

ATTACHMENT G



City of Sierra Madre

Police Department

January 9, 2017

POST Commission Chair Joyce Dudley
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 Commission Chair Dudley,

The Sierra Madre Police Department's appeal for an exemption to waive the requalification requirement – Section B-Regulation 1008(a)(1)(A) was beyond the authority of POST Executive Director Manny Alvarez, so the Sierra Madre Police Department is requesting the matter therefore be brought before the full Commission for consideration.

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. 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 was currently training one of our new officers when we learned of his status from our POST training coordinator, Charles Sandoval on October 20th 2016.

Charles Sandoval told us 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, Officer Cadzow was 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

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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, having to reassign Officer Cadzow to dispatch duties until this matter can be resolved has compounded our problem. We are not only short another officer in the Field, but also a Field Training Officer.

I am requesting that the POST Commission grant a waiver of the POST-certified Regular Basic Course training requirement for Officer Cadzow pursuant to Section B-Regulation 1008(a)(1)(A) and allow Officer Cadzow to return to full-time Police Officer status so he can return to the field.

In aid of this, I also request that the Commission 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) had become employed as a peace officer prior to the 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 the 3-week re-certification course. Our Department and City needs Officer Cadzow back in sworn service as soon as possible.

Thank you,

Joe Ortiz
Interim Chief of Police

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