SAN DIEGO POLICE DEPARTMENT
ORDER

DATE/TIME: SEPTEMBER 10, 2026 1545 HOURS

NUMBER: OR 26-27

SUBJECT: INCIDENT COMMAND SYSTEM TRAINING

SCOPE: ALL MEMBERS OF THE DEPARTMENT

DEPARTMENT PROCEDURE AFFECTED: 8.02

Portions of this document are deemed by the San Diego Police Department to be records of security procedures and are exempt from disclosure under the California Public Records Act (CPRA), Government Code Section 7923.600.

Since 2000, San Diego County has experienced numerous large-scale emergencies and critical incidents requiring coordinated multi-agency response, including the Cedar Fire, Harris Fire, Witch Creek Fire, May 2014 Wildfires, Lilac Fire, Mountain Fire, the 2010 Baja California Easter earthquake, the Covid-19 pandemic, the January 2024 severe storms, the 2023 USMC F-18 crash in University City, and the 2025 civilian aircraft crash in Murphy Canyon. These incidents underscore the importance of a standardized Incident Command System (ICS) and the need for command-level personnel to be proficient in its application.

Before (Deleted – records of security), all Department members holding the rank of Lieutenant and Captain shall have completed the following Incident Command System (ICS) training courses.

ICS 100 - Introduction to ICS,
ICS 200 - Basic ICS for Initial Response,
ICS 300 - Intermediate ICS for Expanding Incidents
ICS 400 - Advanced ICS for Complex Incidents
ICS 700 - Intro to National Incident Management
ICS 800 - Intro to National Response Framework

The ICS 100, 200, 700, and 800 courses, which are pre-requisites for the in-person courses, can be accessed online at EMI - Emergency Management Institute - National Incident Management System (NIMS). Upon completion of online learning, Department members will complete the following in-person training courses, ICS 300 and ICS 400. Training sessions for ICS 300 and 400 will be conducted locally. Upcoming course offerings will be announced by the Emergency Planning Unit through Training Division.

Enrollment for the in-person courses is available through FEMA's Student Identification System; upcoming classes will be announced as they become available.

Department members required to complete this training will see the applicable ICS courses assigned in the "Required Learning" section of SuccessFactors. After completing each course, members shall update their training status by selecting "Course Completed." Submission of the completion certificates is not required, as training compliance will be tracked through SuccessFactors.

Department members who have previously completed all required ICS courses are not required to retake the training. Those members shall verify completion within SuccessFactors.

Completion of the ICS 300 satisfies the Department's biennial POST Continuing Professional Training (CPT) requirement for training hours.

If you have any questions regarding course completion, please contact the Leadership Development Unit. Questions related to ICS matters can be directed to the Emergency Planning Unit.

Please read at squad conferences and give a copy to all personnel.