

ATTACHMENT C



City of Sierra Madre

Police Department

October 21, 2016

Executive Director Manuel Alvarez Jr.
Commission on Peace Officer Standards and Training
860 Stillwater Road, Suite 100
West Sacramento, CA 95605

RE: Request for Exemption to Waive Requalification Requirement - Section B-Regulation 1008(a)(1)(A).

Dear Director Alvarez,

I am writing to you to request a waiver from the POST-certified Regular Basic Course and Recertification requirements under Section B-Regulation 1008(a)(1)(A). Our current employee, Police Officer Grant Cadzow, POST ID #C19-D41, completed his POST-certified Regular Basic Course on March 20, 2008, and was hired and originally served as a Level II Reserve Officer with the City of Glendora beginning on December 3, 2009. On January, 19, 2015, Officer Cadzow was hired by the Sierra Madre Police Department as a Level I Reserve Officer. Shortly thereafter the Sierra Madre Police Department offered Officer Cadzow a full-time Police Officer position and he was sworn in on February 23, 2015.

Officer Cadzow is in good standing with the Sierra Madre Police Department. He was in training with his Field Training Officer from 02/23/15 through 09/26/15, and successfully completed all phases of his training. I have attached a copy of his End of Training Evaluation to this letter. He successfully completed his 18th month probationary period on 08/21/16. Officer Cadzow has been an exemplary Police Officer. Due to his performance the SMPD decided to make him a Field Training Officer and he successfully completed the POST FTO training course on 5/19/16 and he is currently training one of our new officers.

This City was just informed on October 20, 2016 by POST training consultant Charles Sandoval, that because Officer Cadzow was first hired as a Level II Reserve Officer by the City of Glendora on 12/3/09 and had not completed a 3 week re-certification class in a six-year window, that Officer Cadzow is now subject to **returning to a full-time academy in order to renew his Police Officer status**. The Sierra Madre Police Department believed that since we had hired Officer Cadzow with a current POST certificate and he was separated less than 3 years from Glendora P.D., we were in compliance with POST standards and requirements.

This mistake by the Sierra Madre Police Department was not intentional or in any way an effort to undercut POST regulations. The Sierra Madre Police Department truly believed that since we hired Officer Cadzow as a Level I Reserve Officer, 01/19/2015, within the 3 year window of his separation date with Glendora P.D., 01/13/2012, we were in compliance with POST standards and guidelines. The City of Sierra Madre is severely understaffed--in fact, we currently must contract with the Los Angeles County Sheriff's Department for additional help at City expense until we can remedy this situation. Officer Cadzow has been reassigned to dispatch duties, pending your decision on this request.

I am asking the Executive Director to grant a waiver of the POST-certified Regular Basic Course training requirement for Officer Cadzow pursuant to Section B-Regulation 1008(a)(1)(A). Such a waiver would be good for up to three years from the date granted before the requalification requirement would be applicable. If this waiver is granted, we commit to sending Officer Cadzow for his 3-week requalification requirement prior to June 30, 2017, when this fiscal year expires.

242 West Sierra Madre Blvd, Sierra Madre, CA 91024

Telephone (626) 355-1414

Fax (626) 355-5468



City of Sierra Madre

Police Department

Because Officer Cadzow has actually successfully completed the POST-certified Regular Basic Course training, we believe that he qualifies in spirit for this waiver. If this waiver is granted, it is not necessary to request a waiver from the 3-year requalification requirement under Section B-Regulation 1008(b)(1)(B), and we are committed to satisfying his requalification requirement by or before June 30, 2017, in any event. In aid of this, I also request that the Executive Director grant an exemption from the requalification requirement when a break in service longer than 3 years has occurred, pursuant to Section B-Regulations 1008(b)(3)(B), because: 1) Officer Cadzow has satisfied the Regular Basic Course training requirement, 2) has become employed as a peace officer after a three-year or longer break in service and 3) has undergone an additional 7-month period of POST FTO training, with a level of proficiency qualifying him to provide this very training for new officers.

For all these reasons, I urgently request that you find there is good cause to waive any requirement that Officer Cadzow repeat the POST Regular Basic Course training and that he be allowed until June 30, 2017 to complete his 3-week requalification requirement. Our Department and City needs Officer Cadzow back in sworn service as soon as possible.

Thank you,

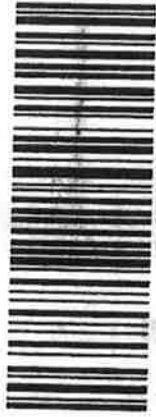
Larry Giannone
Director of Public Safety | Chief of Police

242 West Sierra Madre Blvd., Sierra Madre, CA 91024
Telephone (626) 355-1414 Fax (626) 355-5468



Sierra Madre Police Department
 242 West Sierra Madre Blvd.
 Sierra Madre, CA 91024

CERTIFIED MAIL[®]



7011 1150 0000 8016 6746
 COMMISSION ON POST

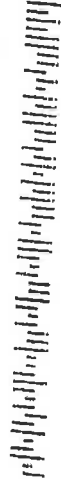
Hasler

10/24/2016

US POSTAGE



01



Executive Director Manuel Alvarez Jr.
 Commission on Peace Officer Standards and Training
 860 Stillwater Road, Suite 100
 West Sacramento, CA 95605