, vests, or other items that would have excessive items for patrol (i.e., multiple magazines, zip ties, etc.). Wardens are encouraged to wear a cowboy hat.

**Ensure that the vest does not have duplicate items** that a service belt has and vice versa (i.e., only one taser). Any vest with a firearm is not permitted for patrol and is reserved only for tactical units.

Keep in mind that **not all items labeled “Game Warden” are open for use**. Refer to the tables below for appropriate items, as some items may be reserved for specific (sub)divisions, ranks, or operations. If you are ever unsure, ask a Command member.

**2.4.1.1 | SAFW Patrol Uniform | Ranks: Probationary Warden, Game Warden I-III**

Clothing Item	Feminine Ped Option	Masculine Ped Option
Masks	121 (Optional)	
Upper Body	Any (black gloves allowed)	
Lower Body	179 (Cargo) 178 (Class A)	172 (slacks) 173 (cargo) 170 texture 2 (cargo)
Bags & Parachutes	123 Masculine/125 Feminine (texture with rank)	
Shoes	66 (textures 1&2) 25 (Class A)	63 (textures 1&2) 25 (Class A)
Scarfs & Chains	Appropriate gun holster/accessory	
Shirt & Accessory	Appropriate service belt	
Body Armor & Accessory	Any vest that states ‘Game Warden’, no heavy tactical vests allowed.	Any vest that states ‘Game Warden’, no heavy tactical vests allowed.
Badges & Logos	<a href="#">See Rank Insignias</a>	
Shirt Overlay & Jackets	504 504 texture 2 (K9) 505 (Class A) 506 (texture 3) 510 (Rain) 513 (Winter) 514	487 490 490 texture 2 (K9) 491 496 (Rain) 500 (Winter) 501

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## 2.5 | Vehicle Use

As you progress through the ranks, you will unlock more department-issued vehicles.

Rank	Vehicle	Subdivision	Vehicle
Probationary Warden	2014 Ram 2500 2018 F150 2016 Ram 2500	Marine	2022 F350 Dually
Warden I	2021 F150 2021 Tahoe 2020 Ram 3500		
Warden II+	2021 F250 2020 Ram 3500	Search and Rescue	F450 Search and Rescue
Command+	2021 F250 All vehicles unmarked	-	-

## 2.6 | Driving Expectations

Game Wardens are expected to drive at reasonable speeds and abide by all posted traffic laws. This includes driving at the posted speed limit.

Game Warden should treat red-light intersections as four-way stops. This means that you should stop at all red-light intersections. Once the roadway is clear, you may proceed. If the intersection is clear as you approach, you may yield and proceed instead of a full stop.

View our policy on [use of force from/with a vehicle](#) and our [pursuit policy](#).

### Code Responses

When responding to a 10-99, panic button, or responding Code 3, it is up to the Game Warden's discretion on how fast to drive, but the speed must be warranted and safe for the conditions at hand. Game Warden should evaluate the heaviness of traffic, weather conditions, presence of Civilians, and involvement of other Game Wardens. Game Wardens driving at excessive speeds in a reckless fashion or when it is not warranted may be subject to [disciplinary action](#). (Some exceptions may apply.)

**Due Regard Clause**

The use of lights and sirens does not automatically give the right of way to an emergency vehicle. Lights and sirens request the right of way from other drivers. In addition, when responding Code 3, Game Warden should yield and/or stop at intersections before proceeding safely though. Game Warden should clear intersections prior to passing. At all times, Game Warden should drive with due regard for the public and property around them.

**2.7 | Weapons Expectations**

Game Wardens are expected to use their department-issued firearms and weapons appropriately. Game Warden should refer to the [Use of Force](#) guidelines to determine which weapon is most appropriate for each situation.

**Department-Issued Weapons**

Each rank unlocks new weapons. In addition, certain subdivisions have access to certain weapons. Below is a table of the weapons unlocked with each rank. Unlocking weapons with rank is a privilege. Game Wardens found abusing their weapons may be met with [disciplinary action](#).

Rank/Subdivision	Weapons
Probationary Warden	Baton Taser Glock 19 (black/tan) Less-Lethal (Beanbag) Shotgun
Game Warden I	Shotgun
Game Warden II+	AR-15

**Officer-Involved Shootings**

Any time a Game Warden discharges their firearm and harms another individual (i.e., the individual requires medical attention or is deceased, with the exception of a taser), the Game Warden should call for a Detective. The Detective will determine one of two outcomes:

- The Game Warden , by reasonable doubt and under the given circumstances, was **justified** in their use of force. Additionally, the circumstances that led to the use of force are clear and consistent among Game Warden’ reports.
  - ◆ **Conclusion:** The Game Warden is clear to return to duty as normal.
- The Game Warden, by reasonable doubt and under the given circumstances, was more than likely **unjustified** in their use of force. Additionally, the circumstances that led to the use of force are unclear or inconsistent among Game Warden’ reports.
  - ◆ **Conclusion:** The Detective will call for a Command member to initiate an investigation. The Game Warden is **not** clear to return to duty until given permission by the Detective and Command member.

In the event that no Detective or Command member is on, the Game Warden is clear to complete the scene as normal.

## **2.8 | Training Programs & Courses**

In the SAFW, we offer a variety of training programs and courses for Game Wardens to learn new techniques, refine their skills, and make connections in the department and across departments. Game Wardens are strongly encouraged to take part in these programs when they can or when they are offered. In addition, participation in at least one training program or course is required for promotion.

### **Training Programs**

Training programs tend to be geared more towards new and inexperienced Game Wardens who would like to learn more about how our patrol operations work. Training programs tend to be longer than courses and may take place over the course of several sessions. SAFW's training programs are run by SAFW Command or specific SAFW units qualified to teach.

#### **FTO Training Program**

Field Training Officers [FTOs] can provide hands-on training to any Game Warden who requests it. FTO Training is a step between a shadowing ride-along and an FTO ride-along wherein the FTO and Game Warden work together to build skill sets. In this program, FTOs and Game Wardens respond to callouts and 10-32 requests together, conduct traffic stops together, and write reports together. FTOs and Game Wardens can practice vital skills, such as shooting, pursuits, building clearing, and other skills together with immediate feedback from the FTO. This program may be useful for new or returning Game Wardens who want to learn how we handle things.

#### **Patrol Basics Training**

SAFW offers Patrol Basics training for Game Wardens who are new to patrol or who may want to learn SAFW's patrol operations in more detail. This training will focus on refining shooting skills, traffic stop techniques, scene and building clearing tactics, and more. All Command members may lead this training at any time, but organized departmental training may be led periodically. This program may be useful for new Game Wardens who are learning the basics.

### **Workshops**

Workshops tend to be geared more towards experienced Game Warden who would like to learn a new skill or refine their skill sets. Workshops tend to be shorter and often occur in one sitting. Workshops may be led by LSPD, BCSO, or SASP units, depending on the type of workshop, as each department specializes in different skills.

#### **Foundations of Report Writing**

Game Warden may choose to participate in a Foundation of Report Writing workshop. This course will teach Game Warden the basics of report writing. Topics covered include types of reports, vital report information, report structures, and basic writing fundamentals. This course will be taught by BCSO Detectives or Command. This course may be useful for Game Warden who need additional help with their report-writing skills or who are looking to improve their reports for promotions.

### **Emergency Vehicle Operation Course [EVOC]**

Game Warden may opt to participate in an EVOC program. This course will equip Game Warden with the skills necessary to drive their patrol vehicles safely under a variety of conditions. Game Warden will learn how to evade obstacles, clear traffic and intersections, control the vehicle at high speeds, and more. EVOC Instructors will be SASP units. EVOC training can happen at any time if an Instructor is available or departmental training may be hosted periodically. This course may be useful for new or returning Game Warden who need additional driving practice.

### **Advanced Weapons Training**

The SWAT Team in BCSO offers training for units looking for more weapons training. This training will focus on a variety of weapons (pistols, shotguns, beanbags, etc.) and a variety of shooting tactics. SWAT units (with Command approval) and Command members of BCSO may lead this training at any time, but organized departmental training may be held periodically. This course may be useful for experienced Game Wardens looking for more practice and instruction on firearms.

### **Assorted Workshops and Programs**

Other workshops and programs may come about as the department grows. Be on the lookout for new trainings in **#trainings**.

## **2.9 | Speciality Incidents & Contacts**

Although Game Wardens are equipped to handle a variety of callouts and dispatch calls, some incidents may require or warrant additional assistance. In the SAFW and across the state, departments house a variety of specially-trained units to handle specific situations.

Game Warden should consider calling for assistance from the following specialty units, when necessary or required. In some instances, calling for assistance is required and noted in the following table.

In all cases, if a unit is not available to respond to your specific backup request, you can roleplay out your scene as best to your ability with your available resources.

For example, if no SRU or SWAT are on, you and a small team may clear a bank robbery. However, you should attempt to contact specialty units prior to engaging in more dangerous scenes.

## PROPERTY OF BAD NOODLE ROLEPLAY

Incident Type	Call First	Call Second
Officer-Involved Shooting <sup>1</sup>	Investigative Services Division	Detectives Bureau
Homicide/Dead Body <sup>1</sup> Human Trafficking <sup>1</sup> Prostitution <sup>2</sup>	Investigative Services Division	Detectives Bureau
Narcotics <sup>2</sup>	Narcotics Unit Detective + K9 Unit (SWAT)	Investigative Services Division
Gang Activity <sup>2</sup>	Gang Unit Detective	Investigative Services Division
Mild Officer-Involved Vehicular Accidents <sup>2</sup>	SASP Trooper	10-32 Backup Request
Severe <sup>3</sup> Officer-Involved Vehicular Accidents <sup>1</sup>	Specialized Collision and Reconstruction Team	10-32 Backup Request
Vehicle Pursuit <sup>2</sup>	SASP Trooper + Air Support Unit	10-32 Backup Request
Foot Pursuit	K9 Unit (SWAT)	10-32 Backup Request
DUI Investigation <sup>2</sup>	H.E.A.T.	Investigative Services Division or FST-Certified Patrol Unit
Kidnapping / Abduction <sup>1</sup>	Investigative Services Division + Behavioral Sciences Unit	Investigative Services Division
Armed Subjects <sup>2</sup> Active Shooters <sup>2</sup> Bank Robbery <sup>1</sup>	S.W.A.T.	Strategic Response Unit or 10-32 Backup Request
Warrants	Call for a unit in the jurisdiction of the suspect's home address	

<sup>1</sup> Required to call for assistance. Game Warden should not handle these incidents without assistance.

<sup>2</sup> Assistance required depending on severity. Use your judgment for whether you need assistance.

<sup>3</sup> "Severe" includes severe injury or death.

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### 3 | Divisions

The Dept. of Fish and Wildlife features several divisions and subdivisions to address a variety of competencies and needs within the county. Each division has its own SOP, guidelines, requirements, and application processes. Please click the link on each subheading to access information related to each division.

#### 3.1 | Patrol Division

The role of Game Warden varies slightly from that of being either a Police Officer or Deputy. While you may respond to callouts from time to time. Your primary duty will be patrolling San Andreas vast parks and offroad areas and checking in with fishermen and hunters, as well as taking to the waters of San Andreas to ensure the safety of those using the State's vast waterways.

##### 3.2.1 | Patrol Certifications

Patrol units can receive certifications in a few specialized skills to provide quality services to other Patrol units. In particular, patrol units can become certified to conduct **Field Sobriety Tests** (FSTs) to assist other units on potential DUI calls. FST certifications are handled by SASP units and will include a training course prior to certification. Units ranked Game Warden and above may apply for the FST certification. Additionally, select Game Wardens may be invited to join the **Canine [K9] Unit** to conduct sniff searches of vehicles and homes for suspect apprehension, narcotics, and other tasks. Canine Unit will be an invitation only for top-performing Game Wardens.

#### 3.2 | Special Operations Division [SOD]

The Special Operations Division [SOD] consists of several subdivisions of specially trained tactical units that can provide additional support to Game Wardens in several ways, such as aviation, Search and Rescue, and marine support.

##### 3.2.1 | Aviation

The goal of the Aviation Unit is to provide air support for other Game Wardens. In particular, the AU can provide aid for vehicle/foot pursuits, search and rescue, and surveillance for operations and investigations. May also be requested by other departments if no other aviation units are available.

##### 3.2.2 | Search and Rescue

Search and Rescue trained Wardens will focus and train on the best ways to conduct search and rescue operations in any environment.

##### 3.2.3 Marine Division

The Marine Division will carry out enforcement of maritime rules and regulations and search and rescue operations in the waters of San Andreas.

### **3.3 | Office of Emergency Services [OES]**

The Office of Emergency Services [OES] is a special detachment of the Department of Forestry dedicated to protecting both the residents and wildlife of San Andreas. The primary focus of OES is preventing the spread of wildfires, as well as responding to other calls of service including water rescues, structure fires, vehicle fires amongst others.



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## 4 | Rank Structure

Each department within the state has a developed structure, as this helps create an effective and efficient chain of command. The SAFW features eleven ranks. Each rank comes with different responsibilities, outlined below. Command positions require a higher level of commitment and dedication to service, as they are expected to devote more time to their positions. Command positions are also limited to avoid making the department too top-heavy.

### Responsibilities of All Game Wardens

- Serves as an example of good behavior and attitude within the department
- Conducts routine traffic stops
- Responds to Dispatch calls and 10-32 requests
- Follow Chain of Command when reporting incidents
- Mandated reporting of SOP and Community Guideline violations

### Colonel

- Serves as the presiding authority figure over the department
- Serves as an ambassador for the department and liaison to other departments
- Oversees all department operations and Game Warden
- Produces, develops, and implements departmental policies and regulations
- Recruits and hires new Game Warden
- Involved in promotional decisions
- Directly oversees behavior of High Command
- Issues all forms of [disciplinary action](#)
- Serves as a Field Training Officer in the absence of certified Field Training Officers

### Lieutenant Colonel

- Serves as Second-In-Command to the Colonel
- Is responsible during the Chief's absence
- Is responsible for Internal Affairs issues for the department
- Assists the Game Warden Chief in Command trainings
- Produces, develops, and implements departmental policies and regulations
- Recruits and hires new Game Warden
- Involved in promotional decisions
- Issues all forms of [disciplinary action](#) (excluding bans)
- Serves as a Field Training Officer in the absence of certified Field Training Officers

### Major

- Serves as Third-In-Command to the Colonel
- Directly oversees the behavior of Captains
- Oversees new and refresher Command training
- Assists the Undersheriff in Internal Affairs issues
- Produces, develops, and implements departmental policies and regulations
- Recruits and hires new Game Warden
- Involved in promotional decisions
- Issues all forms of [disciplinary action](#) (excluding bans and kicks)
- Serves as a Field Training Officer in the absence of certified Field Training Officers

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### Captain

- Directly oversees one of the department's divisions
- Assists the Major in Command trainings
- Provides guidance to Lieutenants
- Issues specific [disciplinary action](#) (verbal/written warnings, re-certifications, and terminations/suspension from divisions)
- Produces, develops, and implements (sub)division policies and regulations
- Recruits and hires new Game Wardens
- Is involved in promotional decisions
- Serves as a Field Training Officer in the absence of certified Field Training Officers

### Lieutenant

- Directly oversees one of the department's subdivisions
- Serves as Second-In-Command to Captains
- Directly oversees subdivision training
- Assists Sergeants in certification processes and trainings
- Serves as a filter for promotional decisions (i.e., can deny if a request clearly does not meet standards, but does not approve promotions)
- Is involved in hiring decisions for their subdivision
- Can issue specific [disciplinary action](#) (verbal/written warnings, re-certifications, and terminations/suspension from subdivisions)
- Serves as a Field Training Officer in the absence of certified Field Training Officers

### Sergeant

- Directly oversees certification processes in their subdivision
- Provides assistance to Lieutenants and Captains, when necessary
- Directly oversees certification training
- Serves as a filter for promotional decisions (i.e., can deny if a request clearly does not meet standards, but does not approve promotions)
- Can issue minor [disciplinary action](#) (verbal/written warnings & re-certifications)
- May apply to be a [Field Training Officer](#)
- Serves as a Field Training Officer in the absence of certified Field Training Officers

### Warden III

- Has successfully completed a ride-along with a Field Training Officer
- Strong example of behavioral expectations within the department
- May apply for (sub)divisions within the department
- May serve as the primary unit in a [Patrol ride-along](#)
- May apply to be a [Field Training Officer](#)
- May receive [Field Sobriety Test certification](#)
- May shadow Command members

**Warden II**

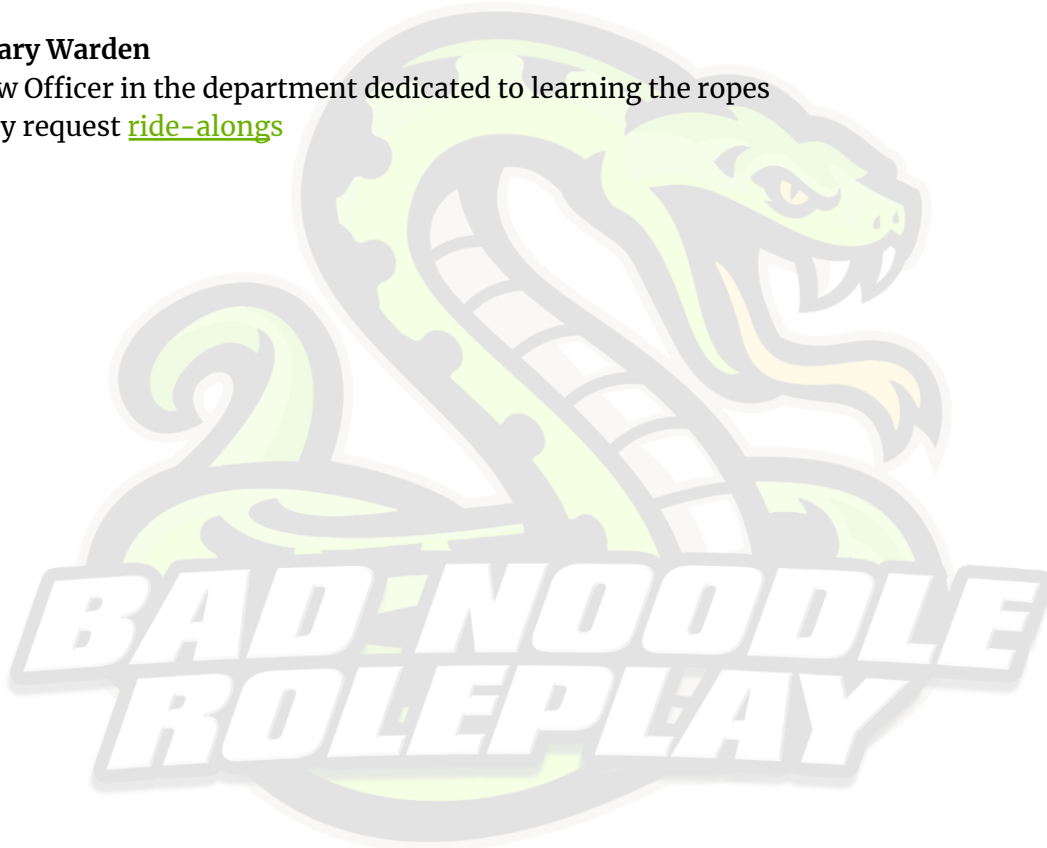
- Strong example of behavioral expectations within the department
- May apply for (sub)divisions within the department
- May serve as the primary unit in a [Patrol ride-along](#)
- May receive [Field Sobriety Test certification](#)
- May shadow Game Warden or Command member
- Eligible to join Office of Emergency Services

**Warden**

- Strong example of behavioral expectations within the department
- May serve as the primary unit in a Patrol ride-along
- May request [Patrol ride-along](#)

**Probationary Warden**

- New Officer in the department dedicated to learning the ropes
- May request [ride-alongs](#)



## 5 | Disciplinary Guidelines

Each Game Warden, regardless of rank within the community or department, will be held to the same standards. All members of the department will follow the same Community Guidelines and procedures as outlined in this document.

Failure to follow guidelines and procedures may result in disciplinary actions. Depending on the severity of the action, one or more of the following disciplinary actions may occur:

- **Verbal Warning** - Reserved for minor offenses where a Command member gives an unofficial verbal warning to correct behavior.
- **Written Warning** - Reserved for average offenses where a Command member gives an official written warning to correct behavior. Written warnings are logged.
- **Re-Certification** - Reserved for roleplay offenses where you must redo any certifications related to the infraction. Re-Certifications are logged.
- **Termination/Suspension from (Sub)division** - Reserved for roleplay offenses that are directly related to an infraction involving a division or subdivision. Terminations are logged and may be appealed at a later date.
- **Suspension** - Reserved for serious offenses that warrant some time away from the server. Suspensions are logged.
- **Termination from Department** - Reserved for serious offenses that suggest the member is no longer welcome in the department. Terminations are logged and may be appealed at a later date.
- **Removal from Game** - Reserved for non-roleplay offenses, serious offenses, or repeated offenses that suggest the member is no longer welcome in Bad Noodle. Removals are logged but may be appealed at a later date. This may include being kicked or being banned.

The above disciplinary actions may be used progressively or individually, depending on the situation. Those able to discipline have the discretion to choose a fitting disciplinary action for each situation but are encouraged to communicate with other Command about disciplinary actions prior to enacting them, when possible.

### 5.1 | Corrective Action Plans

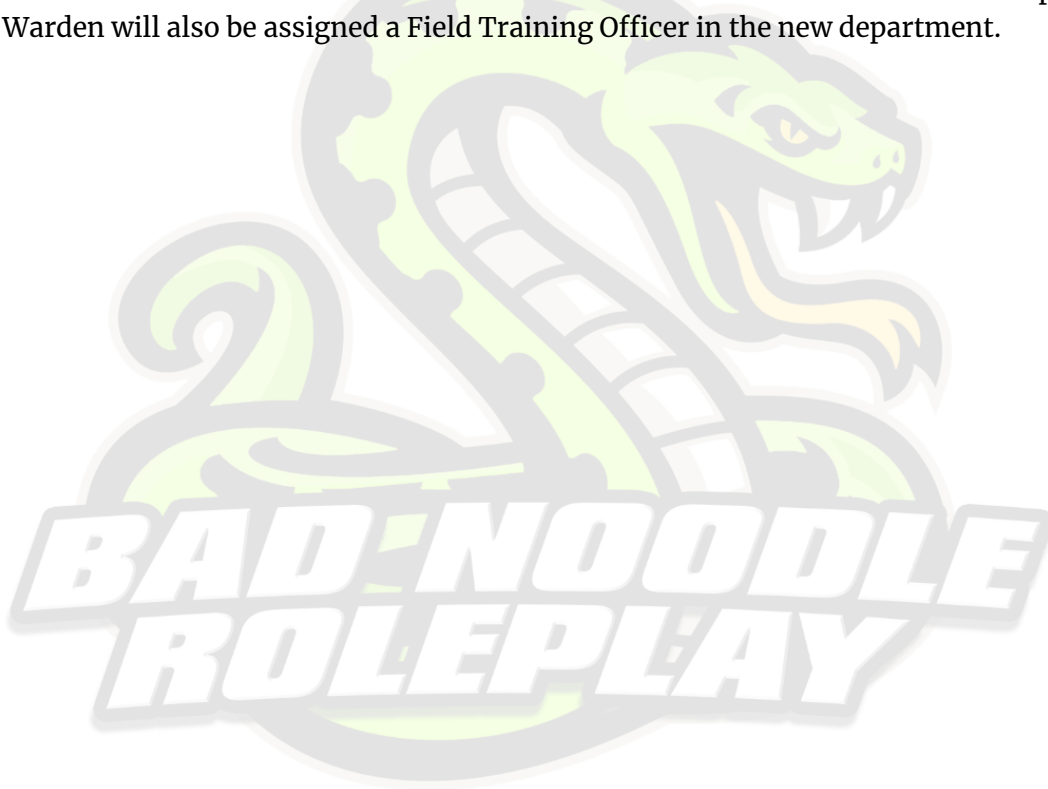
It is up to each Command unit's discretion to issue disciplinary actions. After verbal and written warnings, Command may opt to enlist a Game Warden into a Corrective Action Plan [CAP]. A CAP allows a Game Warden and their Command units to discuss next steps to guide the Game Warden back on the correct path. For example, if a Game Warden has been written up several times for speeding, a Command unit may enlist the Game Warden in a CAP that includes a mandatory driving course. What is included in a CAP is up to the Command units involved and will vary based on each situation. CAPs may involve any training or course, but it will be case by case.

## 5.2 | Terminations

When a Game Warden is terminated from a **subdivision or division**, they may not reapply for the subdivision for one month. We encourage Game Warden to reach out to the subdivision Lieutenant or division Captain and enlist in a Corrective Action Plan if they wish to return to the subdivision.

In addition, when terminated from a **division**, the Game Warden is automatically put into the Patrol Division and should resume regular patrol duties.

When a Game Warden is terminated from the **SAFW**, they will be automatically sent to the Los Santos Police Department or Blaine County Sheriff's Office. When this occurs, Command from both departments will build a Corrective Action Plan for the Game Warden's time in the new department. The Game Warden will also be assigned a Field Training Officer in the new department.



## 6 | Policy Handbook

To uphold the standards of the Blaine County Sheriff's Office, we have several policies in place to guide behavior. Additional policies may be added over time to address specific aspects of a Game Warden's career. It is each Game Warden's responsibility to be knowledgeable of SAFW's policies.

### 6.1 | Promotions

Promotions for regular ranks (Cadet to Senior Game Warden) will be completed through a [Promotion Evaluation Request](#). Evaluation Requests will be evaluated 24-48 hours after submission. Command will discuss the Game Warden's activity, reports, general behavior, radio traffic, and other qualities. Only High Command can approve promotions, but all of Command can deny promotions if it is clear that a candidate does not meet standards.

To be eligible for promotion, Game Warden must meet the following requirements:

#### Probationary Warden → Game Warden:

A Cadet may apply for promotion to Junior Game Warden if/when:

1. A minimum of five days has passed since the Game Warden joined the department.
2. The Game Warden has at least 5 hours total time in the city.
3. The Game Warden has issued a minimum of 10 citations.
4. The Game Warden has written a minimum of 5 high-quality reports.
5. The Game Warden must have completed a [Shadowing Ride-Along](#).

#### Game Warden → Game Warden II:

A Junior Game Warden may apply for promotion to Game Warden if/when:

1. A minimum of one week has passed since the Game Warden's last promotion.
2. The Game Warden has at least 10 hours total time in the city.
3. The Game Warden has issued a minimum of 20 citations.
4. The Game Warden has written a minimum of 10 high-quality reports.
5. The Game Warden must have completed at least one [departmental training or course](#).

#### Game Warden II → Game Warden III :

A Game Warden may apply for promotion to Senior Game Warden if/when:

1. A minimum of one week has passed since the Game Warden's last promotion.
2. The Game Warden has at least 15 hours total time in the city.
3. The Game Warden has issued a minimum of 30 citations.
4. The Game Warden has written a minimum of 20 high-quality reports.
5. The Game Warden successfully completes at least one [FTO ride-along](#).

Promotions will also be based on roleplay, leadership skills, and activity in the department. Tenure and overall time in the community will not be factored into promotion decisions. Asking for a promotion may result in the denial of a promotion request. Asking about the status of an Evaluation Request is acceptable, as long as at least a week has passed since submission.

Ranks in Command (Corporal and above) are competitive and require more commitment to the department. Command positions are offered by the current Command for high-quality roleplay, leadership skills, and activity in the department. Asking for a Command position may result in the

denial of a Command position in the future, as Command positions are offered, not applied for. Asking for a Command position may make you unfavorable in the future.

### 6.1.1 | Promotion Evaluation Request

Once you feel you have met the above requirements for your next, you may submit a Promotion Evaluation Request. This will let Command know that you would like to be evaluated for promotion. To submit a request, type **-promotion** in #SAFW-general in Discord. You must include the dash (-) and this command will only work in #SAFW-general. You should receive confirmation from the bot that your request has been submitted. You can only do this once every 7 days. You will receive an error if you submit another request too early. Submitting a request does not mean you will be promoted - only that Command will review your activity, reports, and behavior that week.

## 6.2 | Use of Force Continuum

It is critical that Game Wardens understand what level of force to use against a suspect. Game Warden may engage in scenes that require them to take control of the scene and make an arrest. Our goal is for Game Warden to safely secure an individual with the appropriate level of force. We have five levels of force that can be used:

- (1) **Officer Presence** - Game Warden may be able to gain control of a scene just by being present at a scene. This is considered the best way to resolve a situation, but, alone, may not be appropriate for all scenes.
- (2) **Verbal Engagement** - Game Warden may be able to gain control of a scene by verbalizing instructions or commands in order to apprehend a suspect. Game Warden should attempt to verbally engage with suspects at all scenes, when possible.
- (3) **Empty Hand Control** - Game Warden may be able to gain control of a scene by using bodily force on a suspect, such as by grasping their wrists or getting them to the ground to use handcuffs. This method should be used in conjunction with Verbal Engagement.
- (4) **Less-Lethal Methods** - Game Warden may be able to gain control of a scene by using less-lethal technologies, such as a beanbag rifle or taser. Less-lethal technologies do inflict mild-to-moderate harm on individuals, so medical treatment must be sought after.
- (5) **Lethal Methods** - As an absolute last resort, Game Warden may be able to gain control of a scene by using lethal weapons, such as their service weapons. Lethal methods should only be used if an individual poses a serious threat to other individuals. An Officer-Involved Shooting Investigation will occur every time a Game Warden fires their service weapon, so lethal methods should only be used when absolutely necessary. All other levels of force should be attempted prior to engaging in lethal methods.

A key aspect of being a Game Warden is learning which levels of force are appropriate at which scenes. This skill takes time, practice, and experience, but it begins with good judgment. Game Warden should keep it a priority to save lives and de-escalate scenes when possible. In cases when lethal force is used, Game Warden should be able to determine when the individual is no longer a threat and cease the use of lethal force.

### 6.3 | Use of Force Involving a Vehicle

Under normal circumstances, a Game Warden should not discharge a weapon from their vehicle. This includes shooting from an open window, a closed window, a broken window/windscreen, or a damaged vehicle. This also includes all weapons, including firearms, tasers, and beanbags. However, a Game Warden may discharge a weapon from their vehicle if **all** of the following conditions are met:

- (1) You, other Game Warden, and/or the public are actively put in a life-or-death situation that may only be solved through force on the suspect.
- (2) You are unable to safely retreat from the scene or threat.
- (3) Your vehicle is stopped or is in operation at slow speeds.

In addition, Game Wardens should **never** strike an individual on foot with their vehicle, regardless of the reason. Under no circumstance should a Game Warden strike an individual who is on foot while they are in a vehicle - you have the advantage to drive away and thus this use of force is not authorized.

### 6.4 | Scene Response

When responding to a dispatch call or backup request, you are expected to complete the scene in its entirety. Game Wardens are expected to treat every call or backup request as serious and play out the scene. Game Warden found call-hopping (speeding through calls or hopping between scenes without completing them) may receive [disciplinary action](#). In addition, when responding to backup calls, Game Wardens are expected to follow the instruction of the active scene command, unless otherwise noted. Game Warden should be watchful of when backup requests are canceled, as to not crowd a scene.

### 6.5 | Pursuits

In the rare instance a Game Warden finds themselves in pursuit of a vehicle. Pursuits can be incredibly dangerous for suspects, Game Wardens, and the general public. Because of this, we ask that Game Wardens follow certain guidelines when engaging in pursuits. Game Wardens may initiate a pursuit if it falls within the scope of their duties as an agent of the Department of Fish and Wildlife. Game Wardens can not start a pursuit for reasons not related to their duties (i.e. running a red light).

#### Unit Limits.

In order to ensure that pursuits stay as safe as possible by not becoming overcrowded and that a sufficient number of units remain available for other calls, there is a four-unit limit on any pursuit. At any point during a pursuit, a maximum of four units may be actively engaged in the pursuit. Units may replace each other as needed (for repairs, gas, etc.), but only four units may be actively engaged in a single pursuit. Command members are exempt from this policy if they are observing.

#### Officer Collisions

If you are involved in a pursuit and your vehicle is damaged (i.e., you cannot drive the vehicle at all), you must break off the pursuit, allowing space for another unit to join, if necessary. You can moderately repair your vehicle by typing `/repair` in the chat, but this will only repair it enough to get to a mechanic shop. You must then drive to a mechanic shop to get fully repaired. You are welcome to rejoin the pursuit if a spot is available. If you were primary or

secondary on the pursuit, you should rejoin the pursuit and request the most recent Game Warden to join break off. If you were not primary or secondary, you must request to rejoin, but you are not guaranteed a spot back in the pursuit.

**Initiation of a Pursuit.**

Due to the extremely dangerous nature of vehicle pursuits, Game Warden must have a good reason for initiating a pursuit. For example, a valid reason may be that a suspect has a warrant, was involved in a violent crime, or fired a weapon at Game Warden. Pursuits are not warranted for vehicles fleeing for expired/invalid registrations or insurances, or for running a stop sign.

**Progress of a Pursuit.**

While in pursuit, Game Warden should be careful of their driving. Game Wardens should avoid hitting other vehicles or Civilians while in pursuit. Game Warden should remain a safe distance behind the fleeing vehicle in case of break-checking or crashes. Importantly, Game Warden should keep constant radio communications to ensure that fellow units are able to keep up. When possible, a secondary unit should take radio communication to ensure the primary unit can keep up with the fleeing vehicle.

**Pursuit Termination**

A Game Warden may choose to disengage from a pursuit for safety reasons. For example, if weather conditions (i.e., rain, snow) make safe driving difficult, a Game Warden may choose to disengage in the interest of their safety. Game Wardens should make a choice whether to continue or terminate a pursuit by keeping in mind their own safety, the safety of other units, and the safety of the general public.

**Pursuit Tactics**

Any pursuit tactic must be authorized by the highest-ranking Game Warden involved in the pursuit. (In the event all involved Game Wardens are the same rank, the authority falls to the primary unit.) Additionally, a secondary unit must be present before any pursuit tactic is used.

**Immediate Danger Clause**

If a Game Warden finds themselves alone in a pursuit that begins to present immediate danger to the Game Warden's life or immediate surroundings (i.e., shooting at Game Warden, causing several vehicle accidents) the Game Warden is permitted to engage in the appropriate tactic without approval or presence of a secondary unit. However, immediately after disengaging the suspect, the Game Warden should call for backup and await assistance.

One of the following techniques may be executed:

**Spike Strips (due to spending, spike strips are unavailable)** Spike strips can be used by Game Warden to puncture one, some, or all of the tires on a fleeing vehicle. Spike strips can be found in the truck of all available SAFW vehicles. Spike strip usage should be coordinated between all pursuit units to determine the best location to engage. The



location of spikes should be communicated to units in the pursuit to ensure they avoid running over them. To use spike strips, the following requirements must be met:

- (1) The roadway must be asphalt. (Should not be used on dirt, gravel, or sand.)
- (2) The fleeing vehicle must be traveling at speeds under 50 MPH.
- (3) All vehicles must not collide with any other traffic.
- (4) Spikes should be able to be put down and picked up before Civilians can come into contact with them.

**Pursuit Intervention Technique [PIT].** A PIT occurs when a Game Warden aligns the front bumper of their vehicle with the rear bumper of the fleeing vehicle and turns into the vehicle, causing the rear tires to break traction from the pavement. To engage a PIT, the following requirements must be met:

- (1) The roadway must be asphalt. (No PITs on dirt, gravel, or sand.)
- (2) The fleeing vehicle must be traveling at speeds under 50 MPH.
- (3) All vehicles must not collide with any other traffic.

## 6.7 | Physical Appearance

Along with the uniform requirements, we ask that Game Warden keep a clean, professional appearance when on duty. We ask that hairstyles, beards, and other facial/body hair are clean and managed. We ask that clothes are kept clean, when possible. Game Warden may have tattoos (no face tattoos are allowed) and piercings, as long as they are not indicative of gang affiliations, racial slurs, or other derogatory meanings. Game Wardens are welcome to have colored hair, but we ask that Game Wardens refrain from full neon hairstyles (highlights/lowlights are welcome).

## 6.8 | Body Cameras

Body cameras are not required, but we encourage Game Warden to use body cameras while on duty. Body cameras can help capture complex scenes to rewatch for a report to ensure that reports are correct and accurate. In addition, body cameras can serve as evidence when reporting another unit for wrongdoing. Finally, body cameras can also help clear a unit of any wrongdoing, if accused. If using a body cam, please ensure your character's appearance shows a body camera. You are welcome to use any recording software you choose, but some favorites are Medal, StreamLabs, and OBS.

## 6.9 | Ride-Alongs

We encourage Game Warden to pair up and ride together in a Patrol ride-along, when appropriate. This can ensure Game Warden safety and increase police presence on scenes. Game Warden ranked Junior Game Warden and above may serve as the primary unit in a 10-12 ride-along. We ask that Game Wardens not ride together when there are less than four (4) Game Wardens on duty.

The department also offers **three** other types of ride-alongs:

**Observation Ride-Alongs:** These ride-alongs primarily occur with a Probationary and a Field Training Officer or Command member. In an Observation Ride-Along, the new or inexperienced Game Warden **observes** the FTO or Command member. The GTO/Command member isn't required to participate in callouts or scenes, but they should observe and watch the experienced members work. Game Warden should ask questions about the operations and

policies within the LSPD and strive to learn more about how we operate. The FTO or Command member who does your Observation Ride-Along may write a brief report following the ride-along.

**Training Ride-Alongs:** These ride-alongs primarily occur with a Game Warden of any rank and an FTO or Command member. In an FTO Training Ride-Along, the Game Warden is requesting one-on-one training time with an experienced member of the department. The Game Warden and the FTO work together to improve an Officer's skill or familiarity with our operations. The FTO or Command member will write a brief report following the ride-along. Training ride-alongs may be used for promotion from Junior Game Warden to Game Warden or required as part of a Corrective Action Plan.

**Evaluation Ride-Along:** These ride-alongs primarily occur when a Game Warden is seeking a promotion to Senior Game Warden. In an Evaluation Ride-Along, the Game Warden is leading calls, responding to Dispatch callouts and 10-32 requests, and conducting their average patrol duties. An FTO or Command member will ride in the vehicle with you and take note of your interactions in anticipation of writing a detailed report following the ride-along.

When in any type of ride-along, update your radio callsign to include an indicator at the end. Units should start with "A" and work through the alphabet. For example, if units W309 and W399 are riding together, both units would add "-A" to their callsign (W309-A and W399-A). However, if units W338 and W387 also wanted to ride together, they would add "-B" to their callsigns (W338-B and W387-B). Units should also call over the radio that they will be riding 10-12.

#### 6.10 | Scene Conduct

While on a scene, Game Wardens are expected to act in a manner that can be considered "professional." This includes treating all individuals with respect, giving all individuals the courtesy of listening to them without interruption, and engaging with all individuals in a respectful, professional manner. Every scene is to be taken seriously and played out fully. There is a time and place for jokes and fun, and an active crime scene is not that place. Game Wardens found acting against this policy may find themselves with [disciplinary action](#).

#### 6.11 | Interdepartmental Communications

We strongly encourage SAFW units to communicate with other departments in San Andreas. We have specifically set up the departments such that units will be required to communicate in certain circumstances. The goal here is not for another department or division to take over a case, but instead to work together to build cases.

Different case types may encourage more interdepartmental communication. For example, in the event of a dead body or Homicide call, Game Warden should first contact an LSPD Detective. In the event of prostitution, human trafficking, or abduction, Game Warden should first contact a SAFW Detective. In the event no Detectives from any department are available, Game Warden may continue their scenes as normal. Game Wardens are encouraged to communicate with the Detectives in Discord if they require additional assistance.

## 6.12 | Departmental Transfers

Units from other departments are welcome to apply to transfer into the SAFW, given they meet the following requirements. Departmental Command reserves the right to decline any transfer application. The requirements for transfer\* include:

- (1) The Game Warden has achieved the rank of Game Warden or Police Officer (or equivalent rank in other departments).
- (2) The Game Warden does not have a record of [disciplinary action](#) within the last two weeks.
- (3) The Game Warden has not transferred departments in the last two weeks.

\* Requirements may be waived under two circumstances:

- (a) The Game Warden joined their current department within the last 48 hours and desires to transfer.
- (b) The Game Warden has a legitimate reason to transfer early (i.e., harassment, bullying, etc. in their previous department). Not liking your department is **not** a legitimate reason.

### 6.12.1 | Transfer Packages

Some departments may provide incentives for Game Warden to transfer into their department. These transfer packages will look different for each Officer, as they are rank-dependent.

#### Rank Transfers

In the SAFW, we offer the following packages, depending on your rank in your previous department:

- (1) If applying as a Police Officer (or equivalent), you will start as a Junior Game Warden.
- (2) If applying as a Senior Officer (or equivalent), you will start as a Game Warden.
- (3) If applying as any Command member of another department, you will start as a Senior Game Warden, given that you complete a ride along.

#### (Sub)Division Transfers

SAFW may allow Game Wardens to transfer into a (sub)division they were previously part of in another department, given that the (sub)division's base requirements are still met and the skills transfer.

For example, an Officer who was previously part of the Strategic Response Unit [SRU] in LSPD may transfer directly into SWAT, given they meet SWAT's requirements. However, an Officer previously in the Strategic Response Unit [SRU] for LSPD may not transfer directly into the Air Support Unit [ASU] for SAFW, as the skillsets are not identical.

In addition, a Captain or Lieutenant of your previous (sub)division must provide a recommendation that speaks on your ability to perform the duties required of your previous (sub)division.



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