

DATE SUBMITTED 08/09/2023
 SUBMITTED BY Imperial Police Dept.
 DATE ACTION REQUIRED 08/16/2023

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

IMPERIAL CITY COUNCIL AGENDA ITEM

SUBJECT: DISCUSSION/ ACTION;
 APPROVAL OF (MOU) AGREEMENT BETWEEN POLICE SAFETY CADET PROGRAM AND IMPERIAL POLICE DEPARTMENT.

- ACCEPTANCE OF REINSTATING IMPERIAL POLICE DEPARTMENT YOUTH DEVELOPMENT PROGRAM.

DEPARTMENT INVOLVED: POLICE DEPARTMENT

BACKGROUND/SUMMARY:
 The Imperial Police Dept. has been in contact Public Safety Cadets (PSC) which is a newly form non-profit youth outreach program, tailored specifically for youth interested in law enforcement. (PSC) has created an education curriculum / skill building program that allows participating police agencies to work with youths within their communities, to include oversight responsibilities, equipment list, minimum activities and program insurance - both agency and cadets.
 The MOU has been reviewed and is recommended for approval (See attached backup info.)

FISCAL IMPACT:
Projected Reoccurring Cost:

\$20.00 Annual Registration - Police Agency
\$300.00 Annual Registration fee - \$15.00 per cadet
\$75.00 Annual Registration fee – (5) officers / mentors
 (All liability insurance included)
\$395.00

Funding: 01-210-5332 – Supplemental Fund - youth outreach programs (\$395.00)

FINANCE INITIALS DP

STAFF RECOMMENDATION:

DEPT. INITIALS RD

CITY MANAGER'S RECOMMENDATION:
approve

CM INITIALS OTM

MOTION:

SECONDED: APPROVED () REJECTED ()
 AYES: DISAPPROVED () DEFERRED ()
 NAYES:
 ABSENT: REFERRED TO:



IMPERIAL POLICE CADETS

Post 1904

Manual

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0100 PROGRAM AUTHORITY AND ORGANIZATION

0101 DEPARTMENT POLICY

The Imperial Police Cadet Program is an official program of the Imperial Police Department.

The Chief of the Imperial Police Department shall be the final authority on all matters pertaining to the operation procedures of the Police Cadet Program.

0102 GENERAL ORGANIZATION

The Cadet Post is organized into squads. The Captain, Lieutenant or their designee will make the squad assignments.

0103 POST OFFICERS

The following rank structure exists within the Post membership. **POST EXECUTIVE OFFICERS**

One Cadet is assigned to each of the following ranks and shall remain in that rank for a period of one year, unless terminated by resignation or suspension.

CAPTAIN: Highest rank in the Post organization. The Captain is responsible for the administration of the Post. The Captain will delegate administrative duties to the Post executive officers, as he or she sees fit. The Captain may issue orders to Cadets under his/her command. Only a Police Officer may give an order that supersedes the Captain's.

Lieutenant: Second Highest rank in the Post. The responsibilities include, but are not limited to, assisting the Post Captain in his/her duties and shall be considered in full command in the absence of the Captain. Duties of the Lieutenant will be designated by the Post Captain.

SQUAD OFFICERS

SQUAD SERGEANT: The Squad Sergeant is responsible for keeping Cadets in his/her squad well informed about meetings, upcoming details and other such duties as directed by the Executive Staff. It is the responsibility of the Sergeant to call each member of his/her squad at least once a week or as necessary in order to inform them about events and new procedures. The Squad Sergeant will be held accountable for:

Cadets who have not been informed of current events and procedures. It is also the responsibility of the Squad Sergeant to bring to the attention of the Executive Officers, changes in the status of the Cadets in his/her Squad.

SQUAD CORPORAL: The Squad Corporal has the responsibility of assuming the duties of the Squad Sergeant in his/her absence. Other duties will be directed by the Executive Officers and the Squad Sergeant.

BASIC LEVEL CADET: Upon successfully completing the 90-day probationary period, the Cadet candidate will become a Basic Level Cadet.

POLICE CADET CANDIDATE: Upon the acceptance of his/her application to the Imperial Police Cadets, the individual will be considered a probationary member until the completion of the 90-day probationary period. Police Cadet Candidates are required to successfully pass a screening process, to be set by the Post Advisors before becoming a Basic Level Cadet.

103.1 SELECTION PROCESS OF POST OFFICERS

To ensure a fair process in the selection of Post Officers, the procedures set forth below shall be followed. Any Cadet shall be considered eligible to apply for a position as Sergeant or Corporal provided he/she has a minimum of one-year membership in the Post. A Sergeant or Corporal may apply for the Rank of Lieutenant. A Lieutenant may apply for Captain.

Each applicant must submit, in writing, a resume and his/her reason for applying. The application will take no special form, but must be typed or computer generated. The successful completion of a written test may be a requirement for promotion. Applications must be submitted to the Senior Post Advisor by the previously published deadline.

The Senior Post Advisor will appoint a selection board to review applications and test scores, as well as an applicant's service records. The selection board will seek performance evaluations from each applicant's immediate supervisor within the Post.

Announcement of the candidates promoted will be made as soon as possible.

0103.2 REPLACEMENT OF POST OFFICERS

From time to time, it may be necessary to promote a Cadet to fill a vacant position. It will be the responsibility of the Post advisors to develop a process for the replacement of any vacant position.

0104 ADULT LEADERS

The Post maintains a group of police officers and civilian employees to serve as advisors to the Post's leadership.

0104.1 SENIOR POST ADVISOR

The Senior Post Advisor will be responsible for the activities of the Police Cadet Program and will coordinate all activities and be in compliance with the Imperial Police Department Directives. In addition, he/she will act as program liaison to the Public Safety Cadet and handle any inquiries or correspondence from agencies outside of the County Government. The Senior Post Advisor will be responsible for the content of Post meetings, training sessions, field activities and volunteer activities.

0104.2 ASSISTANT POST ADVISORS

The Assistant Post Advisors are to assist the Senior Post Advisor with his/her duties. He/she will also assume the duties of the Senior Post Advisor in his/her absence.

0105 DEPARTMENT REPRESENTATIVE

The Department of Police Management Representative will be the Office of the Chief.

0200 POST COMMAND AUTHORITY

0201 LINE OF CONTROL

Lines of control are established in conformity with the organization of the Department to:

- Permit delegation of authority
- Place responsibility
- Provide for supervision of the operation
- Provide for coordination of effort

0202 DELEGATION OF AUTHORITY

The Post Captain shall assume command during any Cadet function. In the absence of the Captain, command will revert to the Lieutenant, or the Captain may delegate such authority to a Senior Cadet, the Cadet-in-Charge for the detail only.

0203 CADET-IN-CHARGE

0203.1 CIC:

From time to time, it may be necessary to designate a Cadet to be in charge of a detail because of the absence on an Executive Post Officer. Whenever possible, the Cadet-In-Charge (CIC) should be designated by the Captain or his/her designee prior to the detail or event. At any event where an CIC has not been designated by the Post Executive Officers, the Advisor in Charge will designate a Cadet to act in the capacity of CIC.

0203.2 CIC DUTIES:

The CIC will be in complete command over all Cadets participating at that detail. All orders from the CIC will be obeyed to the same degree as those from an adult leader or Post Executive Officer. While the CIC is in command, he/she shall be responsible for taking attendance and notifying a Post Executive Officer of the attendance as well as reporting how the detail or event went.

0203.3 The CIC will act as a liaison for the Post Executive Officers at that detail.

0203.4 FAIRNESS:

The Cadet directed to act as CIC will make clear commands that are designed to achieve maximum efficiency. This authority shall be exercised with firmness and impartiality. Under no circumstances will personal attitudes influence decisions.

0204 CHAIN OF COMMAND AND RANK STRUCTURE FOR NON-RANKING CADETS

0204.1 The chain of command is to be respected at all times. Information and communication should move up and down through the chain of command.

0204.2 All Police Cadet Candidates, after completion of a 90-day probationary period, shall be designated as Basic Level Cadet.

0205 CONFLICT OF ORDERS

0205.1 In the event of a conflict of orders, the Cadet shall respectfully call such conflict to the attention of the Cadet or Advisor giving the order. Should the last person giving the order fail to resend the order, the order shall be carried out.

0205.2 The Cadet shall not be held responsible for disobedience of any former order or for and violation of the rules in obeying the last given order.

0206 SPECIAL COMMITTEES

From time to time, it will be necessary to establish a committee for the benefit of the Post. Examples include social committees, fundraising committees, etc. If the need arises for a committee, the Post Captain will appoint a committee leader. A date will be assigned to report the committee's findings to the Senior Post Advisor and the Post Captain.

0300 ELIGIBILITY

0301 AGE and Grade

The minimum age and grade requirement are:

- Student must be at least 14 years old and in the ninth grade.
- No person can participate in the Explorer program upon reaching the age of 21 years.

0302 STANDARDS

The following standards apply to all applicants for membership in the Cadet program:

- Be free of physical, emotional, or psychological defect that may cause injury to themselves or others while participating in the program.
- Be a resident of the City of Imperial.
- Be able to pass a background check.

- Be enrolled in an educational program with a minimum of a 2.0 GPA whenever grades are issued.
- Be of good character and reputation.

0303 SELECTION OF APPLICANTS

Applicants apply to the Post by attending the Cadet Open House and completing all Post membership application forms. In addition, Police Cadet Candidates will be required to complete a selection process that shall include a background investigation.

0304 APPLICATION PROCESS

0304.1 The membership packet must be completed before an applicant shall be considered.

- Membership Application
- Notice of Probationary Period
- Media Release
- Consent for the Release of Information
- Background Investigation
- General Release from Liability

0400 APPLICATION FEE

0400.1 All persons submitting an application for membership into the Post may be required to pay an Application Fee. The amount will be determined by the Post Advisors and it will be made known to the public.

0400.2 If a Cadet resigns or is dismissed from the Post, there will be no refund of the application fee.

0500 TRAINING

0501 Training courses will consist of lectures, demonstrations, and practical exercises.

0502 Specialized training will be developed, as the need exists, for Cadets who wish to gain additional expertise in various field areas.

0503 Prescribed training will be altered, during competition years, in order to prepare for the Cadet Academy or any other competitions.

0600 POST ACTIVITIES

0601 Post activities are divided into the following major areas:

- Job oriented
- Educational
- Social and Recreational

0602 JOB ORIENTED ACTIVITIES

0602.1 Job oriented activities are designed to familiarize Cadets with the nature and complexity of law enforcement. These activities are to be non-hazardous in nature and may include, but not limited to:

- Assisting with crowd and traffic control
- Assisting the Imperial Police with security at city events
- Assisting officers on patrol
- Assisting the Investigative Unit, Records and other divisions of the Imperial Police Department as requested.
- Providing community services to the public

0602.2 Cadets are assigned to activities on the basis of their training, abilities, experience, and maturity.

0603 RIDE-A-LONG PROGRAM

0603.1 All Cadets eligible to participate in the Ride-A-Long program must be approved by the Advisor in charge of the program.

0603.2 All Cadets must notify the designated adult advisor of their intent to go on a Ride-A-Long at least 24 hours prior to the scheduled ride.

0603.3 It is the policy of the Cadet Post that all Police Department and community requests for assistance will take precedence over the Ride-A-Long program.

0603.4 Responsibilities of Cadets on patrol duty:

- To ensure prompt appearance on scheduled days and assigned details
- Appear in proper uniform, grooming consistent with the Cadet rules and regulations
- Present him/herself in a professional manner
- Obey all orders and directives of the supervising officer

0604 DETAILS

0604.1 All requests for service, from the Department or civic organizations, are considered a primary obligation of Post 1904.

0604.2 Any Cadet failing to appear for a detail will be subject to severe disciplinary action.

0605 ACTIVITY SHEETS

0605.1 Each Cadet is to maintain an activity sheet of the number of hours that he/she has contributed to the city and to the Department. This activity sheet is to be turned in at the end of each month to the designated Cadet.

0606 USE OF COMMUNICATIONS EQUIPMENT AT POST ACTIVITIES

0606.1 Police Cadets are not to use city communication equipment for personal, social, or unofficial purposes.

0606.2 Portable radios may not be removed from their charging stations without permission from an Advisor.

0606.3 Rules for use of communication equipment will be set out by the Post Advisors.

0607 WEEKLY MEETINGS

0607.1 Post meetings will begin promptly at 1830 hours with formation and roll call. A portion of the Post meeting will be devoted to training. No guests are permitted into Cadet meetings without prior authorization. The Post Captain will establish a standard schedule for weekly meetings.

0608 SOCIAL AND RECREATIONAL ACTIVITIES

These activities will be developed and carried out by the Cadets with the knowledge and permission of the adult advisors.

0700 USE AND OPERATION OF VEHICLES

0701 Police Cadets driving any type of vehicle, while in full uniform, shall not violate any traffic law. Cadets will set a good example for other drivers.

0702 Police Cadets shall not drive any city owned vehicle, unless in an extreme emergency. Cadets may drive a city vehicle only upon approval of an Officer in charge and then only in compliance with the regulations set forth by the City and the Imperial Police Department.

0703 In the event of an accident or damage to any city or privately owned vehicle being operated in the service of the city, on the way to or on the way home from a Cadet detail, said operator will:

- Remain at the scene until a police report is taken by the local and proper jurisdictional agency
- Promptly notify his/her supervising officer or Senior Post Advisor
- Promptly prepare the necessary department forms as instructed.

0800 STANDARD POLICE CADET UNIFORM

0801 ISSUED ITEMS

The standard uniform, as described below, will be issued to both male and female Cadets. It shall consist of the following items:

- Badge (according to Post policy)
- Uniform (shirt, pants, boots, belt) and Patches
- Citation pins/ Ribbons

- Equipment (Duty belt, flash light pouch, handcuffs, handcuff pouch, radio pouch, keepers)

0802 OPTIONAL ITEMS

0802.1 All pins must be approved by an Advisor prior to it being placed on the uniform. Not more than one item can be worn above the nameplate with the exception of the ribbons earned by that Cadet.

0802.2 Police Cadets may carry a flashlight and medical pouch on their uniform.

0803 Absolutely no slapjacks, batons, or weapons of any type are to be worn to any Cadet function. Cadets are not police officers.

0803.1 Cadets should not have, in their possession, any knife that is: (A) more than four inches in length open or closed, (B) is equipped with a locking blade, or (C) violates any law. ANY Cadet found in possession of a knife that violates this rule shall be given a written notice of such violation on the first offense. This notice shall be a permanent part of that Cadet's record. Any subsequent violations shall result in that Cadet being dismissed from the Post.

Multi-tools such as leather men are exempt.

0804 PURCHASE OF UNIFORM/EQUIPMENT

1 Cadet uniform and duty belt will be issued to each Cadet by the Imperial Police Department.

0805 RETENTION OF THE UNIFORM/EQUIPMENT

0805.1 Any and all articles of clothing or equipment issued by the Department to a Cadet remain the property of the Imperial Police Department. Upon separation from the Cadet Post, for any reason whatsoever, each Cadet shall promptly return issued items.

0805.2 Any and all Cadet property may be retained by the Post as the result of disciplinary action.

0805.3 Failure to comply with this section may constitute a violation of the State Criminal Code.

0806 MAINTENANCE OF UNIFORMS

0806.1 Cadets are expected to maintain their uniforms in clean condition and in good repair.

0807 UNIFORM REGULATIONS

0807.1 Uniforms must be worn in their entirety. The partial wearing of a uniform presents a poor image; therefore, it is strictly prohibited.

0807.2 Uniforms will be worn for official functions such as training sessions, details, patrol functions, meetings, or any occasion when authorized by a Post advisor or the Post Captain.

0807.3 The wearing of a duty jacket when not in uniform is prohibited.

0807.4 Uniforms shall only be worn to approved activities.

0807.5 No Cadet will carry a badge wallet on or off duty.

0807.6 Under no circumstances will any Cadet carry pepper/OC spray of any kind on his/her person.

0808 INSPECTIONS

It is important to present a neat appearance at all times. To gain compliance with this, informal inspections may be held at any time.

0808.1 Advanced notice will be given prior to a formal inspection. Cadets failing the formal inspection will receive a written warning. The warning will remain in the Cadet's file for a period of one (1) year. Informal inspections may be held at any time and written warnings will not be issued.

0808.2 Cadets wishing to appeal a failed inspection must do so before the close of the meeting by bringing your request to the attention of a Post Executive Officer.

0809 BODY ARMOR

0809.1 All Explorers participating in a Ride-A-Long will be required to wear an armored vest for the duration of the shift.

0809.2 The vest will be worn under the uniform shirt. Every attempt will be made to conceal the vest under the shirt.

0809.3 Every Explorer (Basic or Advanced) who participates in the Ride-A-Long program will be required to sign out a vest at the meeting prior to the scheduled ride.

0809.4 All vests must be returned by the first scheduled meeting after the ride. The process must be repeated for EACH Ride-A-Long.

0809.5 Vests not returned in a timely manner will result in the suspension of Ride-A-Long privileges.

0809.6 Once a vest has been signed out by a Cadet, that Cadet is responsible for the vest until it is returned. Cadets will be required to replace the vest if it is lost or stolen.

0900 CONDUCT AND DISCIPLINE

0901 GENERAL BEHAVIOR

A Police Cadet will not act or behave privately or officially in a manner as to bring discredit upon his/herself or this Department. Members will not violate and federal Statute, State Law or Local Ordinance.

0902 CONFORMANCE WITH DEAPRTMENTAL POLICY AND PROCEDURE

It is the responsibility of every Cadet to become familiar with and conform to the policies and procedures of this Department.

0903 INFRACTIONS

All infractions, minor or serious will be brought to the attention of the Senior Post Advisor through the chain of command.

0904 DISCIPLINARY ACTION, WARNINGS, AND DISMISSAL

0904.1 Police Cadets who violate any rules, regulations or policies of the Police Cadet manual will be subject to discipline.

0904.2 The Senior Post Advisor will have full discretion over all disciplinary action.

0904.3 MISSED DETAILS

Cadets who fail to attend details or Post activities, for which they are scheduled, will be disciplined.

0904.4 INCARCERABLE OFFENSES

The Post Disciplinary Advisor or the Explorer Disciplinary Board may set disciplinary action for incarcerable offenses in the following manner:

First offense: The first offense will result in immediate dismissal from the Post.

1000 PERFORMANCE OF DUTY and ETHICS

1001 GENERAL CONDUCT

While on duty, all Police Cadets will be governed by the following:

It is important that Cadets display courtesy at all times. This is especially true when in public and conversing with citizens. Cadets should refer to people by rank or title and address them by : Sir” or “Ma’am”.

Cadets will direct and coordinate their actions in a manner that will establish and maintain the highest standards of efficiency.

1001.1 Cadets will not disregard any reasonable order from a superior officer or display disrespectful attitude, improper language, or verbal threats towards any officer, any Cadet or any citizen.

1002 ATTENDANCE

1002.1 A Police Cadet will be absent only with proper notification to their immediate supervisor. Notification will be made in a timely manner (at least two hours prior to reporting for duty). Exceptions will be made in the event of sickness, injury, or if the Police Cadet's immediate family keeps him/her from reporting for duty.

Cadets will be punctual in reporting for duty at the time and place designated by the Post Officer or the Post Advisor. Habitual failure to report promptly at the specified time and place will be deemed neglect of duty. This includes all Post meetings.

1002.2 Tardy is defined as being a minimum of five minutes or more late for a Post meeting or detail. Two unexcused tardy will count as an absence.

In the event that the Post provides transportation, Cadets who arrive late as a result of that transportation will be excused.

1002.3 It is the responsibility of the Cadet arriving late to alert his/her immediate supervisor so they will not be counted as absent.

1003 ACCEPTANCE OF BRIBES, REWARDS, LOANS, GIFTS, FAVORS

1003.1 A police Cadet will not accept a bribe or engage in any act of extortion. A Cadet will not use any unlawful means of obtaining money or property through his/her position with this Department's program.

1003.2 A Cadet will not accept, either directly or indirectly, a gratuity, fee, loan, reward or gift of any kind from persons through his/her position with this Department's program.

1003.3 Any Cadet who violates section 1003 will be subject to severe discipline. Immediate dismissal may be considered for infractions of section 1003.

1004 CONDUCT TOWARDS OTHERS

1004.1 Cadets will conduct themselves in a manner that will foster the greatest harmony and cooperation between themselves and the units of the Department, as well as the public. At no time shall a Police Cadet use coarse, profane or insulting language, nor will a Cadet use uncomplimentary or threatening terms of speech towards any individual.

1004.2 At no time will any Cadet make a false statements or claims to any individual.

1005 COURTESY – CEREMONIAL – PATRIOTIC

1005.1 Police Cadets representing the Department as escorts or guards of honor will wear the full official uniform. The uniform will be exceptionally neat, clean and overall well maintained.

1005.2 On approach of the flag of the United States of America, uniformed Police Cadets shall face the flag and render a military salute. Cadets in civilian clothes shall stand; if wearing a cap or hat, it should be removed.

1006 DISORDERLY CONDUCT

Police Cadets will not be disorderly or intoxicated at any time, nor will they consume any alcoholic beverage while on duty, or while wearing any part of the uniform. This includes any off duty wear.

Any Cadet taking a prescription drug that could affect his/her performance or attitude should give proper notification in writing to a Post Executive Officer or Post Advisor.

1007 INCOMPETENCE

Police Cadets may be deemed incompetent and subject to disciplinary action for the following reasons:

- Display reluctance to properly perform their duties as assigned.
- Act in a manner that brings discredit to themselves or the Department.
- Fail to assume responsibility or exercise diligence, intelligence and interest in the pursuit of their duties.
- Violate Department policy, rules and regulations.

1008 PERSONAL APPEARANCE

1008.1 Police Cadets will make every effort to present a neat and clean appearance. Hair should conform to Departmental standards.

1008.2 Official uniforms shall always be kept as neat as possible. Leather accessories will be kept dry and clean and metal parts will be shined and serviceable. The Post uniform shall be worn either completely or not at all.

1008.3 Cadets are subject to periodic inspections to ensure proper maintenance of their uniforms.

1008.4 While on duty, Police Cadets may only wear chains or necklaces, which are not visible above the uniform.

1008.6 Police Cadets will bring with them P/T clothes to every regularly scheduled meeting.

1009 STANDARDS FOR MALE CADETS

- Absolutely no body piercings, that includes earrings.
- An engagement ring and/or wedding band or class ring is acceptable jewelry that can be worn with the uniform. Any other jewelry must be cleared through the Post Executive Officers via the chain on command.
- Hair: Must be neatly groomed at all times and must not extend beyond the mid-point of the ear or below the back of the shirt collar.

- Sideburns must be neatly kept at all times.
- Sideburns may extend only to the lowest point of the ear lobe.
- Facial Hair: Face must be neatly shaven.
- A mustache is permitted as long as it is neatly kept and does not extend below the upper lip.

1010 STANDARD FOR FEMALE CADETS

- Females are allowed to wear small stud earrings.
- An engagement ring and/or wedding band or class ring is acceptable jewelry worn with the uniform. Any other jewelry must be cleared through the Post Executive Officers via the chain of command.
- Hair: Long hair must be kept in a neat fashion off of the collar. Short hair must not extend beyond the collar in the rear. Only black or blue fasteners may be worn.

1011 RECOMMENDING LAWYERS OR BONDS PERSONS

Cadets will not recommend or suggest the name or employment of any person, firm or corporation to act as an attorney, counsel or bonds person.

1012 SLEEPING ON DUTY

A Police Cadet will not sleep while on duty unless authorized to do so.

1013 SMOKING

Police Cadets will not smoke while on duty. Any Cadet caught smoking while on duty or in uniform will receive severe disciplinary action. This includes smoking on breaks at Cadet meetings.

1014 USE OF CONTROLLED SUBSTANCES

A Police Cadet will not use, sell, possess or manufacture any controlled or dangerous substance unless properly prescribed by a physician. Cadets will not report for duty while under a physician's care and influence of such drugs unless they have received permission from the Post Captain or Senior Post Advisor.

1015 ELIGIBILITY FOR MEMBERSHIP BASED ON ACADEMIC STANDARDS

A Police Cadet's academic standing will take precedence over membership in this organization. A Cadet's academic status is subject to review at any time.

1016 HARASSMENT IS A FORM OF DISCRIMINATION

Harassment or discrimination, in any form, that is based on race, color, national origin, religion, sex, sexual orientation or any other basis is in violation of the Police Department and the Cadet program.

1017 SEXUAL HARASSMENT

1017.1 Sexual harassment on the basis of sex is a violation of Federal, State and County law. It is the policy of the Imperial Police Department and this Cadet Post that Sexual harassment will not be condoned. Sexual harassment is an infringement of an individual's right to function in an environment free from unwanted sexual attention and sexual pressure of any kind. Sexual harassment has occurred any time a feeling that sexual threat or harm has been brought upon another person.

1017.2 Sexual harassment can come from a person of either sex against a person of the opposite or same sex. This applies to peers or the public as well as supervisors and subordinates.

1018.3 Sexual harassment includes but is not limited to:

- Privately or publicly made suggestions of or for sexual behavior
- Displaying of private parts of the body
- Suggestive motions, movements or statements
- Gratuitous flirting
- Dirty jokes
- Unwanted touching
- Sexual comments about any Explorer, either verbally, written, texted or sent on social media.

1100 EVIDENCE AND PROPERTY

1101 EVIDENCE

1101.1 Police Cadets shall not fabricate, withhold or destroy evidence of any kind.

1101.2 Police Cadets shall deliver, to the proper custodian, any monies or other property not his own which comes into his possession.

1102 PROPERTY DAMAGE

Police Cadets shall promptly submit a written report of any damage to County or personal property resulting from the execution of their official duties or responsibilities.

1103 RETURN OF CITY PROPERTY

1103.1 When a Police Cadet is suspended, resigns or is separated from the Police Cadet program, for any reason whatsoever, he/she shall return all City property in his possession to Post Executive Officers or an Advisor.

1200 INFORMATION, INVESTIGATIONS AND RECORDS

1201 REPORTING INFORMATION

1201.1 A Police Cadet shall properly report any information given to him/her in good faith that might indicate the need for action by the Department.

1201.2 A Police Cadet has no police power; therefore, he/she shall not actively seek out violations of the law, unless directed to do so.

1202 PERSONAL INFORMATION

A Police Cadet shall provide the Department or Post with his/her correct name, home and e-mail address, telephone numbers and the name of a person to be notified in case of an emergency. The Cadet shall be responsible for keeping his/her District Sergeant informed of any changes.

1203 CONFIDENTIAL INFORMATION

The official business of the Department is confidential. Cadets shall only discuss or give official information for the following reasons:

- To persons for whom the information is intended
- As directed by their supervisors
- Under due process of the law

1204 INVESTIGATIONS

Incident investigations shall be conducted in an impartial and objective manner. The purpose is to disclose and report all facts relevant to the matter, whether or not such may be favorable to the individual.

1204.1 If requested to make a statement in the course of an official departmental investigation, Police Cadets will not make false statements when questioned or interviewed or in reports submitted.

1205 RECORDS

1205.1 Police Cadets shall not remove any official record of the Department except as directed by their supervisor or under due process of law.

1205.2 Cadets shall not make false official records. They shall not knowingly or willingly enter or cause to enter into any Department book, record or reports any inaccurate, false or improper Police information or material matter.

1300 PUBLIC RELATIONS AND INFORMATION REQUESTS

1301 GENERAL CONDUCT

To facilitate accomplishment of the Department's objectives, each member shall strive to gain public support and win friendly citizen cooperation in Departmental programs and procedures. The attitude of each member shall be one of service and courtesy, but not of servility and or softness. In nonrestrictive

situations, the Police Cadet should be pleasant and personable. On occasion and when firmness is called for, The Cadet will make every attempt to avoid the appearance of rudeness.

1302 PUBLIC APPEARANCES - WRITING

When identified as a Police Cadet of this Department, members (unless authorized to do so by the Chief of Police, through the Senior Post Advisor), shall not:

- Address a public gathering
- Appear on radio or television programs
- Write articles or manuscripts for publication
- Discuss any event, policy, Post or Department information with members of the press

1303 COMPLAINTS AND INFORMATION

Police Cadets receiving inquiries from the public concerning complaints and information shall, refer the person to the appropriate Police Department or Senior Post Advisor. Cadets shall be courteous in their reply and whenever possible, thereafter, notify the Senior Post Advisor. This does not preclude assistance of Cadets who are present when an emergency occurs.

1304 ASSISTANCE REQUESTS

Police Cadets shall not respond to the location on any emergency operations, disaster, police call, etc., unless specifically ordered to do so by an authorized person of this Department. If so ordered to, the Police Cadet shall immediately or as soon as possible thereafter, notify the Senior Post Advisor. This does not preclude assistance of Cadets who are present when an emergency occurs.

1305 SEARCH AND RESCUE

Cadets shall not initiate search and rescue operations without full consent and approval of the Department unless information or observation indicates the necessity for immediate action. In these instances, Cadets shall act in the best interest of the victim and shall advise the Department and the Senior Post Advisor, as soon as possible.

Imperial Police Department

Cadet Post 1904

Warning Notice I

Date: _____

Cadet: _____

According to our Post Rules and Regulations, you have been found to be in violation of

Section _____; additionally, in accordance with the rules and regulations of this

Post, this letter will be placed in your Post file for one year from the above date.

**** This form must be combined with a disciplinary action follow up****

Explanation of conduct

District Sergeant / Corporal's Signature: _____

Supervisor's Signature: _____

Post Disciplinary Advisor's Signature: _____

Imperial Police Department

Cadet Post 1904

Warning Notice II

Date: _____

Cadet: _____

According to our Post rules and regulations, you have been found or have been found or have admitted to be in violation of Section _____. As this is the second infraction of the Post rules and regulations, you are either ineligible for rank for the upcoming year; or if you currently possess rank, you are now officially relieved of such rank.

****This form must be combined with a disciplinary action follow up****

Explanation of conduct

District Sergeant / Corporal's Signature: _____

Supervisor's Signature: _____

Post Disciplinary Advisor's Signature: _____

IMPERIAL POLICE DEPARTMENT

Cadet POST 1904

DISCIPLINARY ACTION FOLLOW UP

Cadet in violation: _____ ID# _____

Date of violation: _____

Date of conference: _____

Section of violation: _____

Description of violation: _____

Cadet's explanation: _____

Action taken:

_____ Conference with Cadet

_____ Suspension of Cadet Rank

_____ Demotion Demoted to: _____

_____ Suspension of Cadet (amount of time _____)

_____ Dismissal of Cadet

_____ Other

Cadet Signature: _____

Administrative Cadet Officer: _____

Post Disciplinary Advisor: _____

**MEMORANDUM OF UNDERSTANDING
BETWEEN
PUBLIC SAFETY CADETS
AND THE
IMPERIAL, CALIFORNIA POLICE DEPARTMENT
REGARDING
A PROGRAM TO EDUCATE AND MENTOR YOUTH**

1. **PARTIES.** The following Parties hereby enter into this Memorandum of Understanding (MOU): Public Safety Cadets (PSC), a Commonwealth of Virginia Nonstock, Nonprofit, Corporation and the following named agency/organization:

Imperial, California Police Department

2. **BACKGROUND.** PSC was established as a nonprofit corporation on September 11, 2018 to mentor young adults in order to help them become contributing members of the community by providing knowledge, skills and practical experiences through education and training delivered in the workplace by public safety professionals that build character, physical fitness, and respect for the rule of law and human and civil rights.

3. **PURPOSE.** The purpose of this MOU is to document the conditions for participating in the program and events operated and maintained by Public Safety Cadets in order to establish a mutually beneficial relationship by the Parties to foster a greater understanding between youth and the public safety organizations within their community through the use of PSC programs and resources.

4. **RESPONSIBILITIES.**

A. **Public Safety Cadets:** Is responsible for:

1. Providing outreach, support, service, structure, governance, guidance and standard operating procedures to assist the participating agency/organization succeed in their use of the PSC program.
2. Obtaining general liability and supplemental accident medical insurance to cover all registered participants in their official and individual capacities against personal liability judgements arising from official Public Safety Cadet activities. Coverage details are available on the PSC website or by request.
3. Providing education and training to adult Mentors and volunteers to include Public Safety Cadets Youth Safety and Abuse Prevention Training.

4. Organizing national and regional PSC events, to include conferences, competitions, leadership academies, career fairs and instructional seminars.
5. Providing a library of resources to help implement, manage and grow a PSC unit successfully.
6. Seeking and promoting scholarship opportunities for PSC youth participants.
7. Establishing proficiency and special awards for recognition of achievement.
8. Seeking academic credits for community service by PSC participants.
9. Promoting the establishment of a recruiting pipeline and pathways for employment with public safety organizations.
10. Promoting the PSC organization and its goals nationally.

B. Participating Agency/Organization: Is responsible for:

1. Designating an adult member of the agency/organization to act as the lead Mentor who will work directly with a registered unit. Each unit will be led by a designated adult Mentor. Other adult mentors may be designated or participate as volunteers with registered units as determined by the participating agency/organization.
2. Conducting screening to assure that only adults found suitable for mentoring young adults are allowed to participate in the PSC program. Screening will include criminal history; motor vehicle operation certification and credit worthiness as may be applicable to the position within the PSC unit.
3. Assuring that each adult and youth participant is properly registered with the PSC organization.
4. Ensuring that a minimum of two adult Mentors are present during all meetings, training sessions, events and activities with Cadets to provide a "Two-Deep" supervisory environment at all times.
5. Assuring all adults participating in the PSC program complete the required Public Safety Cadets Youth Safety and Abuse Prevention Training within the specified time period.
6. Providing facilities adequate for program participants to assemble, hold meetings and associated training on a regular basis with time and place reserved.
7. Abiding by the PSC Standard Operating Procedures (SOP) as posted on the PSC website. The SOP may be updated from time to time, with notice to Participating Agency/Organization at the Point of Contact identified in Addendum A hereto, to provide timely and pertinent program guidance. The participating agency/organization may add more stringent requirements to unit SOPs, but may not dilute them as to impair the intent therein.
8. Participating in periodic self-assessments and program reviews with Public Safety Cadets to assure that mutual goals and expectations are being met.
9. Sharing, as practicable, information, metrics and associated data on PSC program participants that achieve employment in public safety professions.

5. **POINTS OF CONTACT.** All Parties will designate a Point of Contact (POC) who will be familiar with the provisions of this MOU and will be available during customary business hours or as practicable. The head of the agency/organization, or their authorized designee, will designate a Lead Mentor for each registered unit. The POC may also be the same as the Lead Mentor. Contact information for the POC and designated Lead Mentor and any additional designated Mentors are set forth in Addendum A.
6. **LIMITATIONS OF LIABILITY.** PSC shall not be liable for participating agency/organization's acts or omissions, including participating agency/organization's failure to abide by the responsibilities in this MOU. The Participating Agency/Organization shall not be liable for PSC's acts or omissions, including PSC's failure to abide by the responsibilities in this MOU. Except as otherwise provided herein, if both PSC and the Participating Agency/Organization are liable for any claims, damages or attorney fees arising from any negligent or illegal acts or omissions taken in connection to this MOU, then PSC and Participating Agency/Organization shall be liable for the portion of the claims, damages and attorney fees that arise from the negligent or illegal acts of that party as determined by the court adjudicating the matter or as agreed in any settlement. Nothing in this MOU waives or alters the Participating Agency/Organization's entitlement to governmental immunity pursuant to applicable law.
7. **INTELLECTUAL PROPERTY.** Either Party may use the other Party's name, logo, materials, and other data or materials as may be provided in connection with this MOU, pursuant to PSC's Standard Operating Procedures and/or other direction given by the disclosing Party.
8. **NO OBLIGATION OF FUNDS.** This MOU is not an obligation or commitment of funds, nor a basis for transfer of funds. Unless otherwise agreed in writing, each Party shall bear its own costs in relation to this MOU. Expenditures by each Party will be subject to budgetary processes and availability of funds and resources pursuant to applicable laws, regulations, and policies. Unit and Individual Registration Fees will be established and communicated by PSC in the year preceding collection.
9. **EQUIPMENT.** The Parties will use their own equipment and personnel to complete their portion of this MOU.
10. **REPORTING REQUIREMENTS.** The Parties agree to cooperate in meeting any reporting requirements and will coordinate with each other before responding to any such requirements.
11. **SETTLEMENT OF DISPUTES.** Disagreements between or among the Parties arising under or related to this MOU will be resolved only by consultation between or among the Parties.
12. **OTHER PROVISIONS.** This MOU is not intended to conflict with current laws or regulations applicable to the Parties. If any term of this MOU is inconsistent with such authority, then the term shall be invalid, but the remaining terms and conditions of this

MOU shall remain in full force and effect.

13. **CHANGE IN MANAGEMENT.** Should the head of agency/organization change, this MOU may be terminated early, or reissued bearing the name and signature of the new agency/organization head, or their authorized designee, as soon as practicable. The terms of this MOU will remain in effect until the reissued MOU is completed and the participating agency/organization remains registered in good standing.

14. **EFFECTIVE DATE.** The terms of this MOU will become effective on the date on which it is signed by all Parties. The MOU may be signed in counterparts.

15. **PERIODIC REVIEW.** The POCs designated by the Parties pursuant to this MOU may meet periodically or at the request of any Party to discuss and review the implementation of this MOU. Failure of the Parties to conduct periodic reviews will not result in the termination of activities provided for under this MOU.

16. **AMENDMENT.** This MOU may be amended at any time by the mutual written consent of the Parties. Modification within the scope of this MOU shall be made by the issuance of a fully executed addendum prior to any changes in responsibilities being performed. Addendum A may be modified by the written consent of the Parties.

17. **TERMINATION.** The terms of this MOU, as it may be amended, will remain in effect while the participating agency/organization remains registered annually in good standing with Public Safety Cadets. Either Party may terminate this MOU immediately upon written notice for a breach by the other Party that remains uncured after reasonable notice. Either organization may terminate its participation in this MOU upon at least 30 days prior written notice. In the event of termination, each Party will continue with full participation up to the effective date of termination.

18. **NO PRIVATE RIGHTS.** This MOU is not intended, and should not be construed, to create any right or benefit, substantive or procedural, enforceable at law or otherwise by any third party against the Parties, their parent or component agencies, or the officers, employees, agents or other associated personnel thereof.

The foregoing represents the understanding reached by the Parties.

[Signature Page To Follow]

APPROVED BY:

Signature of agency/organization head or designee _____
Date
Michael Crankshaw / Interim Chief of Police

Printed Name/Title of agency/organization head or designee
Public Safety Cadets by: _____
in his capacity as president
of Public Safety Cadets _____
Date

Signature on behalf of Public Safety Cadets
David Constantineau - President

Printed Name/Title of Public Safety Cadets Representative

ADDENDUM A

POINTS OF CONTACT

A. David Constantineau will serve as the primary POC for Public Safety Cadets. He may be contacted at: dconstantineau@publicsafetycadets.org or by calling the national office at: 703-717-8168.

B. _____ has been designated as the primary POC for the above-named agency/organization and may be contacted at: (please provide Title, Email, and telephone contact information here)

_____.

C. _____ has been designated as a Lead Mentor of a registered unit for the above-named agency/organization and may be contacted at: (please provide Title, Email and telephone contact information here)

_____.

D. Additional designated agency/organization Mentors (if any) are identified below:

Name, Title, Email and telephone contact

Name, Title, Email and telephone contact

Name, Title, Email and telephone contact

Name, Title, Email and telephone contact

(Add additional pages as necessary)

Michael Crankshaw

From: Carmen Fierro
Sent: Saturday, July 8, 2023 7:11 AM
To: Michael Crankshaw
Subject: Public Safety Cadet program
Attachments: 2023 Certificate of Insurance.pdf; Agreement & Waiver Form.docx 15Sep2020.pdf; PSC FAQs 2022.pdf; PSC_SOP_17Oct2022.pdf; PSC_Trifold_Brochure_27September2018 (1).pdf; Starting a PSC Unit in your Agency.pdf; ImperialCA_PD_draft_MOU_7Jul2023.docx

Good morning Chief! This email contains more information about the Public Safety Cadet organization which would be the alternative to the Boys Scouts of America. Getting insured through PSC would be much cheaper. I made contact with PSC and they sent me a copy of their MOU (attached) below. The representative said that if we want to move forward with their organization, we need to sign the MOU and send it back to them so we could get started with mentor and cadet enrollment. Sorry, I know it's a lot of information provided and you're a busy man 😊 Let me know if you have any questions or concerns. Once again, thank you for the opportunity and thank you for trusting me with this task.

Sent from my iPhone

sent from my iPhone

Begin forwarded message:

From: Public Safety Cadets <info@publicsafetycadets.org>
Date: July 7, 2023 at 12:39:17 PM PDT
To: Carmen Fierro <CFierro@cityofimperial.org>
Subject: Thank you for your Inquiry
Reply-To: info@publicsafetycadets.org

Orientation Memorandum.

CAUTION: This email originated from outside the City of Imperial. **Do not click links or open attachments** unless you recognize the sender and know the content is safe.

Good day Officer Fierro,

Thank you for your phone call this afternoon. Public Safety Cadets look forward to working with you and the Imperial Police Department to serve the youth of your community. Please feel free to contact us after you have had the opportunity to review the information contained here and discussion with Interim Chief Crankshaw and his command staff.

Public Safety Cadets (PSC) is a totally new, non-profit organization established in 2018 to fill an increasing gap in communities across our nation. PSC was founded and is managed by active or retired law enforcement officers and public safety industry leaders to prepare young adults for careers and leadership in the public safety profession while creating a recruiting pipeline for agency partners.

The PSC program is more relevant now than when it was created five years ago. We are excited that the program continues to expand as agencies look for a dynamic youth outreach program with cost efficiencies. Since we opened registration four years ago there are now over 300 units in 37 states and growing. More information is available on our website: www.PublicSafetyCadets.org.

PSC differs from Law Enforcement Exploring in several respects. First, PSC was founded and is managed by active and retired law enforcement executives and public safety industry professionals to fill an increasing gap in the community. We understand the culture, sacrifice, devotion, and challenges of our unique profession. That experience and knowledge helps to establish and maintain professional bonds and support to you, your agency, and the youth in your community. Please review the resumes of the members of our Board of Directors and Advisory Board posted on the PSC website. We have many years of experience in law enforcement leadership and program

development with a focus on youth programs and major events. For over thirty years, the national LEE conference was planned and staffed by current PSC BOD members.

PSC will never ask you to conduct fund raising on our behalf. No door-to-door sales of confections or tickets to entertainment extravaganzas. The money you raise in your Unit, stays in your Unit. PSC registration fees are much lower than those of LFL while providing General Liability and Supplemental Accident Insurance with higher levels of coverage.

PSC actively works with our partner agencies to formalize recognition of successful Cadet experience to seek scholastic credit as well as non-competitive appointment to entry level sworn positions, in some cases at a step higher in pay. The Fairfax County Police Department recently adopted this approach as policy regarding members of their Public Safety Cadet Units.

PSC is focused on providing program and support to units at minimal cost by leveraging our participant numbers, national presence, and ability to seek funding from both public, private, and philanthropic sources and direct their use to offset program costs. PSC offers discounted pricing on public safety items that youth and units may need locally through group pricing.

State and Regional Associations are encouraged to partner with Public Safety Cadets. Several states have already amended their By-Laws and changed their name without changing their acronym to include membership of PSC partnering agencies.

It is our goal to foster better conversations and interactions between "Cops and Kids". PSC wants to help young people, ages 14 through 20, to see Public Safety as an appealing career choice through participation in the immersive program experience as Cadets. The Public Safety Cadets program emphasizes education, physical fitness, practical training, character, and leadership development while actively creating a recruiting pipeline for your agency.

That pipeline benefits your agency as much as it does the Cadets. A Department of Justice report on law enforcement hiring challenges concluded that:

Millennials, and now the first members of Generation Z, dominate the entry-level applicant pool. They represent the bulk of the individuals that police agencies must recruit and hire for years to come... many of today's young people do not envision spending their entire lives in a single career, much less a single job...agencies that recognize and embrace change will be on track to maintain their numbers while also filling their ranks with the types of officers that are best suited for the challenges of 21st century policing.

The Public Safety Cadets program seeks to help you meet these challenges, and importantly, to do so in a manner that does not strain limited financial resources. PSC registration fees for both agencies and cadets are minimal. Law enforcement leaders have told us that the cost of outreach programs has always been a struggle. However, with the high-level of involvement our leadership has in the industry, and through our funding efforts, PSC is dedicated to minimizing or eliminating that obstacle.

The Public Safety Cadets Program is intended to provide young adults with an educational and practical orientation into the public safety profession. For Cadets to have the type of quality experience that will permit them to better understand and appreciate the law enforcement sector, and to facilitate their acceptance by law enforcement personnel, we feel it is essential that Cadets undergo some form of a basic training program followed by periodic in-service training sessions. In many instances, school districts and colleges will grant academic credit for completion of a comprehensive basic training course.

PSC has partnered with the Law and Public Safety Education Network (LAPSEN), a non-profit organization, to standardize the training curriculum for broad acceptance across the profession and gain scholastic credits for participation in our program. PSC also facilitates scholarship opportunities for our participants.

The registration process to partner with PSC commences with the completion of a Memorandum of Understanding (MOU) between the agency/organization head (Sheriff Hill) and PSC (see attached draft). The MOU contains the name of the agency designated Point of Contact (POC), Lead Mentor and other designated Mentors that will provide assistance as applicable along with their contact information. Once the completed MOU is uploaded through the Mentor registration process or emailed directly to us, PSC will review and get back to you within two-three days. You may merely email a signed .pdf copy to: info@publicsafetycadets.org.

When the MOU, POC and Lead Mentor(s) are approved, an email is automatically generated to confirm acceptance and provide instructions to begin registering your Cadets (youth participants) through the PSC website.

There is no minimum number of Cadets required to establish a PSC Unit. There is a requirement of at least two agency designated/approved Mentors to be present at all meetings, activities, and events with Cadets ("Two-Deep" coverage). We do not accept emailed or hard copies of Cadet information; you must complete registration of all

Mentors and Cadets on the PSC website. You will be prompted to upload a .pdf file containing each Cadet's *Agreement and Legal Waiver Form* (see attached).

You may select your unit number, up to four digits at the time of registration that may be of significance to you and your community. We ask that you provide 3 unit numbers, in order of desire, in the event that your first choice is no longer available.

The registration fees to partner with Public Safety Cadets are \$20 per Unit and \$15 per individual (Youth or Adult). PSC does not pro-rate fees during the activity year (January 1 thru December 31). PSC will not raise fees in the foreseeable future. Should PSC find it necessary to do so, we will provide notice at least one year in advance knowing the impact to your budget formulation. No surprises. You may provide payment of registration fees by check, or credit card via the PSC website or request invoice for governmental purchase order.

To help establish branding with PSC in your agency, PSC provides a fully embroidered 4" emblem suitable for use on uniform shirts, jackets, and blouses to each registered member (both youth and adult) at no cost. PSC also offers custom made embroidery (patches, polos, T-shirts, ballcaps) at reduced pricing direct from our manufacturers.

Public Safety Cadets includes general liability and supplemental accidental death, medical expense & travel insurance with the \$15 individual registration fee. (See attached Certificate of Insurance).

PSC is working with our insurance provider to increase the General Liability coverage at no additional cost to you, as follows:

- Recently added a \$3M umbrella to the General Liability coverage raising the annual aggregate to \$5M.
- Current liability coverage allows gatherings of up to 500 Public Safety Cadets members for combined academies, competitions, or meetings at no additional cost.
- PSC will cover any additional premiums for national conferences, competitions, and the leadership academy.
- Intend to increase Sexual Assault and Molestation coverage from \$100K/\$300K aggregate to \$1M.

We are revising our Standard Operating Procedures (SOP) to provide more detailed policy guidance for program operations. This process included Mentor review and comment prior to implementation. (Currently being finalized). I have attached a copy of this draft revision so that you may see where we are headed. Please note that this copy is "pre-decisional" and pending further review. We look forward to your comments and/or suggestions.

PSC is in the final stages to complete the Youth Safety and Abuse Prevention training for Mentors via online learning. This training will be based on the SOP once it is published. There will also be a classroom deliverable version of the YS&AP training for sworn personnel, that are not registered Mentors, but will participate in Ride-Along Program activities with Cadets (mandatory), and a third version for presentation to Cadets (mandatory) and their parents/guardians (voluntary). This training will be required every two years.

Here is a link to a WDVM TV news story about the first agency to partner with our program: <https://www.localdvm.com/news/virginia/fairfax-county-police-department-is-the-first-in-the-nation-to-adopt-public-safety-cadets-program/>

PSC has conducted three national events since we organized:

National Leadership Academy – Theme: *Failures of Leadership*

- August 4-10, 2019
- George Mason University, Fairfax, Virginia
- In-residence week-long academy
- Cadets participating from Units across the United States
- Leadership workshops
- Top experts in Criminology and Law Enforcement Executives
- Tours around Washington, D.C. and the FBI Academy that complement the theme of the academy

Hosted by the Fairfax County Police Department and George Mason University Center for Evidence-Based Crime Policy

National Marksmanship Competition & Response to Resistance Symposium

- September 27-29, 2019
- Camp Dodge, Johnston, Iowa
- Lodging and meals provided on site
- Cadets and Explorers from across the United States
- National Pistol Competition (9mm, safe-action, semi-automatic)
- Response to Resistance Seminars
- Less Than Lethal Applications Laboratories (Hands-on learning)
- Air Pistol Marksmanship Instruction
- Career Fair
- Trophies, medals, and prizes
- Panel Discussion with leaders from law enforcement

National Competitive Training Conference - Summer Showdown

- July 19-22, 2021
- Participation from 550 youth from 19 states and 48 agencies
- Cadets and Explorers from across the United States
- Law enforcement response competitions and educational seminars
- Mentor Training Track

National Leadership Academy – Dynamic Leadership

- July 24 - 30, 2022
- Military Police School, Fort Leonard Wood, MO
- In-residence week-long academy
- Cadets participating from Units across the United States
- Leadership development through practical exercises
- Professional Military Police Soldiers, Officers and Law Enforcement Leaders
- Hosted by the U. S. Army Military Police School and Military Police Regimental Association

National Competitive Training Conference – Summer Showdown 2023

- July 17-20, 2023
- Registration is now closed

Thank you for your support to the youth of Imperial. Please feel free to call me with questions and comments. We look forward to working with you.

Best regards and be safe,

Dave

David Constantineau
President -Public Safety Cadets
703-717-8168
www.PublicSafetyCadets.org

Public Safety Cadets