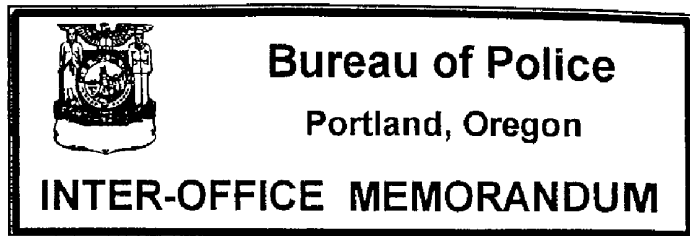


**DATE:** January 13, 1999  
**TO:** Asst Chief Mark Paresi  
(Through channels)  
**FROM:** Lt Steve Asp *Sts*  
Training Division  
Basic Academy



**SUBJECT:** Student expectations agreement

Attached is our proposed method of establishing the performance expectations of the academy students. It is modeled after a contract of understanding which San Jose Police Academy uses. The standards are those which are now in place in the training disciplines, and the consequences of not meeting the standards are spelled out as termination from employment with the Police Bureau.

San Jose has had very good results using a "contract" such as this. The students know from day one what the expectations are and at what level they must perform. If at some juncture, an expectation is not met, and the student is to be terminated, it is not a surprise to anyone and there are no issues for litigation. The director of the San Jose Academy indicated that they lose 20% of their people for a variety of reasons, much of it performance related. This tool helps in the process.

Based on San Jose's experience, I anticipate we could lose 10-15% of our people as well. This agreement would certainly facilitate the unpleasant task of terminating a recruit who cannot perform up to our standards.

## PORTLAND POLICE BUREAU BASIC ACADEMY

### STUDENT AGREEMENT

#### EXAMINATIONS

Initial: \_\_\_\_\_

Probationary Officers must achieve DPSST and PPB minimum passing scores on all examinations. If you fail a practical exam, we will give you remedial training and one retest, if you fail a written test we will allow you one retest within five days. Failure of the retest will cause termination from the Portland Police Bureau.

#### 75% Grade Point Average

Initial: \_\_\_\_\_

Probationary Officer must achieve an overall average of no less than 75% to successfully graduate from the academy. This includes all facets of the course. The average is computed at the end of the academy.

One exception to the 75% G.P.A. is the DPSST E.V.O.C. practical evaluation in which performance objectives must be met by a 90% minimum.

#### ACADEMY SPECIFIC TESTS

Initial: \_\_\_\_\_

The academy specific tests include; Firearms, Defensive Tactics, Police Vehicle Operation and Patrol Tactics.

#### FIREARMS:

Initial: \_\_\_\_\_

After the first two recorded qualification courses, Probationary Officers must qualify with a minimum of 75% each time a qualification course is fired. Probationary Officers who fail to qualify will receive remedial training within five days. Probationary Officers failing to re-qualify will be terminated.

Throughout the Probationary Officers Probation they will qualify cold with a minimum of 75% on their first attempt during tri-annual qualifications. Probationary Officers who fail to cold qualify with a minimum of 75% will be terminated.

All probationary Officers will qualify with the shotgun. After the first two documented qualification courses, Probationary Officers must pass the shotgun qualification course. Probationary Officers who fail to qualify will receive remedial training within five days. Probationary Officers failing to re-qualify will be terminated.

Probationary Officers must pass all of the Firearms performance objectives by the last academy range day. Consistent documented violations of the safety rules will result in termination from the Portland Police Bureau.

**DEFENSIVE TACTICS:****Initial:\_\_\_\_\_**

Probationary Officers must pass all Defensive Tactics written tests with a minimum score of 75%. Additionally, all Probationary Officers must pass a Defensive Tactics physical assessment. A total physical assessment score of less than 75% is a failure. A score of one or less in any of the physical assessment categories will result in a failure of the entire physical assessment.

Probationary Officers who fail to pass either the written and/or the physical assessment tests will be given the opportunity for remedial training and be retested within ten days of the original test. Probationary Officers who fail the retest {s} will be terminated from the Portland Police Bureau.

**POLICE VEHICLE OPERATIONS:****Initial:\_\_\_\_\_**

Probationary Officers must pass a DPSST E.V.O.C. practical evaluation in which performance objectives must be met with a no less than 90%. Probationary Officers must also pass a DPSST E.V.O.C. written tests with a score no less than 75%. If either of these two tests is failed, remedial training will be provided within five days and the student will be retested. Failures to pass the retest will result in termination from the Portland Police Bureau.

Probationary Officers must pass the practical evaluation in the P.I.T. technique and no less than 75% on the PPB P.V.O. written tests. Failure of either of these two tests will result in remedial training within five days and a retest. Failing the retest will result in termination from the Portland Police Bureau.

**PATROL TACTICS:****Initial:\_\_\_\_\_**

All Probationary Officers will pass the Patrol Tactics Scenarios. Scenarios are pass/fail. Probationary Officers who fail any Patrol Tactics scenario will be given remedial training and retested within five days. Any Probationary Officers who fails the retest will be terminated from the Portland Police Bureau.

**ATTENDANCE:****Initial:\_\_\_\_\_**

All absences have to be approved by an academy sergeant. Any Probationary Officer who has an unexcused absence will be terminated from the Portland Police Bureau. Any Probationary Officer who has an excused absence of more then forty {40} hours will be required to attend the next Basic Academy.

**STANDARDS OF CONDUCT:****Initial:\_\_\_\_\_**

All Probationary Officers are required to follow the rules of the Academy and the general orders of the Portland Police Bureau. Probationary Officers who are found violating Academy Rules or the General Orders will be disciplined up to and including termination from the Portland Police Bureau.

**CHEATING:**

**Initial:** \_\_\_\_\_

Any form of cheating by a Probationary Officer will result in termination from the Portland Police Bureau. Cheating is defined in the student manual.

I have read and understand the requirement of the Academy put on by the Portland Police Bureau.

**Print Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_