



**Law Enforcement Advisory Committee**

**April 7, 2022**

**Date and Time: 10:00 am – 11:30 am**

**Meeting Place: Conference Room PSTC**

**Called to Order:** 10:00 am      **Chair:** Ken George      **Note Taker:** Danielle Rivera

**Committee Members Present:**

Cathy Farley/Chief of Police-AHC Campus Police, David Whitham/Director-AHC Public Safety, Ken George/Coordinator Basic LE Academy, Mike Martinez/Chief of Police-Arroyo Grande Police Department, Bill Brown/Sheriff-Santa Barbara County Sheriff Off., Ian Parkinson/Sheriff-San Luis Obispo Sheriff's Office, Joe Mariani/Chief of Lompoc Police Dept

**Others Present:**

Brian Amoroso/San Luis Obispo County Sheriff Off., Julie Rios/PSTC Coordinator

**Committee Members Absent:**

Mitch McCann/Assoc. Dean, Public Safety-AHC, Jeff Smith/Chief of Police-Pismo Beach Police Department, George Hughes/Chief of Police-Cal Poly Police Department, Alex Yao/Chief of Police-UC Santa Barbara, Ty Lewis/Chief of Police-Paso Robles Police Dept, Jay Conner/Community Representative Businessman, Charles Kincaid/Federal Bureau of Investigation, Christine Ford/POST Region 8, Elizabeth (Lisa) Chesson/President of CAPTO, Paso Robles Police Dept, Marc Schneider/Chief of Santa Maria Police Dept, Rick Scott/Chief of San Luis Obispo Police Department

**Item 1      WELCOME AND INTRODUCTIONS (George)**

**Discussion:**

- Committee members welcomed

**Item 2      AGENDA DISCUSSION (George)**

**Discussion:**

- Chemical Agents exposure
- Memo assignments
- Limited or no duty assignments
- Rifle training
- Course hours and remedial training
- POST reimbursement
- Firearms training
- POST mandates, including required learning activities



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## **Review of minutes from last meeting.**

**DISCUSSED SB2** – Decertifying Officers. Do incidents in Academy setting apply to this new SB2? Dishonesty and Brady issues.

**George:** Cheating during scenarios: Per POST once you cheat you can not be in Academy. They had a teachable moment in the Academy this week regarding using someone else's memo. As long as the "source" is listed, it is ok to use others work.

**Whitham:** If recruit is sponsored by an agency while in Academy they are responsible in Academy for lying and they need to be terminated.

**George:** For the future, if these issues come up with sponsored recruits, he will gather the evidence and contact the agency.

**Whitham:** We will meet with agency to see if you want it to be a teachable moment or to terminate depending on the situation.

**Brown:** Feels it depends on the specific incident itself and how they come clean about it and when. (maybe they said something out of fear, etc.). There are shades of grey in situations.

**George:** When RTO's ask a question, be honest.

**Brown:** If you mess up, fess up.

**Mariani:** We need to be careful that if they are not meeting the Academy requirements then AHC can let them go, once it becomes an issue of termination the agency needs to make the decision due to liability, etc.

**Parkinson:** The earlier the better, that we as agencies are notified the better.

## **Topic 1 – Chemical Agents:**

**George:** Eight recruits had bad reactions to chemical agents, including all four recruits from Lompoc. Everything was the same as CORE Academy (used same batch#). The only thing different is they were rubbing their eyes more than they admitted to. They all had one short blast in the forehead. Did not use saber red. Post said everything was in order. Some Academies do a fog. For future will use fresh batch of OC with lowest possible dose.



Results of reactions were:

- Cornea abrasion
- Conjunctivitis

Leaning toward using foggers w/ low concentration of gas next time. Maybe do more secondary spray vs. directly in face. Would like training to be as close to real life as possible. Best way may be to cover one eye and spray one eye, so they still have one eye to see with. Will do research on indirect exposure w/ fog.

## **\*\*Topic 2 – Memo Assignments:**

**George:** Recruits are typing most of their reports. He talked to POST and they don't like recruits up late so much doing reports and losing sleep, so it is not a liability issue with not getting enough sleep. He is looking for input on report writing and how much sleep recruits be getting on week nights vs. weekend. How much time should they be spending?

**Whitham:** In the beginning of the Academy they are getting up to five memos and they are all handwritten, so a lot more time is spent in the beginning.

**Parkinson:** They should be to bed by 11pm.

**Amoroso:** Suggested that regardless of how many memos you have they need to be cut off at 11pm, then what is not done carries over to the next day. Recruits can report to TAC officers, so they know who is still buried with reports and who is keeping up.

**Parkinson:** Suggested Academy could ask recruits why they are up so late? They may have families at home, etc. and/or other life issues which are causing them to stay up late.

**George:** Recruits can also get caught up on weekends, we bank their reports and they can request their banked reports.

**Mariani:** Not sure that the handwritten reports are serving a purpose as we are not hand writing these days.

**Parkinson:** Suggested going to three memos in the beginning, he is not a fan of the recruits not getting enough sleep.

**Whitham:** Will make sure RTO's know sleep is a priority of the Advisory Committee.



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**\*\*Topic 3 – Limited or no duty assignments:**

**George:** The last three classes he has had agencies send him an agency sponsored recruit that has been injured prior to the Academy starting. Mostly it has been due to over training on behalf of the recruit. Even though the agency sends the form stating the recruit has been cleared by the doctor, the recruit is now on light duty. He can not accept recruits on a “light duty” status. Recruits have certain standards that they must pass, to pass the Academy. The last three “light duties” have not worked out well. If they get hurt in Academy we do all we can to get them through. For future we will have to look at on a case by case basis carefully.

**\*\*Topic 4 – Rifle Training:**

**George:** Post is trying to get Rifle training back into the Academy and get it back within the Academy training hrs.

**\*\*Topic 5 – Course hours and remedial training:**

**George:** He must maintain the hrs, sometimes he needs to do extra training on the weekend to get everyone caught up. He does all he can do get everyone caught up.

**\*\*Topic 6 – POST Reimbursement:**

**George:** POST reimbursement is now 800 hrs/class not 664 hrs/class. When you apply for reimbursement it is 800 hrs of training. If trainee lives 50 miles or more away from training site, you can get reimbursed for housing.

**\*\*Topic 7 – Firearms training:**

**George:** We caught attention from POST on the way we do our Firearms training, due to us having very few failures. We haven’t lost anyone on firearms training for a long time (several years). We do a “dry range” training on the grinder with dummy rounds. POST may have us come (with Sgt. Dillard) and explain to the other Academies how we spread our training out for Firearms. Some Academies do 40 hrs straight and then test, which doesn’t give you any time to fix any issues.



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**\*\*Topic 8 – POST Mandates, including required learning activities:**

**George:** You not only have all the tests you need to complete, but also all the learning activities. One of them in PT is you have to get over the block wall in full gear (vest, belt, boots, everything). We make sure we get all those covered.

**George:** The BCCR (Basic Course Certification Review: POST comes to audit everything in the Academy every 3 years) – We were supposed to be receiving it in November. They can come whenever they like during the 2-3 day audit. We prefer a surprise visit, he is ready for them.

**Round Table:**

**Amoroso:** The last couple of recruits that their Dept has had ended up with ankle issues due to not being fully physically prepared for the Academy and it become an HR issue. They are learning how to have recruits better prepared.

**George:** AG gave them all their old uniforms so now we have a nice supply of uniforms for Independent recruits.

**Parkinson:** Main concern is the injuries are what is killing us, we are pretty well staffed other than that.

**Brown:** Has similar injury issues, we have about 60 positions open due to the new jail and have 18 people retire recently as this is our retirement time of year.

**Mariani:** We are facing challenges with injuries. Is excited to hear that they can go tour the North jail. We are trying to constantly be in a hiring mode and not only when we have openings at the moment. This way people will be more prepared physically for the Academy. Feels we have a lot of challenges ahead of us in the future.

**Brown:** We are suffering from Reform fatigue.

**George:** Oregon POST gave a report on how the recruits felt about stress.

**Farley:** Has been at AHC for 3 ½ years now. One of her officers will be moving to SLO PD, so she will have an opening. Cuesta College needs a Sergeant and a Chief if anyone has anyone to send that way.

**Whitham:** The AOT Coordinator position will be a new classified Full-time position. So that should come through in a few months. We will have a second opening for a Full time RTO. Feels Ken has done an outstanding job to “flex” the Academy schedule and navigate recruit issues relating to COVID. He submitted Ken for an award from POST, he received the runner

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up award. Ken has been doing a great job with the Academy relating to COVID. At the end of the month COVID Screening should go away.

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**Item 4**

**ADJOURNMENT**

Meeting adjourned at 11:30 a.m.

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**Next meeting**

**October 2022**