

Job Safety Analysis (JSA)

Position Title: **Police Officer**

Department: North East ISD Police Department

Prepared By: Risk Management Department, in cooperation with North East Police Department

Job Tasks, Hazards, and Controls

Task	Hazards	Safe Work Practices / Controls
Patrol district campuses and facilities (on foot and in vehicle)	Vehicle accidents when driving to emergencies, pedestrian injury, slip/trip/fall, environmental exposure (heat/cold)	Training, use defensive driving techniques; Wear weather-appropriate PPE; Maintain situational awareness; Use non-slip footwear
Respond to emergency calls (crimes, disturbances, fire alarms)	Exposure to bloodborne pathogens or bodily fluids, violence, biohazards, psychological stress emotional trauma, injury from sudden death or physical acts	Emergency Response Training, safe driving policies, Use de-escalation and crisis communication training, restraint techniques; Wear tactical gear; Call for backup
Conduct criminal investigations and interviews	Threats from interviewees, evidence contamination, legal liability	Evidence handling procedures, protective equipment, training and legal education
Arrest, detain, and transport individuals	Physical injury, infectious disease or weapons, stress or psychological strain and legal liability	Use PPE and secure transport equipment; Use transport barriers; Follow use-of-force policy; Sanitize vehicles
Work traffic zones and enforce traffic laws	Risk of being struck by vehicles, poor visibility, adverse weather	Use high-visibility vests; Position vehicle for protection, traffic direction training

Presentations and training for students/staff	Public speaking stress, potential confrontation	Prepare materials in advance; Maintain professional tone; Know audience and location exit points
Operate district vehicles	Vehicular accident, mechanical failure	Conduct pre-trip vehicle inspections; Follow fleet operation policy; Report vehicle issues
Court appearances and testimony	Legal liability, stress, travel risk	Review case materials; Dress and act professionally; Use approved travel procedures
Carry and deploy firearm in high-risk or life-threatening situations	Accidental discharge, fatal force errors, misidentification of threats, psychological trauma, legal liability	Maintain current firearms qualification (TCOLE); Strict adherence to NEISD use-of-force policy and escalation protocols; Participate in annual active shooter and threat simulation training; Maintain secure holstering and weapon retention at all times; Undergo psychological evaluation after use-of-force incidents; Complete required incident and use-of-force reports immediately

Emergency Considerations

- Medical Emergencies: Call EMS immediately; begin first aid or CPR if certified.
- Active Threat: Follow NEISD emergency protocols; alert dispatch; use crisis intervention training.
- Fire/Evacuation: Assist in evacuation efforts per district fire and safety plan.
- Officer Injury: Alert dispatch; seek backup; report injury and complete documentation.

Required Personal Protective Equipment (PPE)

- Ballistic vest (body armor)

Revised and Updated by Chief McCampbell on May 20, 2025

- Duty belt with required gear (TCOLE standard)
- High-visibility vest (for traffic control)
- Safety footwear (slip-resistant, tactical boots)
- Protective gloves (latex/nitrile for biohazard protection)
- Eye protection (as needed)

Training and Certification Requirements

- Valid Texas Peace Officer License (TCOLE)
- Annual firearms qualification
- Crisis intervention training (CIT)
- Defensive tactics and use of force
- Emergency vehicle operations
- De-escalation techniques
- Child abuse and student safety reporting protocols