

Collin County Community College District Board of Trustees

2019-10-2-2

October 22, 2019

Resource: Bill Taylor
Police Chief

DISCUSSION ITEM: Discussion of the Collin College Police Cadet Program

DISCUSSION: Collin College has launched a Police Cadet Program in partnership with the Collin College Law Enforcement Academy (LEA).

Cadet positions are entry-level, and selected candidates for an initial group of five positions will enroll in the college's LEA in preparation for becoming licensed police officers for Collin College. In the tight labor market for police officers, this will be an outstanding way to "grow our own" and have the ability to recruit top-notch candidates as they are beginning their law enforcement careers. Cadets will be selected with a focus on finding individuals who have positive and effective communication skills, are innovative and analytical thinkers, and have a commitment to the College's Core Values.

Cadet positions are full-time with a hiring range of \$45,914-\$52,801 (NE211). For reference, the hiring range of the regular officers is \$48,668 - \$55,969 (NE212).

With more than 80 applicants, a review of the candidates' driving records, minimum qualifications, interviews, and physical assessments were conducted, as well as background investigations and polygraphs were conducted. On Saturday, September 21, 2019, seven candidates participated in the assessment center to select up to five individuals to be hired as police cadets and attend the Collin College Police Academy course that began on October 14, 2019. Five of the candidates performed well enough in the assessment center to be offered contingent offers of employment as police cadets. These individuals completed medical examinations, drug screens, psychological examinations, and fingerprint checks.

Cadet responsibilities are focused on training and skill-building with the following activities:

- Attend TCOLE-licensed basic peace officer training academy.
- Conform to all training academy policies, procedures, and requirements.
- Participate in all training exercises.
- Demonstrate proficiency in firearms, defensive tactics, and de-escalation techniques.
- Pass all written examinations.
- Demonstrate proficiency in vehicle operations.
- Demonstrate proficiency in initial investigations and crime scene management.
- Demonstrate proficiency in offender interactions.
- Demonstrate proficiency in crisis intervention for mentally ill and emotionally disturbed persons.
- Pass the TCOLE peace officer licensing examination.
- Perform other duties as assigned and maintain all standards in accordance with College policies, procedures, and Core Values.

Upon successful completion of the TCOLE licensing exam, the cadets will be sworn in as Collin College Police Officers.