
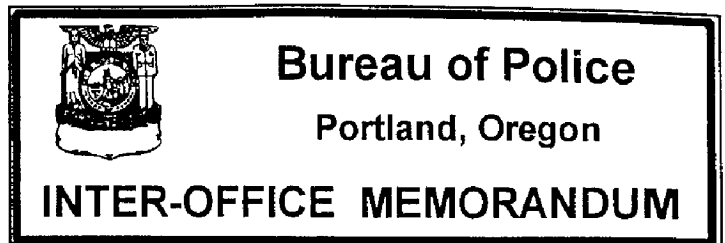


DATE: January 13, 1999
TO: Asst Chief Mark Paresi
(Through channels)
FROM: Lt Steve Asp 
Training Division
Basic Academy



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.