

## PPA ADVANCED ACADEMY PRESENTATION

\* Check in with Training Division Staff on arrival

### **I Introduce Self - write name on blackboard**

- Bureau experience
- PPA experience
- going to pass on useful info - no test questions

### **II During last several years PPA has been given time during the Advance Academy to discuss PPA issues with new officers and issues of importance to us**

- Remind class that PPA means the "collective us." We have all bonded together to form a union to collectively represent all of our best interests and the PPA officers aren't "the PPA." The Union officers work for and represent the membership.

### **III Deadly Force Representations**

- A great accomplishment of the PPA was working with the Police Bureau and D.A.'s office to establish policy for legal representation of officers involved in use of deadly force situations.
- A few years ago officers were not allowed Union reps or attorneys when involved in shootings. (Any citizen has the right to an attorney in similar situations.)
- With increased violence on streets and increased number of officer-involved shootings (16 in 1992 involving about 40 PPA members), the representation issue had to be resolved. It was very acrimonious at first with City. In years past in some cases, shooting officers were treated similarly to suspects. This has all changed now and the PPA was successful in having a new G.O. 1010.10 (Use of Deadly Force) implemented.

\* Read this G.O. and become very familiar with it. Chances are that at least some of you will be involved in a use of deadly force case.

Here is what to do when involved in the use of deadly force or on a call where another officer is involved in the use of deadly force:

1. Take care of the tactical situation, advise supervisors, do the police-related business.
2. Call the Association President - do not worry about the President getting too many calls - The President worries about not getting a call.
3. Call or have someone else immediately call the President or Secretary-Treasurer of the PPA directly. The PPA and the PPA attorney will normally respond to the scene. Do not discuss with anyone what happened until the PPA or PPA attorney have had a chance to talk to you.

**YOU DON'T DISCUSS HOW THE DEFENSE ATTORNEY IS APPOINTED.  
THE PARAGRAPH BELOW NEEDS TO ORGANIZED CHRONOLOGICALLY.**

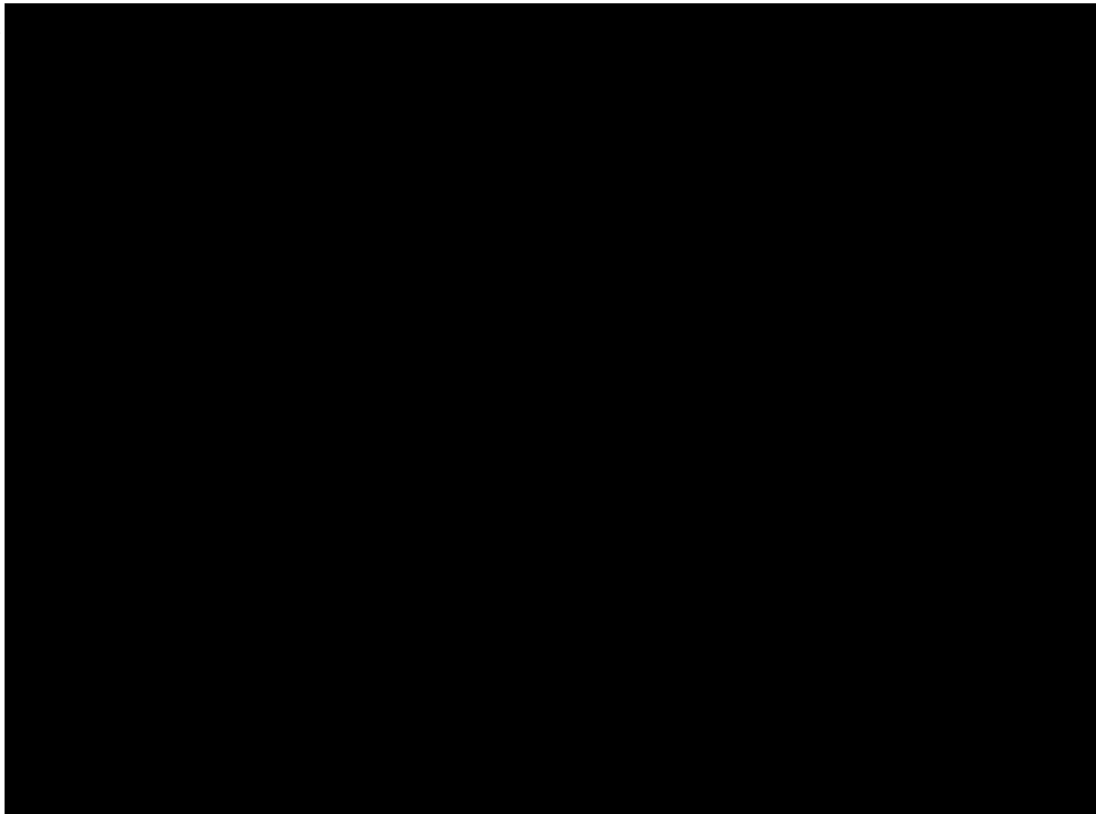
You might do a walk-through with your attorney present. After the PPA rep and attorney talk to you, they will make a decision on whether or not to call in one of the PPA's criminal defense lawyers. These lawyers are normally called in if the use of force has resulted in injury or death. The defense attorney is the PPA member's personal attorney and acts in your best interest as an advocate. After discussing the incident with the member, they \*\*\* THEY WHO\*\*\* will make a joint decision on whether or not to partake in an interview, but most importantly, when the interview will take place. Because of stress, it is much more appropriate to conduct the interview hours later or even the next day. The PPA rep will be available in Detective Division to run interference during the investigation.

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Attorney will represent the PPA member through the Grand Jury process. Don't worry about the costs of the attorney; the PPA pays the bill and is reimbursed by the City by contract.

Questions?

**IV Grievances by PPA; on behalf of [REDACTED], discuss [REDACTED] arbitration and other current grievances**



Questions )

## V Discuss current issues: i.e., IAD, contract, etc.

### Questions

## VI Internal Affairs

Internal Affairs is in a state of change. They are presently enforcing "quality control" - that is they are asking to see your notebook for the incident involved and they will 'ding' you if it is not per G.O. CYA!

Always, Always take an association rep with you to IA. That is what we are here for. Notify a rep as soon as you are notified about the hearing so the rep can be sure they are available. We can usually find someone to go with you and IA has been good in the past about rescheduling if necessary.

We are there to help you through the process, we are not there to help anybody "make up" a story. The truth is not only important, it is all important in IA.

## VII Retention Hearings

(Use your experience as a coach here)

- All PPB officers must successfully complete 18 months probationary period. Entire time is a learning experience for the new officer.
- If Training Division perceives a pattern of problems, then the probationary officer can be required to go through a formal retention hearing process to see if they should be dismissed or allowed to continue employment.
- About 5% of all new hires are dismissed during probation.
- Advice: You will make mistakes, learn from them, listen to your coaches, strive to learn the job and make improvements. Talk to your coaches, talk to Training Division staff - they are there to help you learn. We all want you to succeed. Place other personal issues on hold, if possible.

If you have serious problems and are required to go through a retention hearing, you have the right to have any Bureau member of your choice assist?/represent you. The PPA does not have the absolute right to represent you, but we can and will. Leo Painton has represented numerous probationary officers in hearings and has developed expertise in the process. If you are advised of a retention hearing, call him at the PPA office.

Remember, the Training Division wants you to succeed and will do everything it can to retain you. They have too much invested in you to try to throw you away. Their goal is to see you succeed, not fail.

Questions?

#### **VIII Public Safety Act and other outside issues.**

Explain the Public Safety Act briefly. Cover deferred compensation changes in the law; its your money. Inactive accounts and payout decisions.

#### **IX Community Policing**

Community Policing can only work with an educated, professional force. The association works hard to maintain pay and working conditions that will attract the high caliber of people you will want to work with.

#### **X Encourage interest and involvement in PPA. It's only as strong and professional as we make it.**

The Association is US. We encourage newer officers to get involved.

Questions?