



# Palomar College Police Academy Advisory Board Committee Meeting November 09, 2023 **Meeting Minutes**

## **I. Introductions:**

Police Academy Director Michael G. Andrews called the Advisory Board Committee meeting to order at 1000 hours in the Public Safety Training Center on November 9th, 2023. Andrews and the academy staff introduced themselves along with the meeting attendees. Andrews thanked the Advisory Board for their attendance and reviewed the purpose of the Advisory Board Meeting for the benefit of the first-time attendees.

## **II. Police Academy Updates:**

Academy Coordinator Juliette Barnes discussed the status of the current class at the academy, the 2023 Academy Class 32 will be ended by December. There were 20 recruits in the beginning of the class, 8 of them were sponsored by the Sheriff's Department and El Cajon PD. There are currently 10 recruits left in Class 32, and they are graduating on December 14<sup>th</sup>, 2023. For the 2024 Academy Class 33, the application and testing process has been completed. During the process, applicants are required to complete testing including written and physical ability tests, and an interview which includes completing a Pre-Investigative Questionnaire (PIQ). The application process mimics agency hiring and provides additional information for background investigators. These are used to determine the hire ability of an applicant and advise on how to be successful in the academy. There are a total of 41 applicants who apply for the 2024 Academy, 25 of them have been accepted for the 2024 Academy Class 33. The 2024 Academy program will be started on January 6 next year.

Coordinator Barnes also spoke about the change of the academy program total hours. The academy program used to have 1150 hours and 43.5 units which is more than the other agencies in the state. It took 2 years for the academy to change the curriculum and it took 1 year from the college site to create the new courses. After cutting more hours and units, the academy program now has 970 hours, and the academy units will align Administration of Justice Law Enforcement associate degree. Some of the extra hours have been added to the academy preparation course which is 4 weeks prior to the start of the academy. This preparation course is designed to address issues that are seen with new officers during their field training to help with lack of communication, decision making, and officer statement issues. The goal is to address issues before the start of the academy, team building, and assist with communication. Recruits were using new IPADs this year for technical support; they also switched from the bluegun to the airsoft guns and got introduced to WWCs from Module I.

Officer Awareness becomes a former curriculum for the 2024 academy which will cover mental health, financial awareness, resiliency, and emotional intelligence. POST is going to require a 4-hour Instructor Update every 4 years which require special certification such as Specialized Training, Arrest and Control, and Firearms. The Academy is planning to prepare and build these upcoming Instructor Update courses based on the POST requirement. After Shooter training is coming in the Academy program by 2025.

The academy is always looking for additional academy staff and instructors especially to cover Saturdays' shift, and a competitive payrate has been approved for the Recruit Training Officers (RTOs). Andrews added that the quality of recruits is dependent on training and that local staff come from the specific County area can greatly affect training. The PC-832 Arrest course is in great demand and needs additional instructors, and other newly built courses will also need more instructors to join the team. If interested personnel have an AICC certificate, they are encouraged to contact Coordinator Barnes for more information.

Coordinator Barnes invited recruiters to come to the academy to share information about their openings and answer questions from April to October. Recruiters are scheduled at 1645 hours prior to the start of training on Tuesday, Wednesday, or Thursday. The academy is always in need of expired/used ballistic vests of all sizes especially female sizes to get recruits familiar with the equipment issued out on the field. Coordinator Barnes requests any agency that has vests to donate to contact her.

### **III. Program Development:**

Coordinator Barnes sought feedback from agencies regarding what deficiencies are seen in field training programs. In previous Advisory Board meetings, personnel brought up that many trainees lack strong communication skills or initiative when entering FTO training. The academy has implemented more communication training and other training during its administrative time to address these areas that are not directly covered in POST course content or where additional training would be beneficial.

Director Andrews mentioned that agencies need to be aware of the change regarding the new generation of trainees. Most of them are not comfortable getting their personal life interrupted from their job. The new trainees are not ready for the sudden change of their schedule from jail duty to fieldwork which causes the big loss from the agency. Coordinator Barnes advised that recruiters are welcomed and encouraged to come in and speak to the current class for both full time and reserve officer opportunities.

Non-Academy training course PC-832 has been successfully managed and open every month annually. As a Re-qualification Test Site, the Academy also encourages personnel who need to reactivate the Module III, Module II and PC-832 certificates. Report Writing Skill training is considered to be added to the non-academy training course.

Public Safety is new to the Credit for Prior Learning program through Industry Certification. Coordinator Barnes is a reviewer for CPL credits for the academy, she reviews training officers who have completed the academy so they can be transferred for units with CPL credits to go towards an Administration of Justice associate degree. These units with the CPL credits can be transferred over to CSU's which leads to approaching the bachelor's degree in AJ. It will help personnel from the agencies to achieve their academic goals and meet the "modern policing degree" requirements. Coordinator Barnes introduced the new full-time AJ Faculty member from Palomar College, Professor Michelle Soria.

Coordinator Barnes encourages agencies to refer their "non-select" applicants to the police academy program as a means of becoming a more marketable candidate for hire, particularly those who either need more time or experience to better meet hiring standards. This includes applicants that are not selected for entry level positions due to background issues or for being unable to pass the written exam.

#### **IV. Open Forum / Q&A:**

The meeting opened up to Q&A for all attendees.

#### **V. Future Advisory Board Meetings:**

The police academy plans to hold its next annual Advisory Board Committee Meeting in 2024.

#### **VI. Adjournment:**

The meeting was adjourned at approximately 1100 hours by Director Andrews.

#### **Attendees:**

Michael G. Andrews, Police Academy Director, Palomar College

Juliette Barnes, Police Academy Coordinator, Palomar College

Tingting Wang, Public Safety Academic Department Assistant, Palomar College

Carlos Carrizosa, Sergeant, MiraCosta College PD

Robert Frausto, Officer, National City PD

Jane Hinshaw, DAI(Rei.), Police Academy Instructor, Palomar College

Jeremiah Larson, Lieutenant, El Cajon PD

Katy Lynch, Lieutenant, La Mesa PD

Ben MacBeth, Sergeant, San Diego County Sheriff's Dept

Jesus Montes, Sergeant, Palomar College PD

Pamela Sosa, Officer, National City PD

Kevin Toth, Captain, Escondido PD

Matt Bussey, Lieutenant, Oceanside PD