



Stanislaus County Sheriff

Regional Training Division

2007 Progress Report

"Our Training Center is focused on providing the Central Valley and Mother-Lode Region with professional, ethical, and competent Law Enforcement individuals. We are committed to excellence in leadership, professionalism in training, and dedication to public safety"

-Developed by the Staff



Adam Christianson
Sheriff-Coroner

Stanislaus County Sheriff **Regional Training Division**

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Sheriff's Message,

For over 50 years, men and women have started their law enforcement careers in Stanislaus County. In 1956 Modesto Junior College offered some of the first law enforcement training programs long before the Commission on Peace Officers Standards and Training was formed. Since that time, many of us who attended the Police Academy in Modesto have gone on to work for various law enforcement agencies throughout California serving with honor and distinction. Many of those dedicated recruits who graduated from the Academy, worked their way up through the ranks to lead as Sheriff's and Chiefs, carrying on the tradition of exemplary careers in public safety.

As with any program, agency or organization, if not cared for properly, success can quickly turn to failure. Often times, that occurs with changes in leadership or because partners under a Joint Powers Agreement cannot agree on what the best law enforcement training model should be. That is exactly what happened at the Ray Simon Regional Criminal Justice Training Center.

The continuity of command and the determination of leadership play a role in whether or not the success of a training program will be sustainable. In our case, we failed to provide adequate, consistent leadership and our credibility suffered, as did the Academy. Through scandal and de-certification by POST, the program was irreparably harmed and attendance fell. Chiefs and Sheriffs throughout the region lost faith and confidence in us deciding instead to send their personnel to other law enforcement academies.

In 2006, we embarked on a journey to establish a new standard for basic law enforcement training programs. In partnership with the Modesto Police Department and Modesto Junior College, we tried to find common ground, balancing an educational college level program with one that requires discipline in a militaristic environment. Our struggle included the desire to serve our law enforcement partners, in an eight county region, with outstanding customer service while providing the best in law enforcement training. Our goal was to create a program that focused on preparing the law enforcement recruit for a demanding and challenging field-training program. This meant providing the recruit with the tools, resources and skills necessary to be successful. We wanted the experience of the Regular Basic Course to be something a recruit would carry with him or her for the rest of their career.

After months of negotiations, we were unable to meet the needs of Modesto Junior College and decided that it was in the best interest of all parties to search elsewhere for an educational partner. Without a commitment by all to find solutions, we were faced with the challenge of forming new partnerships. This also meant that no matter what happened, we were going to fight for success. With my firm commitment to Modesto Police Chief Roy Wasden and POST, we decided to bring new life to the Ray Simon Regional Criminal Justice Training Center.

At a time when it is increasingly difficult to find qualified applicants to hire, recruitment and retention are challenges many agencies are faced with. Agencies large and small expend considerable resources and costs trying to find applicants to hire, only to be met with the additional challenge of getting them through a Regular Basic Course successfully. Most young people today, who want to get into law enforcement

careers, lack the work ethic and skills necessary to succeed. Most have problems getting through a background investigation and if successful, struggle in field training programs with command presence, multi-tasking and fail to perform under stressful conditions. In order to ensure greater success, Regular Basic Course training is a critical component for any recruit and our job is to get them ready for a field-training program.

Under the leadership and direction of Lt. Jim Gordon, a team of employees from the Sheriff's Department, the Modesto Police Department, and other partner agencies descended on Academy grounds, rolled up their sleeves and got to work. Starting with POST curriculum standards and infrastructure, the program quickly grew. After several weeks and with the efforts of many including POST Master Instructors Gina Leguria, Jim Fraser, Ian Dimberg, and Randy Watkins, POST re-certified all of the training programs to the Stanislaus County Sheriff's Department and the Sheriff's Regional Training Division was born.

Throughout the process, law enforcement personnel and executives from POST and the eight county region were invited to participate in rebuilding the training center. We asked them to tell us what their training needs were and what kind of services they required. We developed programs, based on the needs of the agencies, that focused on academics, physical fitness, and scenario-based training. Discipline and chain of command were built into the process and included adding Recruit Training Officers from the San Joaquin County Sheriff's Department, Modesto Police Department, Turlock Police Department and the Manteca Police Department.

In early 2007, we formed a new educational partnership with San Joaquin Delta College in Stockton. Under the leadership and vision of Jared Zwickey and Dr. Hazel Hill, and in partnership with Delta's Board of Trustees, we set new standards for instructors, asking that all of them meet the California Education Code requirements for teaching in a vocational course.

We hired instructional staff on personal services contracts, which raises accountability and credibility. We now have over 75 law enforcement personnel on staff who are instructors at the Training Division on a regular basis. The depth and breadth of knowledge and experience is truly remarkable and speaks to the professionalism of the programs we offer. In just over a year, we successfully restored the honor, integrity and credibility of the Regional Training Center.

Currently, we are hosting four Regular Basic Courses per year in addition to Reserve Level Courses, STC training, Communications/Dispatch training, Perishable Skills Training, Advanced Officer Training, Emergency Vehicle Operations, and Continued Professional Training. We have record numbers of students on campus who are learning just what it takes to be a peace officer. The future of our programs is now secure and we have set a standard of excellence in training that will meet the needs of our communities, agencies, and recruits for years to come.

Our efforts and the success of the program is because of our leadership as a team, our partnerships with law enforcement agencies region wide and the support we receive from POST and Stanislaus County. We are "Training for the Future".

We invite you to visit us either in person or on the Web at www.sheriffstraining.org

Regional Training Division Function

The Regional Training Division is host to the Sheriff's Basic Academy as well as the Corrections Course and advanced officer courses. Currently, we host 4 basic law enforcement academies as well as 2 Corrections Courses. Overall, we instruct over 250 students per year, one of the largest in the State.

The Regional Training Center serves an eight county region throughout the Central Valley and Mother Lode region. A majority of the 30 law enforcement agencies within that region send all of their new recruits to our facility for basic as well as all advanced officer training.

The Regional Training Division accomplishes its mission statement by working collaboratively with our regional agencies, complimented by a full time staff as well as nearly 75 part time instructional staff members, many of which work for allied law enforcement agencies.

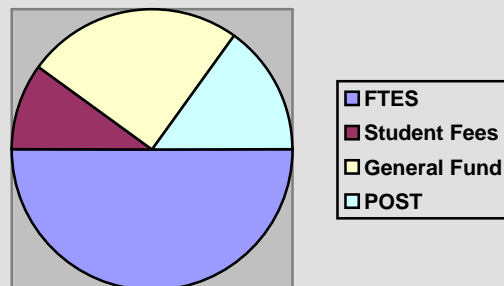
We have built the Training Division based on three standing orders from the Sheriff:

- Provide the community with officer capable of providing for their safety.
- Provide the agency with a quality recruit.
- Provide the recruit with the education for a successful career.

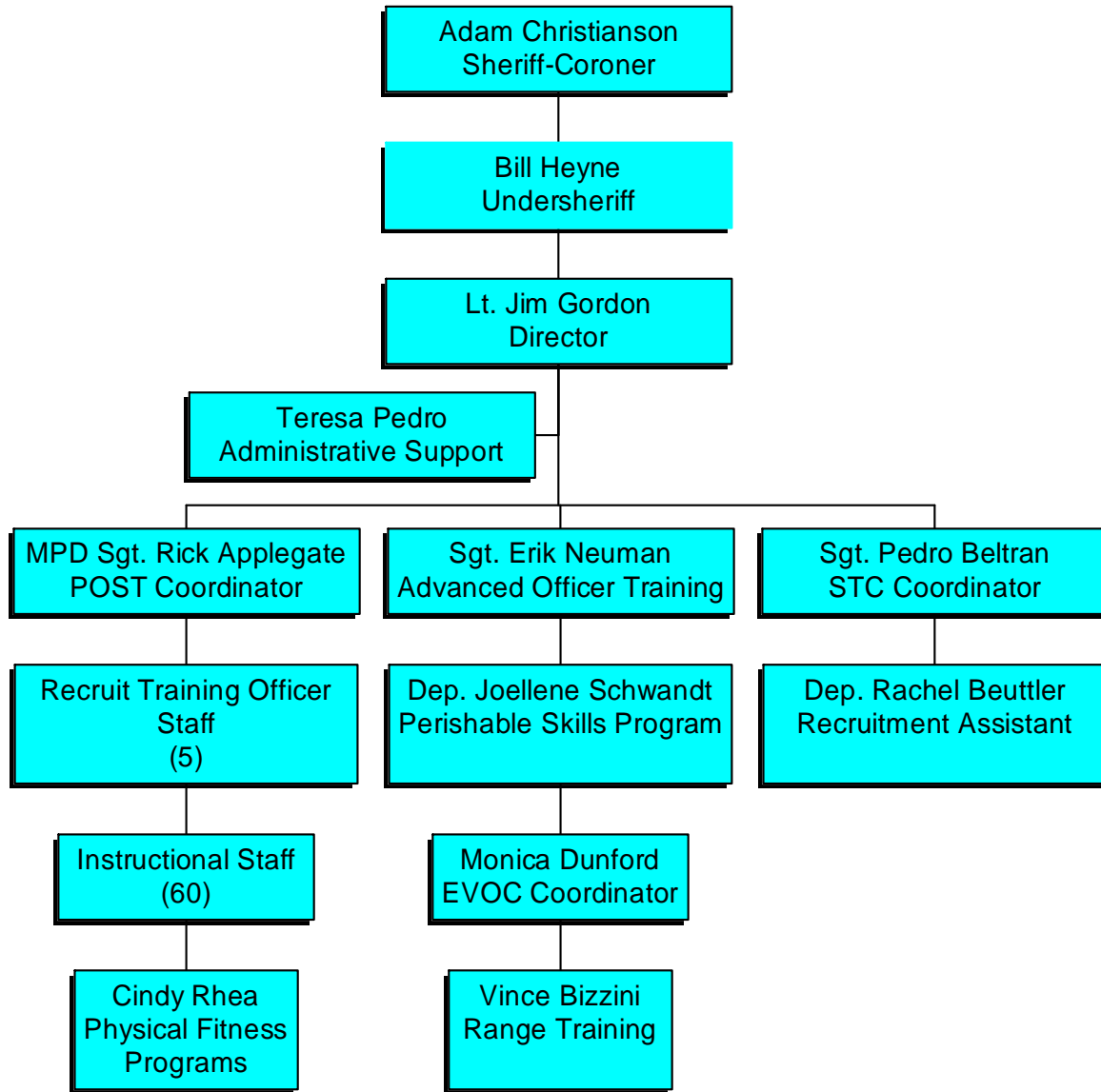


Fiscal Resources

The Regional Training Division receives most of its revenue from FTES (full time equivalency per student) under our contract with SJ Delta College. The remainder of our funding comes from student fees, POST reimbursements, and General Fund contributions. At current levels, the Training Division produces approximately 450 FTES per year, generating \$1.6 million of our \$2.8 million dollar budget.



Organizational Structure



Command Structure:

Our command structure focuses on efficient delivery of public safety training. All law enforcement agencies are required to provide a certain amount of training to their staff as part of legislative mandates. Regardless of the existence of the Regional Training Division, the Sheriff's Office would have staff to support our own training mission.

Under this plan, we utilize those resources and have expanded their duties to focus on a regional effort, providing training to smaller jurisdictions who might not otherwise be able to participate in more advanced public safety training. Some of the recruit training officer positions are donated by allied agencies. The Sheriff's Department added the Regional Training Division as the 4th Division within the command structure.

Major Accomplishments

Instructor Competency

- ALL instructional staff applied to SJ Delta College and interviewed for instructor positions with the Training Division.
- Instructors were required to possess an Associate Degree or Equivalent AND must have at least 6 years experience.
- Advanced instructor development focusing on learner centered instructional techniques.
- Development and implementation of continued professional training for instructional staff.

Policy Development

- Development and implementation of standardized General Orders consistent with CALEA standards.
- Development of computer based file-sharing program to update and disseminate General Orders to all instructional staff.
- Implementation of a Risk Management program focused on staff and student injury management.
- Implementation of weekly staff/monthly regional training manager meetings.

Regular Basic Course Revisions

- Basic Law Enforcement Course exceeds POST standards.
- Instructional staff has moved from lecture based instructional systems to scenario-based programs to ensure higher learning on behalf of our students and application of material.
- Standardized approach to daily training focusing on the following areas:
 1. POST Standardized Curriculum
 2. Adherence to the Law Enforcement Code of Ethics
 3. Pride
 4. Humility in Service
 5. Confidence
 6. Discipline
 7. Unity/Team Building
 8. Decision Making

Each and every evolution at the Training Center focuses on one or more of those 8 areas.

Corrections Course		RBC Statistical Data		
Goals	Students Beginning		Students Finishing	
➤ 6-week Corrections Course has been approved through SJ Delta College for college credit.	Class 149	28		27
	Class 150	27		27
	Class 151	22		18
➤ Focus course goals on recruitment/retention for Custodial Deputy positions.	Class 152	48		46
	Class 153	42		40
	Class 154	40		27
	Class 155	41		16
	Class 156	49		12
➤ Provide more course offerings so that personnel will have their basic training completed BEFORE being assigned to a position.	Class 157	49		40
	Class 158	58		37
	Class 159	47		27
	Class 160	25		20
	Class 161	30		12
	Class 162	37		23
	Class 163	40		33
	Class 164	60		45
	Class 165	70		57
	Class 166	72		*In Progress
	Class 167	74		*In Progress
				➤ Management of the SRTD changed hands at the start of Class 164.

Emergency Vehicle Operations

- Expansion of the EVOC course to agencies throughout the Region
- Acceptance into the POST Tuition reimbursement program, totaling over \$200K in additional funding for the program.
- Diverse instructional staff background from a multitude of agencies.



- Courses provided to Turlock, Ceres, Tracy, Citrus Heights, Ripon, San Joaquin S/O, Escalon, Manteca PD, Modesto PD

Physical Conditioning Program

- Developed and implemented a standardized physical fitness program.
- Program focuses on individually tailored workout programs with monthly progress reports.
- Program focuses on reducing injury while maintaining maximum effectiveness.



Feedback From Our Partner Agencies...

- About a year ago, The Commission on Peace Officer Standards and Training certified the Stanislaus County Sheriff's Office to present the Regular Basic Course (Academy). Sheriff Christianson made a commitment to accept the certification. The Sheriff and his staff immediately went work on revamping the entire program. They have done a remarkable job in an impossibly short period of time. As the Basic Course Coordinator for the State, I have the opportunity to be exposed all forty-(40) of the certified academies in the State of California. I can say unequivocally the program managed by Sheriff Christianson and his staff today is one of the strongest programs in the state. Everyone associated with the Stanislaus County Sheriff's Academy program has a right to be very proud of the fine work they have done.

Richard Bond
Basic Course Coordinator
California Commission on Peace Officer Standards and Training

- Organizational and operational changes adopted at the Police Academy have truly elevated it to a Regional Public Safety Training Center – and one that I am proud to support as a Police Chief. I am very pleased and assured that the Turlock Police Department can turn to the Center for training resources and support. Leadership at the Center has proven to be effective - through a collaborative approach that seems to have emerged with the reorganization. I am proud to be affiliated with the Training Center and as the Chief of Police have demonstrated my confidence in the Center through the assignment of a Police Corporal to serve as a Recruit Training Officer for the most recent academy class.

Gary Hampton, Chief of Police

- Having originally attended the Modesto Junior College's Regional Basic Police Academy in the mid 1970's. I have always been a strong supporter of having and supporting a highly recognized, professional law enforcement academy and training center in Stanislaus County. Upon appointment as Chief of the Ripon Police Department in 2000. I sent our police personnel to training at the Modesto/Stanislaus Criminal Justice Training Center. However, over a number of years, we began to experience a large number of problems from sending our staff to training at this facility. Classes were routinely cancelled at the last moment, instructors failed to always show up for courses, courses were released early and the input from our personnel was that they were not receiving the training that they felt that they needed and expected at this Criminal Justice Training Center. It finally came to the point that we did not send our personnel to this training center and instead sent our personnel to other training facilities farther away.

In January 2007, with the new assignment of Lt. Jim Gordon as the Center Director, he faced a serious, tough task of rebuilding, directing and overseeing the operations of this training center. Lt. Gordon met with all regional Sheriffs and Police Chiefs and other law enforcement staff to identify and resolve issues, problems and concerns expressed by many and he did an excellent job of bringing a large number of agencies back together to return to this Regional Training Center. Since this time, we have received constant communications from Lt. Gordon on improvements, changes, challenges and a new, improved direction by the Training Center. During this past year, I have seen major changes made to and on behalf of the Regional Criminal Justice Training Center program. I don't believe that it has been an easy task but it was a very necessary task to rebuild and regain the professionalism of this Training Center into what it once was. Since this time, we have sent a majority of our police personnel to these Training Center courses and have received excellent feedback from our staff. We felt that this Regional Training Center has made great advances and brought back much of the excellent reputation that the Training Center had enjoyed for many past years. I am in full support of the many improvement and efforts that have and are

being made and, as a part of this support, in the past six (6) months we have enrolled two (2) Police Officer Trainees into this Regional Training Center's Basic Police Academy, which we have not done in a number of years.

I feel that in the past year that this Training Center has moved in a very positive and professional direction and the Ripon Police Department looks forward to continuing to work closely in both sending staff for training as well as being involved in working to put on training courses. I see excellent and positive things ahead for this Training Center.

Respectfully,

Richard A. Bull
Chief of Police
Ripon Police Department

- We have been pleased with several aspects of the Modesto Training Center over the past year. The academy staff provides us with weekly updates on the progress of our cadets. The staff is very good about providing additional training to those cadets with weaknesses in particular areas. The academy seeks our input on ways to improve the academy and assist us with our departmental needs. They make unaffiliated recruits more accessible to our recruiters much more than other academies. Our Field Training Officers are included in the scenario training and evaluations. Some of our officers and sergeants have been invited to and have served as instructors, which is a very positive working relationship. It is very convenient for us to visit and observe the operations due to the proximity to Stockton.

The academy staff and the Stanislaus County Sheriff's Department Command Staff is very open to working in partnership with surrounding law enforcement agencies and is very inclusive in all areas of academy training, recruiting, and overall operations.

Wayne Hose,
Chief of Police
Stockton Police Department

- We here at the Manteca Police Department are amazed at the progress and quality of training at the Stanislaus County Sheriff's Regional Training Center in this past year. This includes both the Basic Academy Course and the advanced officer in-service classes available. We find that having a quality-training center nearby with the variety of training classes available allows the Manteca Police Department to more effectively use our training dollar. This allows us to provide more training to our officers. The academy also provides, through their Basic Academy Course, a pool of quality applicants which we have hired several new officers. We are happy and proud of our partnership with the Ray Simon/Stanislaus County Sheriff's Regional Training Center.

Charles Halford
Chief of Police
Manteca Police Department

- The management and staff of the Sonora Police Department are extremely pleased with the "new" Stanislaus County Sheriff's Regional Training Center since it's opening in 2007. The training and office staff has gone out of their way to assist us on several different occasions. Sgt. Neuman and Deputy Schwandt are always available to answer questions or address any concerns we might have. The Stanislaus County Sheriff's Regional Training Center has an excellent working relationship with the Valley Mother Lode Training Manager's Association (VMLTMA), which has

created a valuable nexus.

Through VMLTMA several different agencies have been able to stay in contact with members of the training center and discuss their training needs or training issues they are observing. The staff of the training center then immediately addresses these needs and issues. This has been very valuable to both programs. The center has been enormously open to training ideas and requests from law enforcement agencies. It's obvious that the center is attempting to meet all the current needs and concerns of the agencies it serves. It is good to know that a concern of yours is a concern of theirs.

Like in any good business, the center has great service after the course (sale). We recently had an academy graduate who was having some problems and issues, but he would not divulge to us what was wrong. After talking with his academy RTO about the problems, the RTO was able to assist us in resolving the issue.

Probably the biggest improvement at the training center has been the re-birth of the advanced officer/in service courses. This has greatly help us reduce are training costs. For an example; we use to send people to Tulare for perishable skills training. This meant three nights in a motel, along with travel and per diem costs. Now we have officer's drive to the training center each day, saving the additional costs of sending someone out of town.

Since the training center has opened, we have been using it almost exclusively for our training needs. Every officer we have sent to training at the center has returned with numerous accolades about the training and the instructors. The officers say that, "the training deals with current topics and issues." "The instructors make sure you get the most out of the class." "The instructors are top notch and show pride in their job." Our officers have also enjoyed networking with officers in neighboring counties and jurisdictions, instead of officers who are hundreds of miles away that they will never see or talk to again.

The Sonora Police Department is proud to be part of the Stanislaus Regional Training Center and we are looking forward to continuing this working relationship for many years to come.

Lt. Mark Stinson
Sonora Police Department
100 S. Green St.
Sonora, CA 95370

- I would like to extend my appreciation to you and your staff for the great work you're doing at the Ray Simon Regional Criminal Justice Training Center. Your collaborative approach with agencies throughout the eight county region has been vital to meet the training needs of the law enforcement community.

Your efforts at communicating training information to our agencies have been invaluable. The email updates, newsletters, and announcements you've generated regarding the training center activities and academy classes are both timely and informative.

I am especially grateful for the personal attention and service you and your staff has given to my agency. Twice this past year and again next month we have been able to coordinate police officer applicant testing at the training center in conjunction with testing for other area applicants. When asked to discuss other training opportunities and ideas you have always made yourself available and been a valued participant in meetings.

It is very apparent that you and your staff with the support of Sheriff Christianson and the partnering agencies have taken the Training Center to the next level. At a time when finding qualified police officer applicants has never been more difficult it is reassuring to know that we have a local Training Center dedicated to excellence and committed to the needs of area agencies.

Thank you for your dedication and please express my gratitude to you staff.

Sincerely,

Steve Jaureguy

Steven Jaureguy, Chief
CSU Stanislaus, Police Department

- "All the trainees that we have sent through the Training Center have turned out to be quality Los Banos Police Officers. Their skills are top notch and the recruits are ready to enter our field training process on day one. The center is a win for our community and a great asset to the San Joaquin Valley!"

Chris Gallagher, Chief of Police
Los Banos Police Department

Feedback from Our Students

- I have been a recruit at the Stanislaus County Sheriff's Regional Training Division for the past seventeen weeks. I cannot say that I have enjoyed every moment of my training. However, I can say every moment has been methodically prepared to provide the best learning environment possible.

Beginning the first week of the academy I was taught how to be a peace officer. I was expecting to be inundated with penal codes and vehicle codes. I was expecting to be flooded with regulations and procedures, but I wasn't. Instead, I was taught the importance of integrity and professionalism. I was engulfed by teachings of morality and ethics. I was given a set of standards and values that I must live by if I am to achieve my dream of becoming a peace officer.

Over the next few months I was taught everything from humility in service to case law. I was poured into the requirements to honorably protect and serve. I was given real life scenarios and experiences that will enable me to handle almost any situation. The instructors have built in me a foundation of learning that cannot be removed. I have been exposed to a level of teaching and professionalism that cannot be explained...

Recruit
Stan. Co. Regional Training Division

- It seems like yesterday but here I am into the 17th week. This has been an experience like no other. I have not only gained knowledge about the career of a law enforcement officer but also about myself. From day one our recruit-training officer has been instilling in the class the traits that every good law enforcement officer should possess, such as pride, discipline, integrity, dedication, and teamwork. These traits are demanded of us daily and the class is constantly reminded when

we fall short.

The entire staff at the Stanislaus County Sheriff's Regional Training Division is constantly showing their dedication to the success of our class... Throughout this process I have learned to have pride in myself as well as my class as a whole....

Recruit
Stan. Co. Regional Training Division

- Through hard work and dedication we have earned everything that we have accomplished. From each instructor to the range masters, we are getting some of the best instruction you can. We have trained with SWAT, learned how canines were used, had police chief's come in for instruction, and even had the report writing completely revamped to make sure we come out of this with the most training you can get going into the field training program. I know that we are learning from the best available and I am proud to know that when graduation comes, I will be fully prepared to be a good police officer.

Recruit
Stan. Co. Regional Training Division

Future Goals

Working together, there is not much we cannot accomplish. In the near future, we hope to work toward these goals:

- Continued policy/procedure development with a goal of becoming the second Public Safety Training Center in the State of California to obtain CALEA certification.
- Continue to streamline our instructional practices to ensure the highest quality recruits leave our campus.
- Continue working with Regional partners in combining fiscal and personnel resources to ensure we meet and exceed the needs of the community with law enforcement training.

Final Thoughts From the Director...

Lt. Jim Gordon



Over the past year as a team we have passed markers and achieved milestones many thought were well out of reach. As the Commanding Officer of the Regional Training Division, I couldn't be more proud of the work done by our in-house staff as well as the support we have gained from our partner agencies.

This assignment has been tough on all of us, as well as our families. We took one of the most challenged programs in the State of California and made it one of the best, in short order. As I travel up and down the State, I continually hear about the very good work all of our staff does. When the day is done and the smoke has cleared, it's been the effort on the ground levels that have made this all work. We owe thanks to a number of people, and a number of agencies, for that accomplishment.

I would like to take a moment and thank Sheriff Christianson for his support and guidance. I would also like to thank the regional agencies that have stood by us through the challenging times and provided resources to getting the job done; I believe it has paid off. And finally, I want to thank my staff for the wonderful work they all do. "It's your academy..."

Lt. Jim Gordon