



# Newsletter

October 2003

[www.capto-online.org](http://www.capto-online.org)

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## FINANCIAL REPORT

### Central Coast

Checking balance - \$713.15  
Certificate of Deposit - \$6,135.41  
Money Market Account - \$7,568.15

### Central Valley, North and South Regions

Not reported



## SAD NEW ABOUT GENE RHODES

The Basic Training Bureau regretfully informs you that retired POST Consultant Gene Rhodes passed away suddenly on Friday, September 19th at his home in Sacramento. On Friday night he was enjoying a movie with his beloved wife, Judy, when he suffered a fatal heart attack.

Gene came to POST in 1973 and worked in several positions. He was an Area Consultant, worked on special projects, served on statewide committees, and was instrumental in developing the original PC 832 course. Most recently Gene worked as a Retired Annuitant in Basic Training facilitating learning domain update workshops and curriculum revision meetings for the PC 832 course, as well as overseeing work for the LEOKA program.

Gene was well known for his commitment to law enforcement, outspokenness and honesty, and his loyal and caring manner. He had a crusty exterior, a great sense of humor, and a large, giving heart. His friendship, talent and dedication to California law enforcement will be greatly missed by all who knew him.

Gene had very strong feelings about a service in his memory. His family is respecting his wish that there be no funeral or memorial service. He also asked that no flowers be sent in his memory. Instead, Gene asks that those who wish to remember him, "have a drink on me".

If you wish, it would be acceptable to make a donation to Gene's preferred charities; the Make-A-Wish Foundation, the Leukemia and Lymphoma Society of America, or another charity of your choice.

Cards may be sent to the Rhodes family to:

Judy Rhodes  
9483 Del Rio Street  
Sacramento, CA 95827

From: Arlene Chance  
Commission on Peace Officer Standards and Training

## DUES INFORMATION

Applications are on the website. Make **CHECKS PAYABLE TO C.A.P.T.O.** Mail to: Fran Simpson, c/o CPOA 1455 Response Rd., Ste 190, Sacramento, CA 95815. Phone 916-263-0541, Fax 916-263-6090. Life members should regularly complete applications although they do not pay dues. This will enable us to keep our records current. Members transferring out of the Training Unit should have the person filling their shoes complete a new application indicating the transfer so we can keep in touch *and* keep our records straight!

**Be sure to submit an application with your membership fees. We need to know who to credit the payment to!**

## OVERCOMING TRAINING CONSTRAINTS WITH CREATIVITY AND RESOURCEFULNESS

Training Budgets are small but demand for training is large. As a result, Training Officers are being forced to emulate "Radar" from the television show MASH, by trading, negotiating, searching, and borrowing to meet their training needs. Often times, this can be fun and

rewarding, if you use creativity and resourcefulness. The following outlines what I had to go through to provide training for my department and what you can do to overcome training constraints.

On March 24, 2003 the Bakersfield Police Department began a three month Advanced Officer (A/O) School. Each officer was required to attend three, ten hour days of training in Racial Profiling, First Aid and CPR, Law Enforcement Response to the Mentally Ill, Sexual Harassment, Tactical Communication, Domestic Violence, and Officer Safety. I was tasked with designing this program, which had many training constraints and challenges to overcome.

From the very beginning I was confronted with personnel issues. I would be instructing First Aid, CPR and Domestic Violence but would need instructors for the other classes. To make things worse, the Officer Safety portion of the A/O School would primarily involve scenarios which would require a number of actors. Getting the necessary personnel on board was not the biggest problem; it was locating the funds to pay for them. When I spoke with my Lieutenant about the number of people needed to make this program successful, I felt like a horse trader. The bottom line was finding a way of paying the instructors and actors that would not involve overtime!

First, I had the A/O School certified through the local community college. As a result, the community college agreed to absorb the cost of four instructors. I had the remaining instructors adjust their duty hours so they would not be working overtime while teaching. I was able to convince my lieutenant to pay for three actors in comp time, and the remaining actors were acquired from our Reserve Unit. This proved to be a good thing because it provided the Reserve Officers with an opportunity to acquire mandatory service hours. If needed, I had Cadets, Explorers and students from a local high school drama class as a reserve cadre of actors. The law enforcement response to the Mentally Ill class was taught by personnel from the Kern County Mental Health Department, at no charge.

Now with the instructors on-line, I needed a location for the classes. I wanted a location other than the Police building for the classroom portion of the A/O. The Community College District has an off campus facility a short distance from the department; a classroom was provided for the entire A/O at no charge.

The bigger problem was finding a site for the officer safety portion. This was challenging because we would be using paintballs, the REDMAN, and other training aids that are unconventional. I was able to obtain the use of the Police Activities League (PAL) facility for the defensive tactics portion, at no charge. A quarter of a mile from the PAL facility was a large vacant restaurant, which would be the perfect location for the paintball scenarios. I contacted the owner of the restaurant and briefed him on what I wanted

to do. To my surprise, he agreed to let us use his building for the duration of the A/O School, at no charge. Personnel and Location were now secured.

Equipment would be the next constraint. The restaurant did not have electricity, which would be needed for some of our props. Being on the SWAT Team paid off, I acquired the use of the negotiator van which has a generator on the back. This provided us with instant power. The restaurant did not have restroom facilities, which would be a major problem. One of the instructors stepped up to the plate and loaned us a porta-john from his father's sanitation business for the entire A/O school, at no charge.

Paint balls and air for the paintball guns would have to be purchased at a local paintball supplier. I contacted the business owner who agreed to provide free air for our paintball guns if we bought the paintballs from him.

All the other needed equipment was provided by the instructors and the Crime Prevention/Dare Unit.

The entire cost for the Advanced Officer School, minus the comp time, amounted to the cost of six boxes of paintballs!

The lessons learned:

- ? Most constraints can be rectified.
- ? Overcoming constraints requires thinking outside the box.
- ? There are a multitude of resources available for the asking.
- ? Personnel will always be a constraint to overcome.
- ? Always think about Reserves and other volunteer personnel for assistance.
- ? Locations are available if you are resourceful.
- ? Even though your department wants the training, they may not be willing to pay for it. Be ready to negotiate.
- ? Research different ways that employees can be paid before talking with management. (Overtime, change duty hours, comp-time).
- ? Other units always seem to have more equipment than the Training Division. Check around for needed equipment, it's there.
- ? A lot of specialized units have received grant money to buy equipment (Power Point projector, computer, etc). They should be willing to loan it out.

All law enforcement trainers will encounter constraints with their future projects. Being creative and resourceful will provide a fun way to overcome most, if not all of them.

*Thanks to Ron Rice, Bakersfield PD for this article. It just goes to show you, where there is a will, there is a way and you never know what you get if you don't ask!*

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**STATE BOARD MEETING**  
**September 26, 2003 in San Luis Obispo**  
**Minutes**

1. **Call to Order:** Meeting was called to order by Rudy Polak. Rudy identified the reasons for this meeting as being the viability of CAPTO as an organization, CPOA contract and status of the Conference.
2. **Flag Salute**
3. **Introduction of Guests:** Fourteen people were in attendance and introductions were made.
4. **Financial Report:** Tom McMains, CPOA Treasurer provided a written report. Discussion followed regarding the services being provided by CPOA. Tom will complete an audit and report back at the next meeting.
5. **Report by Local Chapters**

**Central Valley:** Rudy reported CSTI is off the chopping block but not out of the woods. Their status will need to be monitored. Account balance is \$22,519. Meetings are occurring regularly but minutes are not getting out.

**Central Coast:** Meetings are every two months and attendance has been consistent. Account balance is approximately \$14,500.

**South:** This region has not met for some time. Danny Calleros has resigned as region treasurer. Account balance is approximately \$2,500.

**North:** North had a meeting in January 2003. Darrell received RSVP's from approximately 30 but only about 12 showed up. Darrell related the reasons for cancelling the 2003 Conference. Account balance is approximately \$8,000.

Discussion followed regarding the feasibility of quarterly state board meetings. Any CAPTO member may attend these meetings.
6. **2004 Conference:** There was considerable discussion about the conference. The group discussed the feasibility of attaching the Conference to other well-attended conferences, such as COPSWest or the Public Safety Instructor Symposium. Some discussion followed regarding topics and instructors.
7. **CPOA Training Services Committee:** Jalaine Hogue questioned the need to have a CAPTO representative at these meetings since the primary focus was training for management. After some discussion, Jalaine recommended CAPTO not continue to participate.

**8. POST Liaison Report - Tom Scheidecker**

POST's current issues are budget and personnel but they are moving ahead electronically. Tom S. related there are problems with POST rosters that cannot be read. Some are refusing to put their SSN on the roster because of identity theft. Not a problem for POST—**no SSN, no credit for the course.** Best person to contact regarding questions of reserve officer compliance issues is Frank Decker. Julie Hemphill has been promoted and is now handling contract courses.

There is a considerable lack of knowledge and understanding about who POST is and what they do. Only 1% of the state budget goes to law enforcement. We need to educate our legislative representatives on the state and local levels!

POST sets the standard of care. Any POST recommendation should be looked at as a mandate. POST is no longer supporting future legislative mandates unless there is funding behind it. When training mandates cannot be met because of a lack of available classes, agencies can request an extension and approval is automatic. CPT hours should be counted based on the date of appointment.

EDI is being improved to become a strong backbone. It is projected that by July 2004, on-line course certifications will be available through EDI as well as course rosters. POST is now certifying combination and multiple courses that mix perishable skills and CPT.

**9. CPOA Contract:** There was much discussion over the organizational problems of CPOA and their current status. Tom McMains said several new staff members have been hired and they expect to hire a new director by November 2, 2003. Fulfillment of the contract was discussed and Tom M. will complete an audit of the services we are receiving and have it ready for the next meeting. New membership lists will be distributed. The by-laws are work in progress and Tom requested we look the by-laws over and get back to him with any suggestions for change.

**10. Newsletter and Website:** Newsletter is completed every other month when there is material. An October newsletter will be published. Rosanna also distributed screen prints of the new navigation menu on the website. This change was made in preparation for additional material and expansions that are forthcoming. Rosanna is always looking for ideas and suggestions for improvements. Members can contact her with their thoughts.

**11. New Business:** None

**12. Time and Place of Next Meeting:** Next meeting will be Friday, January 16, 2004 at 9:00 a.m. at the PG&E Community Center in Avila Beach.

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## REGIONAL REPORTS

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**South Chapter**  
No report

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**Central Valley Chapter**  
No report

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**North Chapter**  
No report

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**Central Coast Chapter Meeting**  
**Tuesday, September 9, 2003**

Meeting called to order by Charles Fox, Chapter President. Fifteen (15) members were present. Special thanks to Juventino Ortiz for his assistance in setting up the special meeting and tour at Hearst Castle.

**TREASURER'S REPORT:**

Larry Cooper (Cuesta College PD) reported the account balances as follows:

**NEW BUSINESS:**

Charles Fox (SLO Sheriff's Dept.) reminded everyone to complete applications for new, renewal or transfer memberships. Your membership runs the fiscal year, July 1<sup>st</sup> through June 30<sup>th</sup>, not the calendar year. He has applications or you can get them on the CAPTO website at [www.capto-online.org](http://www.capto-online.org)

Charles Fox (SLO Sheriff's Dept.), asked for a volunteer to fill the newly vacated chapter Secretary position, due to Theresa Avila (Orozco) leaving Santa Maria P.D. for a job in the private sector. Cindy Dunn (San Luis Obispo D.A.'s Office) was tapped for the position and after a little coaxing, graciously accepted. Many thanks to Theresa for her years of hard work and dedication to the chapter, and we wish her luck in her new endeavor!

Charles Fox reported that the expenditure of \$500.00 towards the cost of bringing presenter Dr. Larry Blum is no longer needed.

**P.O.S.T. REPORT by Steve Chaney:**

Everyone should familiarize themselves with the new FTO program guidelines/requirements. The implementation date for these new requirements was extended to July 1, 2004. Some of the changes involve mandatory 24 hr. updates for FTO's every three years; mandatory 24 hr.

training for Supervisors, Administrators and Coordinators of FTO programs; Agencies can hire their own Level 1 Reserves without requiring them to repeat their FTO program. The FTO Program Guide is available on the P.O.S.T. web-site, [www.post.ca.gov](http://www.post.ca.gov)

He is meeting with both the San Luis Obispo and Santa Barbara Chiefs groups regarding their expressed interest in creating C.I.T.'s (Crisis Intervention Teams) in their areas. They will be using the Ventura County model, an area that has successfully implemented a C.I.T. program.

Within the next several weeks he will be meeting with all PC 832 coordinators throughout the state regarding the new program requirements.

He is looking for volunteer agencies to participate in the implementation of the EDI Certification program. The plan is to have this program fully operational by July 2004.

He is still looking for volunteers to participate in a 2 day workshop to be held on November 19<sup>th</sup> and 20<sup>th</sup>, in Redondo Beach. The task will be to look at all certified courses offered and identify key words/phrases, thereby ensuring that the new EDI course certification process works properly. Please contact him if you have someone at your agency that can assist with this important project. (916) 227-0472; [schaney@post.ca.gov](mailto:schaney@post.ca.gov)

He is looking for agencies/locations in our region that can host an Integrated Use of Force course. This would be along the lines of scenario based training that incorporates all types of force options.

Be aware of a recent change involving Background Investigations. There can no longer be any type of psych testing prior to a genuine conditional job offer.

He would still like to hold a T.N.A. meeting for the region, the goal being to put together an organized training plan so that the majority, if not all, of the training needs for the region can be met from within.

**ROUNDTABLE:**

Robert Burton (Paso Robles PD) reports that his agency will be doing Less-Lethal shotgun training in conjunction with the San Luis Sheriff's Department. They also need to get all of their personnel trained in an 8 hr. Jail course.

Juventino Ortiz (Calif. State Parks) reports that they will be doing their required perishable skills training "in-house". This will include all of their offices, statewide. He also reports that they have a new District Superintendent, Nick Franco.

Bob Carrasco, Bill Stearns and Ted Prell (Alan Hancock College) report: The Pre-Academy class they held recently was very successful in preparing candidates for the Basic Academy course; The next scheduled Arrest & Control Instructor course was cancelled due to low enrollment. Greg Dossey would like to know if there is enough interest in the area to do this course in a two week, 80 hr. format, vs. the semester long format. Please contact him at (805) 922-6966; If you need Simulator Training, contact Bill Stearns at (805) 922-6966 and he can get you scheduled; Bob Carrasco is looking for instructors for the FTO course, and the Basic Accident Investigation course. Contact him at (805) 556-0810 if you are interested or know any qualified instructors for these courses; Ted Prell is interested in presenting the 40 hr. Academy Instructor Certification Program somewhere

in the northern part of the region. It is currently being presented in Ventura through the Ventura Sheriff's Dept. They need a minimum of 15 students in order to present the course; and, they also have a schedule of various AOT courses at various sites. Please contact Genevieve Sweet at (805) 925-6874, or [gsweet@hancock.cc.ca.us](mailto:gsweet@hancock.cc.ca.us) for a copy of their Training Calendar.

Tracy Martinez and Dwayne Heath (Ventura Sheriff's Dept.) report that their agency is hosting a plethora of training courses over the next three months. Please contact them at (805) 388-4419, or [tracy.martinez@mail.co.ventura.ca.us](mailto:tracy.martinez@mail.co.ventura.ca.us) to get a copy of their Training Calendar.

**NEXT MEETING:** Tuesday, November 4<sup>th</sup>, 2003, 10:00 a.m., at the Alan Hancock College Administration of Justice Conference Room.

## UPCOMING TRAINING

- ? Bob Carrasco reports Alan Hancock College is offering the following courses (at various sites):
  - ✍ 40 hr. **Instructor Development** on Dec 3<sup>rd</sup> – 9<sup>th</sup>.
  - ✍ **Basic Collision Investigation** on Dec 1<sup>st</sup> – 5<sup>th</sup>.
  - ✍ **F.T.O. Update** course on Dec 1<sup>st</sup> – 3<sup>rd</sup>.
  - ✍ **F.T.O. Basic** on Nov 3<sup>rd</sup> – 7<sup>th</sup>.
  - ✍ **Crime Scene Investigation** on Nov 17<sup>th</sup> – 21<sup>st</sup>.
  - ✍ 8 hr. **Pre-Academy** course – **this is highly recommended for anyone thinking of attending the Basic Academy.**
- ? **Preparing the Public Safety Dispatcher for the Next WMD Event.** Oct 27-31 in Southern California, and Dec 1-5, 2003 in Millbrae. Cost for this 40-hour course is \$100. Attendees need 2 years dispatcher experience and prior ICS training. For information contact Deborah McGlynn at 650-363-4014 or [dam@smc911dispatch.org](mailto:dam@smc911dispatch.org). Class size limited to 25.
- ? **Shotgun Instructor** Course, Feb 3-6, 2004 hosted by Kern County Sheriff's Dept. Cost \$231, POST Plan III certified. Class size limited to 18. For more information, contact Cathy Price at 661-391-7679.
- ? **Advanced Tactical Pistol** Course, Nov 10-12, 2003 and Feb 9-11, 2004 hosted by Kern County SO. Cost \$267. For more information contact Sgt. Barnes at 661-391-7563 or Cathy Price at 661-391-7679.
- ? **Under the Headset, Surviving Dispatcher Stress** Friday, Oct 24, 2003, hosted by Antioch PD. Cost \$98/person, POST Plan IV. For more information call PSTC at 650-591-7911 or e-mail [pstc@pstc911.com](mailto:pstc@pstc911.com).
- ? **Customer Service the 9-1-1 Way** Oct 23, 2003 hosted by Antioch PD. Cost \$98/person, POST Plan IV. For information call PSTC at 650-591-7911 or e-mail [pstc@pstc911.com](mailto:pstc@pstc911.com).
- ? **Policy and Procedure Workshop** Nov 10-14, 2003 in Redwood City. Cost \$480/student, class size

- limited to 28 students. For more information call PSTC at 650-591-7911 or e-mail [pstc@pstc911.com](mailto:pstc@pstc911.com).
- ? **Basic Crime Prevention through Environmental Design** course on November 3<sup>rd</sup> – 7<sup>th</sup>. Contact Olivia Gallegos, Oxnard PD at 805-385-7777.
- ? 8 hr. **Patrol Officers Response to Weapons of Mass Destruction** course. Contact Olivia Gallegos, Oxnard PD at 805-385-7777 or 805-385-7765.
- ? 40 hr. **ACT Instructor** course in December. Contact George Morris, Ventura PD.
- ? 4 hr. **Tactical & Interpersonal Communications** course on September 29<sup>th</sup>, 30<sup>th</sup>, October 1<sup>st</sup>, 2<sup>nd</sup>, 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup>. Contact Charles Fox, SLO Sheriff's Dept.
- ? 40 hr. **Sniper** course on November 3<sup>rd</sup> – 7<sup>th</sup> Contact Charles Fox, SLO Sheriff's Dept
- ? Ron Cristando's 24 hr. **Supervisory Development Seminar** to be held on November 17<sup>th</sup> – 19<sup>th</sup>, in San Luis Obispo. Contact number – (805) 781-4562.
- ? **Course Administrators Seminar** October 28<sup>th</sup> and 29<sup>th</sup>, in Bass Lake. Call (916) 227-4866 to make reservations for this course.

**Mark Your Calendars!**



**Public Safety Instructor Symposium**  
**April 5-8, 2004**  
**At the Long Beach Hilton**

**The most affordable and cost effective training  
 for instructors anywhere!**

**More information coming soon!**

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## STATE AND REGIONAL OFFICERS

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### SOUTH

#### **PRESIDENT**

John Storm  
Imperial County SO  
(760) 339-0166 (F) 339-0120

#### **1<sup>ST</sup> VICE PRESIDENT**

Greg Block  
Self-Defense Firearms Training  
(714) 893-8676 (F) 894-7656

#### **2<sup>ND</sup> VICE PRESIDENT**

Paul Gamache  
Corona Police Department  
(909) 736-2346 (F) 279-3579

#### **SECRETARY**

Kurt Wampole  
UC Riverside Police Dept.  
(909) 686-7291 (F) 684-3506

#### **TREASURER**

Danny Calleros  
Vernon Police  
(213) 587-5171 x125 (F) 581-1178

#### **SERGEANT AT ARMS**

(Quarterly Meetings)

### CENTRAL

#### **PRESIDENT**

Rudy Polak (Valley)  
Tulare Co. Sheriff's Office  
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Charles Fox (Coast)  
San Luis Obispo Sheriff's Dept.  
(805) 781-4562 (F) 781-4634

#### **1<sup>ST</sup> VICE PRESIDENT**

Jalaine Hogue (Coast)  
Santa Barbara's DA's Office  
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#### **2<sup>ND</sup> VICE PRESIDENT**

Darrell Hibbens (Valley)  
Madera Co. Sheriff's Dept.  
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#### **SECRETARY**

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Fresno Police Dept.  
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Vacant (Coast)

#### **TREASURER**

Andy Crider (Valley)  
Fresno Police Academy  
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Cuesta Police Dept.

#### **SERGEANT AT ARMS**

Gary Silveira (Coast)  
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(Regional Meetings 1<sup>st</sup> Tuesday)

(State Board)

### NORTH

#### **PRESIDENT**

Darrell Stump  
Sacramento Dept. Human Assistance  
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#### **2<sup>ND</sup> VICE PRESIDENT**

Vacant

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#### **SERGEANT AT ARMS**

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(Regional Meetings vary)

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