



**Palomar College
Police Academy Advisory Board Meeting
December 2, 2014**

Meeting Minutes

Shanon Dreyer called the meeting to order at 12:10 p.m. in the Public Safety Training Center, room 2B. Shanon made introductions and thanked the Board for their attendance and responsiveness to issues that involve the academy and our ability to provide qualified recruits to their agencies.

Julie Barnes provided a brief overview of the material fees that the recruits must pay to attend the academy. The cost is approximately \$5,500, which pays for their uniforms, PT gear, EVOG (paid directly to the San Bernardino Sheriff's Dept.), supplies, and tuition. Each recruit orders their own LD's through Kinko's which helps defer some of the cost if they choose to put it on their credit card. Julie also refers recruits to Veteran's Services or the Financial Aid office on campus for additional financial assistance.

Julie is also responsible for screening the applications for each academy. Qualified applicants are scheduled for the physical agility testing, and if they pass, they take a written essay. Applicants are then invited to an oral interview and asked 5-6 questions. Julie will make recommendations to applicants if there is something in their background that may currently prevent them from being hired by an agency, but we don't have specific disqualifiers because we are an academic institution. Agencies are encouraged to send their background investigators to the academy to review the recruit's file and PIQ and also to talk to the TAC officers if they are considering hiring one of our recruits.

Kelli Florman made a presentation about our current enrollment and curriculum. This academy class started with 38 recruits and is down to 28; there is usually a 10% attrition rate. The current structure is an extended format academy that meets for 25 hours per week from January through December. POST requires 664 hours, however, the Palomar College Police Academy exceeds the POST requirement and meets for 1,164 hours. Our curriculum has added hours for the Interview Prep Course, Spanish for Law Enforcement, and RCS 800, as well as extending hours in all the LD's.

Kelli stated that the next academy looks very promising. There were 75 applicants and 50 completed the process. There were 39 recruits selected to attend the academy beginning January 3, 2015. At least 50% of the class has a degree and there are more recruits with military experience than in previous academies.

Shanon announced that the Police Academy was in the process of the changing the curriculum to a modular format. She and Kelli have proposed that the new curriculum be implemented in 2016. It will be a modular format and will include the same curriculum divided into three modules. Module III is 8 weeks, Module II is 16 weeks, and Module I is 24 weeks. Going to a modular format will be beneficial for students who have to drop out of the academy due to injury

or deployment because they will not have to have to return and complete the entire academy, just the Modules that were not completed.

There was consensus among the advisory board members that the modular format would be extremely beneficial for the students and other community colleges in the area. Both Grossmont and Imperial Valley colleges offer the Level III and Level II academies and could refer students to our Module I to complete their training. Although the details for student admission would have to be worked out, the board members were enthusiastic about the additional opportunity to provide students law enforcement training. The new format is currently going through Palomar College's Curriculum Committee for approval.

The police academy regularly hires instructors. If anyone is interested in teaching at the academy, they must possess the Academy Instructor Certification Course from POST and also meet the minimum qualifications for Palomar College faculty. Please contact Kelli if you are interested in teaching.

Shanon discussed the problem with firearm registration. Palomar College supplies the firearms for each recruit and they are all registered under Shanon's name. Grossmont College has encountered the same issue. It was suggested that we get the firearms registered under our respective Campus Police Departments.

Lastly, Kelli requested some input from the Advisory Board regarding cut-off scores for scenarios and report writing. POST does not set the standards for pass percentages. Palomar College currently sets the pass rate at 70% for scenarios and 75% for report writing. There was consensus among the board that it would be beneficial to have an industry standard. POST will survey other academies about their standards and report back to us.

The meeting was adjourned at 1:30 p.m.

Attendees:

Shanon Dreyer, Police Academy Director, Public Safety Programs, Palomar College
Kelli Florman, Police Academy Coordinator, Public Safety Programs, Palomar College
Julie Barnes, Detective, Escondido Police Department
Glenda Gardner, Sr. Administrative Secretary, Public Safety Programs, Palomar College
Matthew O'Deane, DA Investigator, San Diego District Attorney's Office
Diane Snyder, Commander, San Diego District Attorney's Office
Don Redmond, Lieutenant, Chula Vista Police Department
Greg Seward, Lieutenant, National City Police Department
Tina Young, Academic Coordinator, Grossmont College
Kathy Sentz, Administrative Assistant, Grossmont College
Keith Sears, Core Instructor, Grossmont College
Ralph Brown, Sr. Consultant, POST
Mike Barnes, Consultant, POST
Valna Wilson, Sr. L.E. Consultant, POST
Matt Nicholass, Lieutenant, La Mesa Police Department
Mike Loarie, Captain, Escondido Police Department
Tony Ray, Captain, San Diego Sheriff's Office
Lori Ross, Lieutenant, San Diego Sheriff's Office
Kevin Lewan, Acting Lieutenant, Carlsbad Police Department
Steven Villalobos, Sergeant, San Diego Police Department
Alberto H. Leos, Lieutenant, San Diego Police Department
Mark DiMaggio, Chief, Palomar College Police Department