



RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY

Municipal Police Training Academy

Community College of Rhode Island — Flanagan Campus

1762 Louisquisset Pike, Lincoln, RI 02865-4585

Telephone: (401) 722-5808 — Fax: (401) 722-3151

Colonel Ann C. Assumpico
Superintendent, Rhode Island State Police
Director, Department of Public Safety

Lieutenant Christopher J. Zarrella
Executive Director
Municipal Police Training Academy

Police Officers Commission on Standards & Training Meeting Minutes

May 17, 2018

1. Welcome and Roll Call

Chief Edward Mello called to order the regular meeting of the Police Officers Commission on Standards & Training (POST) at 10:00 a.m. on **May 17, 2018**.

Chief Mello asked Donna Lavallee to take a roll call. The following POST members were present: Chief Edward Mello, Colonel Hugh Clements, Colonel Michael Winqvist, Maria Deaton and Mr. Shaun Brown. A quorum has been met. Also present were Lieutenant Christopher Zarrella, David Ricciarelli; Susan Urso Esq., Paul Dutra; Donna Lavallee; R.I. Police Chief's Association Executive Director Chief Sydney Wordell.

Chief Mello welcomed the new members: Colonel Clements, Colonel Winqvist and Maria Deaton.

2. Discussion/Approval of minutes:

Chief Mello asked for approval of the minutes from the last meetings dated February 22, 2018. Mr. Brown made a motion to accept the minutes of the Regular Meeting of February 22, 2018; Chief Mello seconded the motion. With all in favor, 5-0, the motion carries.

3. Discussion on rewording Academy General Order 9.100 (Absences/Tardiness/Limited Participation)

Chief Mello explained that this is on the agenda due to the flu outbreak this past recruit class, which put some recruits over the 2-day sick limit. Lieutenant Zarrella stating that he basically took the existing wording and added 3 days. This will only be used under extreme circumstances. Colonel Clements agreed that it is appropriate and reasonable given the longer class length. Chief Mello agreed that it has never been adjusted due to the length of the Academy classes now. Mr. Brown made a motion to approve the revised Policy, General Order 9.100; Colonel Clements seconded the motion. With all in favor, 5-0, motion carries.

4. Discussion on maximum number of recruits permitted per class

Lieutenant Zarrella stated that at the last POST meeting the cap was set for 60 recruits; however, he received information after the meeting that at some point in time at a prior meeting, the number was capped at 50. If it is enforced at 50, how are we to decide who gets in and who do we turn away? He suggested going to the department with the most seats and ask them to take less perhaps. Colonel Winqvist added that the larger classes are a trend and maybe consider adding another class

per year and cut down on the curriculum but that is a conversation for a later time. Chief Mello stated that we have added more than 50 in the past and this should take effect for July as it is our obligation to notify departments prior. Mr. Brown asked if we were able to add additional staff, as discussed in the last meeting. Lt. Zarrella replied that we have a great response for CTO's but that is not the concern. The concern is that with most of the "hands-on" programs here, it is repetitions (like Use of Force) and that is greatly reduced with the larger class size. There are ample instructors out there but sometimes, due to manpower in the PD's, etc., it is difficult to get them to the Academy. Maria asked if this has been a problem historically and Lt. Zarrella responded that we do always lose recruits at the beginning of the Academy and that brings the numbers down. But still, the instruction suffers. Dave Ricciarelli added that as the number of recruits go up, the instruction deteriorates. This can be addressed in a number of ways; however you can't tell departments that they can not have seats. Chief Mello stated that if for the last several classes the number starts at around 60 but recruits are dropping in the first weeks, bringing the number down and if we start at 50 and they drop, we will now be underusing. Maybe we should set the cap at 55. The thing is in trying to accommodate is as much a concern as the recruits getting good practical training. Lt. Zarrella stated that he has spent this entire Academy class with the recruits and sat through most classes to get a sense of it and you can see the struggle that the instructors have. A lot of instructors beg for more time, for instance, the Use of Force cadre, because it is a hands-on instruction. It seems to be the common denominator. Colonel Winquist stated that the Chiefs need to step up to provide resources and the Lt. replied that we have a fair number of instructors on staff but it's tough getting them up here. Sue Urso asked if the recruits needed more time and the need to ensure they are certified at a proficient level. Lt. Zarrella replied that he assures them they are meeting all the standards for certification. Chief Wordell asked to discuss how the alternates are selected.

Chief Mello then suggested that the staff supply the POST with additional data before making a change and continue to the next POST meeting.

1. Number of applicants received for each class (from 2017-I on)
2. Number of alternates used
3. Number of graduates

Mr. Brown asked if a candidate is borderline do they get enough remedial or are they dismissed. Lt. Zarrella replied that they all receive remedial as needed before they move on. Chief Mello stated that the concern is the ratio and he feels perhaps the middle of the pack is losing out. Chief Wordell stated that the Chief's need to be aware that they may have an alternate ready to go if it's a smaller department and they need the seat. Chief Mello suggested that maybe there should be no alternates. But Chief Wordell replied that every chief struggles when they lose someone. Chief Mello stated this discussion will be tables to the next POST meeting. Lt. Zarrella re-iterated that if a struggling recruit is identified (usually at Role Play), they stay and get remedial until they move on. Nobody moves on until they reach adequate proficiency. Sue Urso suggested looking at other states as well to see how they handle it. Colonel Winquist make a motion to continue this discussion to the next Special POST meeting in July and Colonel Clements seconded the motion. With all in favor, 5-0, motion carries.

5. Request for Certification of Role Play Curriculum

Lt. Zarrella stated that Role Play is the most intense and important instruction that the recruits receive in their training here. He was blown away at the professionalism reflected in this document, which was prepared by Officer David DelBonis. It is depicted line by line as to the various scenarios a recruit is required to go through. He could not feel more strongly for this to be accepted

and approved. Role play is the biggest impact on a recruit. Role play, in conjunction with classroom, gives the best perspective. Colonel Winquist stated he read it through in its entirety and is equally impressed as to the way it was written and the way it was evaluated. Lt. Zarrella stated he gives a huge kudos to Officer DelBonis, who is invaluable to the Academy. He puts in countless hours and we are grateful for his service and for E. Greenwich to allow him to do so. He has years of experience and knowledge and is irreplaceable. Chief Wordell stated he was once the Basic Training Officer at the Academy through a grant and would there be any monies available to have a BTO back again? Dave Ricciarelli stated he knows of no funding...that was paid through the Kennedy Grant. Colonel Clements made a motion to approve the Role Play Curriculum and Mr. Brown seconded the motion. With all in favor, 5-0, motion carries. Chief Mello asked to please express their gratitude to Officer DelBonis for his outstanding work.

6. Discussion on the Instructor Certification/Recertification Process

Lieutenant Zarrella stated that it was brought to his attention that numerous instructors' POST certifications have expired. Donna has feverishly worked to update all current instructor information. She has sent them all a new instructor applications and along with the application, they have received 10 policies and a receipt to sign off that they have read them. The policy states that they must take an Instructor Development course within 3 years. He stated that he feels we can back off that. We have looked at the 4 ½ day course and feel we can do one in-house and reduce it substantially. Chief Mello asked if it is his intent to revise the policy for Instructor Certification and Lt. Zarrella said yes it is. He would like to put 2 levels of instruction on it: Basic and Advanced. Chief Mello asked if Donna could send the members a copy of the current Academy policies and procedures and Rules and Regulations. Chief Wordell asked if she could also send the new POST members the time study completed for the last POST meeting showing the hours of instruction dedicated to the Academy.

7. Review of the POST Tactical Team Training Standards and recommendations for a 2018 review

Lieutenant Zarrella explained that Lt. Ryan Duffy of the Newport PD has merely made some verbiage changes to the standards, no substantial change. Mr. Brown asked the question when a community has a tactical team, do they need all or a percentage of the tasks. The Lt. replied that any instruction must fall within the guidelines of the teams that you have. Mr. Brown asked if the tasks should be differentiated, as teams don't all have the same. Chief Mello suggested that maybe we should be codifying teams based on their tools. Paul Dutra interjected that the POST is certifying the course on this agenda item, not the team itself. Chief Mello suggested that we have adopted the standards but a team may not have met all the standards due to being not applicable. Should it be noted that some standards not met on their certification? Going forward, we should define the elements of what the team is capable of. Paul Dutra said you could add a checklist. Mr. Brown made a motion to adopt the revised Tactical Team Standards with revisions and note today's date and Colonel Winquist seconded the motion. With all in favor, 5-0, motion carries.

8. Request for 3-month Extension for Recertification of the Johnston PD SWAT team

Lieutenant Zarrella said that there was a change in leadership and the institutional knowledge was not transferred; therefore, some of the documentation was missing. Lt. Duffy assured him that Johnston PD was up to snuff with their training but the documents were not up to date. Their certification expired 5-14. Paul Dutra added that Johnston is a trust member and nothing raises an antennae with them. Chief Mello stated he is hesitant about granting an extension for such a high risk. He suggests continue to the special July meeting. Mr. Brown made a motion to extend the re-

certification of the Johnston SWAT team to the July special meeting, which is scheduled for July 12, 2018 and Colonel Winquist seconded the motion. With all in favor, 5-0, motion carries.

9. Request for approval of Firearms Qualifications Courses

Lieutenant Zarrella said he had eight Firearms courses to present for certification. They have been reviewed by himself and Captain Gould and he recommends approval.

- Central Falls Police Department
- Charlestown Police Department
- Lincoln Police Department
- North Smithfield Police Department
- Rhode Island Department of Corrections
- Smithfield Police Department
- Warren Police Department
- Westerly Police Department
- West Warwick Police Department
- Wyatt Detention Center

Mr. Brown made a motion to certify the above Firearms courses and Colonel Clements seconded the motion. With all in favor, 5-0, motion carries.

10. Certification of Instructors

- Off. Gregg L. Johnson, Warwick PD – Crash Investigation
- Trooper Jeffrey P. L’Heureux – RISP - Crash Investigation
- Cpl. Kristopher Lagor – RISP – Basic Training Officer

Lt. Zarrella reviewed all of their qualifications and recommended certification. Mr. Brown made a motion to certify the above-named officers with Trp. L’Heureux and Officer Johnson as Advanced Instructors and Cpl. Lagor as a Basic Instructor; Colonel Clements seconded the motion. With all in favor, 5-0, motion carries.

11. Update on Continuing Education

Captain Ricciarelli reviewed some trainings that are on schedule for the upcoming months. Lt. Zarrella added that he feels the in-service training should be needs-based and he would like to come up with a vehicle that could be used to poll officers as to what their needs are. It is a more efficient and practical to find the training. Chief Wordell added that it is a good idea to add to the Police Chief’s agenda and

Colonel Clements agreed that it should be added to the agenda and brought up monthly. Paul Dutra spoke briefly giving statistics as to what areas are identified as their biggest losses. Chief Mello added that maybe officers need to have mandatory training every 3 years.

12. Update on Class 2018-I

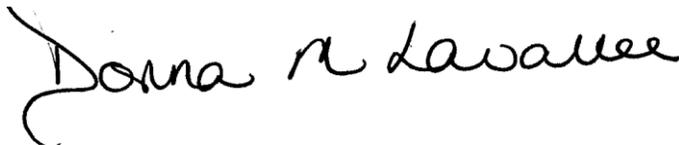
Lt. Zarrella stated that the class graduates next week. There will be 53 graduates.

Before adjournment Chief Wordell added for informational only that the legislation is pushing for a POST created curriculum. Chief Mello believes it is for departments to develop curriculum and agencies to adopt. Chief Wordell asked if it is required for in-service training, would the POST certify it. Sue Urso responded that historically the POST has not certified curriculum for in-service training.

13. Adjournment:

Chief Mello made a motion to adjourn the meeting at 11:5 am and Colonel Clements seconded the motion, With all in favor, 5-0, motion carries.

Respectfully submitted,

A handwritten signature in black ink that reads "Donna M Lavalley". The signature is written in a cursive style with a large initial 'D'.

Donna M. Lavalley
Administrative Assistant