



C . A . R . E . S .

SHERIFF MARCOS R. LOPEZ

Meeting Minutes

Date: Tuesday, May 3, 2022

Time Scheduled: 6:00 P.M.

Started: 6:02 P.M. **Ended:** 6:42 P.M.

Location: Osceola County Sheriff's Office Complex
2601 E. Irlo Bronson Memorial Highway
Kissimmee, FL 34744
Training Rooms: B & C

Welcome/Pledge of Allegiance: Chaplain Edwin Santiago

Invocation: Chaplain Edwin Santiago

1. INTRODUCTION:

2. CALL TO ORDER:

A. Chairman McCrimon called the meeting to order at 6:04 P.M.

3. ROLL CALL: Completed by: Captain James Spain

Committee Members

Present:

Mr. Ronald "Fred" McCrimon, Pastor Leonard Thompson, Mr. Michael Bast,
Mr. Hector Acosta

Committee Members

Absent:

Mr. David Couch, Mr. Owen McCurty, Ms. Lissette Campos

Speakers and

Presenters:

Lieutenant Mark Lee

4. APPROVAL OF MINUTES:

A. Chairman McCrimon asked for a motion to approve the April minutes. Mr. Bast made a motion and Mr. Acosta seconded the motion. The minutes were approved unanimously.

5. HOUSEKEEPING AND UNFINISHED BUSINESS:

A. Captain Spain asked the board to sign the Recommendation Letters for the February and March meetings.

- B. During the previous meeting, the board requested statistics regarding the Safe Place program. Captain Spain advised that according to the UCLA School of Law Williams Institute, members of the LGBTQ community are nearly four times as likely to experience violent victimization than those not associated with LGBTQ.
- C. Mr. Bast asked if there was any feedback regarding their recommendation to remove the colors on the Safe Place decals. Captain Spain answered that the Letter of Recommendation must be signed and sent up the chain of command for the Sheriff's consideration. The board agreed to sign the April Letter of Recommendation this month instead of waiting for the other board members to be present.
- D. Pastor Thompson asked if there were no specific statistics and if this was just a survey put out by UCLA. Captain Spain answered yes.
- E. During the previous meeting, the board inquired about the Sheriff's Office removal of dashcams. Captain Spain advised at this point no decision has been made, however the price to store footage will increase by \$100,000 within a year.
- F. Mr. Bast advised in the past, the Sheriff's Office requested the board to provide funding for body worn cameras and asked if patrol has body worn cameras. Captain Spain answered that all of patrol has body worn cameras, and they are working toward providing them to School Resource Officers as well.
- G. Captain Spain advised that they have pursued numerous endeavors to get up attendance for the meetings including an NAACP meeting and various events. Additionally, the Chairman suggested distributing flyers throughout the school district to increase meeting attendance.
- H. Captain Spain advised there will be no Internal Affairs Review this meeting.

6. NEW BUSINESS:

- A. Captain Spain turned the floor over to Lieutenant Mark Lee to present a PPT on the New FTO Model.
 - 1. There are several criteria to be certified as a Law Enforcement Officer in Florida.
 - a) Must meet minimum requirements pursuant to FSS 943.13.
 - b) Complete a CJSTC approved Basic Recruit Training Program consisting of 770 hours.
 - c) Pass the State Officer Certification Exam.
 - d) Achieve employment with a Florida criminal justice agency.
 - 2. Former law enforcement officers are exempt from completing full Basic Recruit Training Program.
 - 3. Osceola County Sheriff's Office orientation training lasts four weeks and includes classroom training and practical instruction such as defensive tactics, firearms, etc. Upon completion, Recruit Deputies are released to the Patrol Division for three days of report writing class.
 - 4. The former Patrol Field Training Program consisted of four phases. Phases One, Two, and Three are 12 weeks in length consisting of 48 days. Phase four consisted of two weeks of observation from a field training officer. Training totaled 56 training days. At the end of Phase Three, Recruit Deputies completed a written test that covers topics covered during each phase of training. If they successfully completed training, they were released to solo deputy status and assigned to a platoon in the Patrol Division.
 - 5. The Former Training Program relied on the Field Training Officer to expose the Recruit Deputy to calls for service and other events.
 - 6. In 2021 Captain Mingione, Lieutenant Macallaster, and Lieutenant Lee developed a new performance based FTO program. The goals were to establish a clearly defined standard for successful completion of the program, attain a more well-rounded deputy, and provide Recruit Deputies the ability to complete the program in a shorter amount of time. The program was modeled after Seminole County's Field Training Program.

7. The current Field Training Program is divided into a Field Training Phase, Extension Phase, and Observation Phase. It consists of a maximum of 48 days where Recruit Deputies must complete 255 socialized skills and tasks, 8 tests, and an oral review board upon completion.
8. To progress to Observation Phase, the Recruit Deputy must pass tests with an 80% or higher, pass review board, and 255 specialized skills. There is a 24-day minimum to complete training.
9. Exception would be deputy previously employed by the Sheriff's Office. Training would be 7 days and they must pass all the Training Briefs, each one of the Signal Codes, Ten Codes, and Disposition Codes tests. All other requirements are waived.
10. Required to complete 139 specified skills and tasks. Encompass various types of calls for service, reports etc.
11. Final knowledge test consists of 75 questions that covers information covered in the training briefs. Utilizes a computer-based program containing a bank of questions. 75 are randomly generated which ensure integrity of the testing process.
12. Oral review board consist of a Patrol Lieutenant, Sergeant, and Field Training Officer. The board asks a series of predetermined questions, if passed they begin observation phase. If not, recommendation is made for remedial training to be completed in Extension phase. Observation Phase is two weeks in length and seven workdays.
13. Extension Phase utilized when a Recruit exhibits failure to demonstrate proficiency in tasks, failure to pass final knowledge test, or failure to pass review board.
14. Mr. Bast commented on the difficulty of the tests. Lieutenant Lee advised the tests are not easy but are meant to make well-rounded deputies.
15. Pastor Thompson asked how the observation phase is 2 weeks and only 7 days Lieutenant Lee answered that their schedule is Sunday, Wednesday, Thursday for the first week and Monday, Tuesday, Friday, Saturday for the second.
16. Mr. Acosta asked if the new FTO program was developed last year. Lieutenant Lee answered it was developed at the end of 2021.
17. Mr. Acosta asked how many deputies have gone through so far. Lieutenant Lee answered he is not sure but there have been 67 recruits from 2021 till now and currently 22.
18. Mr. Acosta asked if they have noticed an improvement in deputies coming out of training. Lieutenant Lee answered he can only speak for his platoon but appears it has improved, and they are getting more calls for service and being exposed more. However, he does not have statistical data.
19. Mr. Acosta advised they had good foresight to expose deputies to more situations to enhance their skillset.
20. Pastor Thompson asked if the former program did not have observation phase. Lieutenant Lee answered the observation phase would have been phase four. Deputies would have a field trainer ride with them.
21. Mr. Bast asked if prior deputies had to go through retraining. Lieutenant Lee advised he met with each platoon and went over new program changes. Mr. Bast asked if deputies had to take new tests and asked for example, did Andy Strecker have to be retrained. Lieutenant Lee advised that because of his longevity, Andy Strecker went through an abbreviated field training program.
22. Captain Spain asked the board if they would like to provide review and recommendations regarding the presentation.
23. Mr. Bast advised he believed it was a good program.
24. Chairman McCrimon added it is good the agency is improving.
25. Captain Spain asked the board for their review and recommendations on the New FTO program.
26. Chairman McCrimon made motion to approve programs and Mr. Acosta seconded the motion.

27. In the previous meeting, the board inquired about changing meetings to a bi-monthly schedule. Chairman McCrimon and Pastor Thompson opted to wait until next meeting to discuss with the other board members present.
28. Pastor Thompson asked if there will there be an IA pertaining to shootout incident. Captain Spain answered as it stands there will not be an IA anytime in the near future. Pastor asked if an IA, will it be done after the FDLE investigation. Captain Spain answered after the FDLE investigation, an internal investigation could be done.

7. PUBLIC COMMENTS:

- A. There were no members of the public who came forward for public comment.

8. OTHER BUSINESS:

- A. No other business.

9. ADJOURNMENT:

- A. The meeting was adjourned at 6:42 p.m.

10. NEXT MEETING:

- A. Tuesday, June 7, 2022 at 6:00 p.m.

Ronald "Fred" McCrimon
Chairman

OCSO Staff Member