

HOUSE OF REPRESENTATIVES ORIGINAL  
COMMONWEALTH OF PENNSYLVANIA  
JUDICIARY COMMITTEE

IN RE: MUNICIPAL POLICE OFFICER TRAINING

UNITED STATES COURTHOUSE  
CEREMONIAL ROOM  
601 MARKET STREET  
PHILADELPHIA, PENNSYLVANIA

TUESDAY, OCTOBER 13, 2000, 9:28 A.M.

BEFORE:

HON. THOMAS GANNON, CHAIRMAN  
HON. KATHERINE MANDERINO

ALSO PRESENT:

BRIAN PRESKI  
DAVID LANE  
MICHAEL RISH

TAMMY L. BOCK  
COURT REPORTER



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1           CHAIRMAN GANNON: The House Judiciary Committee  
2 will come to order. The purpose of this hearing is to  
3 help the Committee Members get a better understanding of  
4 the requirements, the education, training, and continuing  
5 education that we provide for our police officers at both  
6 the local and state level in Pennsylvania.

7           We have with us today folks from the State  
8 Police as well as the Philadelphia Police Department and  
9 also a gentleman from the Municipal Police Officers'  
10 Education and Training Commission, Major Richard Mooney,  
11 who is our first witness.

12           Welcome Major Mooney. By the way, we are  
13 making a record for the other members of the Committee who  
14 cannot be with us today.

15           MR. MOONEY: Good morning. I'm Major Richard  
16 C. Mooney. I'm the Executive Director of the Municipal  
17 Police Officers' Education and Training Commission. The  
18 Commission is a state agency responsible for setting  
19 training standards for municipal police officers in the  
20 Commonwealth.

21           On behalf of the Municipal Police Officers'  
22 Education and Training Commission, I would like to thank  
23 Chairman Gannon for the opportunity to testify today  
24 regarding training standards for the municipal police  
25 officers.

1           There are approximately 22,000 municipal police  
2 officers in 1,215 municipal police departments in the  
3 Commonwealth. I will provide you with an overview of the  
4 training standards for municipal police officers and then  
5 answer any questions that you may have.

6           Municipal police officers hired by  
7 municipalities in Pennsylvania must meet the following  
8 minimum standards prior to enforcing the Crimes Code,  
9 moving violations of the Vehicle Code, or being authorized  
10 to carry a firearm.

11           They must be at least 18 years of age or older.  
12 They must possess a high school diploma or GED  
13 equivalency. They must be a citizen of the United States.  
14 They must be free from convictions of disqualifying  
15 criminal offenses. Those are defined as Misdemeanor 1 and  
16 2 and all felonies.

17           No. 5, they must be personally examined by a  
18 Pennsylvania licensed physician.

19           No. 6, they must be personally examined by a  
20 Pennsylvania licensed psychologist and found to be  
21 psychologically capable to exercise appropriate judgement  
22 or restraint in performing the duties of a police officer.

23           No. 7, they must be subject to a thorough  
24 background investigation conducted by the applicant's  
25 employing police department.

1           And No. 8, they must successfully complete a  
2 basic police training course given at a commission-  
3 certified school or obtain a waiver of training.

4           There are 17 schools in the Commonwealth that  
5 are certified by the Commission to provide the basic  
6 police training course required for Act 120 certification.

7           The basic police training course requires 520  
8 hours of instruction in the following topical areas: law  
9 enforcement orientation, professional development, law,  
10 motor vehicle code, patrol procedures and operation,  
11 investigation, communication, handling violent or  
12 dangerous people, custody, first aid and CPR, firearms,  
13 and operation of patrol vehicles.

14           An Act 120 candidate receives certification  
15 upon successful completion of the police training course  
16 and employment with a municipal police department. To  
17 maintain the certification, a police officer must complete  
18 12 hours of mandatory in-service training annually. In  
19 addition, an officer must also maintain CPR and first-aid  
20 certifications as well as weapons qualifications with all  
21 weapons use.

22           The de-certification of an officer can only  
23 take place under the following circumstances: One,  
24 failure to maintain employment as a police officer under  
25 the act. No. 2, failure to maintain first-aid or CPR

1 certification. No. 3, failure to qualify with firearms.  
2 No. 4, failure to successfully complete annual mandatory  
3 in-service training requirements. No. 5, physical or  
4 psychological impairment which renders the officer  
5 permanently unable to perform his or her duties. No. 6,  
6 submission to the Commission of a document that the police  
7 officer knows contains false information, including  
8 fraudulent application. No. 7, cheating. No. 8, a  
9 certification issued in error. And No. 9, conviction of a  
10 crime graded as a Misdemeanor 2 or greater.

11 I'd like to conclude by once again thanking the  
12 Chairman and the Members of the Committee for the  
13 opportunity to testify today concerning training  
14 standards. I would be happy to answer any questions you  
15 or the Committee may have.

16 CHAIRMAN GANNON: Thank you, Major.  
17 Representative Manderino.

18 REPRESENTATIVE MANDERINO: Thank you, Mr.  
19 Chairman.

20 Thank you for your testimony. I just have a  
21 couple of questions. And perhaps this is outside of your  
22 Commission in particular. But when you outlined the type  
23 of training that municipal police officers get when they  
24 come through, the Act 120 certification, it's mostly what  
25 I would call subject matter education as compared

1 to -- like I know the State Police have a police academy  
2 where they go through physical training as well. You  
3 don't do that?

4 MR. MOONEY: Yes, there is physical training  
5 involved.

6 REPRESENTATIVE MANDERINO: There is physical  
7 training involved in the Act. So when you talk about  
8 being personally examined by a licenced physician and  
9 personally examined by a licensed psychologist, those two  
10 components of qualifying to be a municipal police officer  
11 are something that is done by the Commission?

12 MR. MOONEY: No, that's done by the employing  
13 agency prior to their entrance into the academy.

14 REPRESENTATIVE MANDERINO: Okay. Do all local  
15 municipal police departments have that kind of training or  
16 can -- I mean I know most of the big city departments do.  
17 But I really don't know about a lot of the smaller  
18 municipalities. What kind of training do they have, or is  
19 there some central place that they send people to make  
20 sure they're physically and psychologically appropriate  
21 for the municipal police?

22 MR. MOONEY: The physical and psychological are  
23 done by the employing agency using our forms. Once we've  
24 approved those, the individuals are able to enter the  
25 academy.

1           As I mentioned in my testimony, there are 17  
2 academies throughout the state. And the Philadelphia  
3 Police Academy is one of those 17 where these individuals  
4 can attend training and the physical training occurs at  
5 those. And that's separate from the physical evaluation  
6 that's done by a medical professional.

7           REPRESENTATIVE MANDERINO: So the academies are  
8 different than the Act 120 certification, or are they  
9 combined?

10          MR. MOONEY: It's a combination. The academies  
11 provide the training that is a component that's required  
12 of the certification, Act 120 certification.  
13 Certification is done by our agency. Training is done by  
14 the schools.

15          REPRESENTATIVE MANDERINO: Okay. That was  
16 really the only thing I needed clarification of since you  
17 listed the topical areas. I thought that that was all  
18 that folks were getting. But that's just the subject  
19 matter components that are required under Act 120.

20          MR. MOONEY: That's right.

21          REPRESENTATIVE MANDERINO: Thank you.

22          Thank you, Mr. Chairman.

23          CHAIRMAN GANNON: Thank you, Representative  
24 Manderino.

25          Brian.



1 MR. PRESKI: Mr. Mooney, I guess my question is  
2 this. You talk about the 12 hours of training that they  
3 have to go through additionally each year. Can you give  
4 us some insight on what that is? Is it like us lawyers  
5 where we get to pick what we want to go to from like a  
6 menu?

7 MR. MOONEY: There is generally a menu above  
8 the minimum requirement of 12 that police chiefs can  
9 select from.

10 For instance, next year there will be 16 hours.  
11 And some courses are required. For instance, next year  
12 the legal updates is a three-hour course that is required.  
13 And it will be a three-hour course on interacting with  
14 people with special needs. That will be a required  
15 course.

16 And then there will be two six-hour courses  
17 that the police chiefs can select from in order to compose  
18 the 12-hour requirement.

19 MR. PRESKI: Okay. And this is a follow-up,  
20 something that Representative Manderino and I were  
21 discussing before. The people with special needs stuff,  
22 where did that requirement come from or what's the impetus  
23 for that?

24 MR. MOONEY: The course's subject matter is  
25 decided annually by the Commission Members. There has

1       been some input from the General Assembly suggesting that  
2       we address interaction with special needs people. So  
3       we've had some discussions with Members of the General  
4       Assembly, and we have taken their suggestions to heart and  
5       will include the training next year.

6               MR. PRESKI: But that's a Commission-originated  
7       requirement?

8               MR. MOONEY: Yes, it is.

9               MR. PRESKI: I guess my next question -- and  
10      this follows up on what Representative Manderino asked,  
11      too, was that the 520 hours of instruction -- could you  
12      give us a breakdown of what is classroom time in that 520  
13      hours and what is, I guess, either street time or physical  
14      fitness kind of time?

15              MR. MOONEY: Yes, I do have a breakdown of the  
16      number of hours. Not necessarily by street time, mostly  
17      as all academy training -- none of it is field  
18      training --officer training, although many police  
19      departments require that above and beyond the minimum  
20      number of hours.

21              Law enforcement orientation is 44 hours;  
22      professional development is 81 hours. And under  
23      professional development the physical conditioning  
24      components are listed. The law section is 98 hours. The  
25      motor vehicle code section is 30 hours. Patrol procedures

1 and operation is 40 hours. Investigations, 41 hours.  
2 Communications is 30 hours. Handling violent or dangerous  
3 people is 13 hours. Custody is 20 hours. First aid and  
4 CPR, depending on the agency that issues the  
5 certification, whether it is Red Cross or American Heart  
6 Association, the number of hours differs. It could be 40  
7 to 66 hours. Firearms is 52 hours. And operation of  
8 patrol vehicles, which is not in the classroom, it's out  
9 on the track, is 26 hours total.

10 MR. PRESKI: Thank you.

11 MR. MOONEY: The number, 520 hours, will  
12 increase January 1st. Over the last two years we have  
13 been involved in revising the curriculum. And it will  
14 increase from 520 hours to 747 hours beginning January 1st  
15 at all the academies.

16 And I might add that some of the  
17 academies -- as I said, these are minimum standards,  
18 minimum hours. Some academies go above and beyond the  
19 minimum standards. There's no prohibition for them adding  
20 other training that they think is necessary and pertinent.  
21 Many of the academies go beyond the 520 hours.

22 MR. PRESKI: Okay. I guess, then, one  
23 follow-up. When the number of hours increases from 520 to  
24 747, does every officer who is an officer grandfathered  
25 in, or do they have to go back for additional training?

1 MR. MOONEY: There will be no requirement for  
2 additional training for incoming officers.

3 MR. PRESKI: Okay. Thank you.

4 CHAIRMAN GANNON: Representative Manderino.

5 REPRESENTATIVE MANDERINO: Explain how the de-  
6 certification process happens. How do you know that  
7 somebody is being questioned as a potential de-  
8 certification? Is it something that the local departments  
9 bring to your attention? Is it because they fail some  
10 requirement of their follow-up annual training? How does  
11 that happen?

12 MR. MOONEY: Several ways. For criminal de-  
13 certifications, we become aware of arrests by  
14 fingerprinting. When police officers are first certified,  
15 we fingerprint them. And when they're arrested, those  
16 fingerprints go to Harrisburg as fingerprints of anyone  
17 arrested go to Harrisburg to compare against the data base  
18 of municipal police officers.

19 When a hit occurs, the State Police records and  
20 identification division notifies us that a municipal  
21 police officer has been arrested. We then track the  
22 arrest through the court system until it's adjudicated.  
23 And we make a decision at that point whether the officer  
24 needs to be de-certified.

25 As far as not maintaining the continuing

1 education requirements, those grade sheets are submitted  
2 to us by the certified police academies for payment of  
3 tuition on a monthly basis. So we keep a record of that  
4 and can compare the number of hours taken against the  
5 officer data base.

6 And bi-annually we recertify people. So if at  
7 that point in time they have not met the 12 hours, we will  
8 notify the police chiefs that they have not met the  
9 12-hour certification requirement. We will notify them of  
10 make-up dates, giving them a last opportunity to attend  
11 the training. And if they don't do it, at that time when  
12 the certification expires, which is every 2 years, we will  
13 not renew it.

14 The same thing applies for those people that  
15 fail to continue with CPR and first-aid certification and  
16 fail to qualify with the weapons. Now, that information  
17 we get from the individual police chiefs, whether or not  
18 they have done that. If they do not do that, we do not  
19 renew when they expire.

20 As far as physical and psychological  
21 impairments rendering them permanently unable to perform  
22 their duties, it's very infrequent that that occurs  
23 usually because the officers are terminated by the  
24 department. And when termination occurs, they  
25 automatically lose their certification because employment

1 as a police officer is one of the requirements for  
2 continuing certification.

3 REPRESENTATIVE MANDERINO: Is there a statewide  
4 standard with regard to how officers are to be treated  
5 when there is either an allegation or arrest, or is that  
6 left up to a decision of each local municipality?

7 MR. MOONEY: That's a decision left for the  
8 municipality.

9 REPRESENTATIVE MANDERINO: Thank you.

10 CHAIRMAN GANNON: You say there's 17 schools  
11 that are certified by the Commission?

12 MR. MOONEY: Yes, sir.

13 CHAIRMAN GANNON: Are they all privately owned  
14 or are they owned by government agencies.

15 MR. MOONEY: There are six that are run by  
16 police departments. The remainder are run by community  
17 colleges, or universities.

18 CHAIRMAN GANNON: With each of these subject  
19 areas, is there any criteria, in other words, that you  
20 have to meet a certain level of competence in that area?

21 MR. MOONEY: Yes. each area is tested and must  
22 maintain a 75 percent passing level to pass. If you fail  
23 one section, you can repeat that training of that section  
24 and retest. If you fail two sections, you're disqualified  
25 from the training. And if your employing police

1 department wants you to retake it, you must retake the  
2 entire program.

3 CHAIRMAN GANNON: As I understand your  
4 testimony, in other words, the police officer candidates  
5 are hired by the department and then go through school?

6 MR. MOONEY: You can go through the school as a  
7 civilian. In that case, you pay the tuition just like  
8 going to any other college course. Or you can be hired by  
9 a police agency and go through the training. In that  
10 case, the State will pay the tuition and the State will  
11 pay the municipality 60 percent of the officer's salary  
12 while they're undergoing training. But they cannot do  
13 three things until they have completed the training and  
14 get certified: Enforce moving violations of the Vehicle  
15 Code, enforce the Crimes Code, or carry a firearm.

16 CHAIRMAN GANNON: The 12 hours of in-service,  
17 is the same criteria applied there? In other words, you  
18 go to one of the schools for 12 hours?

19 MR. MOONEY: Yes. All the mandatory in-service  
20 training is run by the 16 schools. The State Police does  
21 not offer the mandatory in-service to municipal police  
22 officers. It's just the 16 remaining schools. But those  
23 are the only schools that are authorized to conduct the  
24 in-service training.

25 CHAIRMAN GANNON: Thank you very much, Major,

1 for being here today and offering your testimony.

2 MR. MOONEY: You're welcome.

3 CHAIRMAN GANNON: Our next witness is Captain  
4 John M. Gallagher, Director of the Training Division of  
5 the Pennsylvania State Police Academy. Welcome Captain  
6 Gallagher. You may proceed when you are ready.

7 MR. GALLAGHER: Good morning, Mr. Chairman.  
8 I'm Captain John Gallagher, Director of the Training  
9 Division for the Bureau of Training and Education of the  
10 Pennsylvania State Police.

11 On behalf of Colonel Paul J. Evanko,  
12 Commissioner of the State Police, I'd like to express my  
13 gratitude to the House Judiciary Committee for allowing  
14 the State Police the opportunity to speak about police  
15 training.

16 I've been asked to appear before you this  
17 morning to present testimony regarding the training  
18 provided for Pennsylvania State Police cadets.

19 In order to be appointed as a State Police  
20 cadet, applicants must successfully complete the following  
21 steps: Submit an application of general age, residency,  
22 and educational requirements; participate in the  
23 qualifying examination, which includes written and oral  
24 examination components; participate in physical fitness  
25 tests, including urinalysis and drug screening. They must



1 undergo a polygraph examination. They must submit to a  
2 thorough background investigation, which includes a  
3 criminal history check. They must undergo a medical  
4 evaluation, which is reviewed by the State Police medical  
5 officer. And they must complete a psychological  
6 evaluation. The State Police psychologist administers the  
7 MMPI-2 evaluation and then reviews the results. He then  
8 makes a determination as to the need for further  
9 evaluation.

10 Applicants who are successful throughout all  
11 phases of this process will be eligible for appointment to  
12 the next available cadet class.

13 Further details regarding this application  
14 process are contained in the handout, Pennsylvania State  
15 Police Cadet General Information, that has been provided  
16 to you this morning.

17 The Pennsylvania State Police, Bureau of  
18 Training and Education provides cadet training at our  
19 academy in Hershey. The vast majority of the curriculum  
20 is delivered by experienced State Police instructors and  
21 is supplemented by guest lecturers, other experts.

22 Cadet basic training consists of 1,147 hours of  
23 instruction over a 28-week period. The curriculum is  
24 comprised of criminal law, traffic law and crash  
25 investigation, self-defense techniques, firearms

1 proficiency, and an intensive physical conditioning  
2 program. The cadets receive a comprehensive emergency  
3 vehicle operation program that stresses the importance of  
4 officer and citizen safety during pursuit and  
5 apprehension.

6 The importance of interpersonal relationships  
7 during the training is emphasized with subjects such as  
8 tactical communication, police ethics, sexual harassment,  
9 police stress, cultural awareness, and interpersonal  
10 communications.

11 Since the Pennsylvania State Police is a  
12 paramilitary organization, a military atmosphere is  
13 maintained at the State Police academy. The cadets are  
14 required to practice military courtesy and discipline  
15 while they are there. They are prepared to work in an  
16 environment where they will be expected to adhere to a  
17 high standard of conduct. At the academy they learn that  
18 they will be held accountable for their actions both on  
19 and off duty.

20 State Police cadets reside at the academy  
21 during training programs and are permitted to go home on  
22 weekends if they are not assigned other duties. As part  
23 of character building, cadets are required to perform  
24 kitchen police, stable duties and housekeeping chores in  
25 *their living quarters and surrounding areas.*

1           The Pennsylvania State Police is a stress  
2 academy in that stress is strategically applied to a cadet  
3 in order to develop a decision-making mind-set.

4           The academy training culminates with a scenario  
5 week in which cadets are exposed to real-life situations  
6 portrayed by field personnel who are brought in for that  
7 purpose.

8           The cadets are evaluated on how they are able  
9 to handle mock police incidents that require using the  
10 knowledge, skills, and abilities that they have acquired  
11 during training.

12           Upon graduation from the academy, the field  
13 training officer program provides a total of 60 working  
14 days of training in the field to supplement the basic  
15 training that they received at the academy.

16           This program is an extension of basic training  
17 whereby the academy instruction is supplemented by  
18 exposure to live incidents while under the supervision of  
19 an experienced trooper.

20           This program provides the trooper-trainee with  
21 the practical experience necessary to develop appropriate  
22 attitude, judgement, self-confidence which are essential  
23 in performing the duties of a State Trooper.

24           Thank you very much, Mr. Chairman. I will be  
25 happy to address any questions on this subject that you or

1 that the Committee Members would care to pose at this  
2 time.

3 CHAIRMAN GANNON: Representative Manderino.

4 REPRESENTATIVE MANDERINO: No, thank you.

5 CHAIRMAN GANNON: Brian.

6 MR. PRESKI: Just if we can, to go through the  
7 cadet general information book that you have.

8 MR. GALLAGHER: Sure.

9 MR. PRESKI: I see on page five that it has  
10 basically a chart that gives the relative ages of the  
11 cadet and then what physically is required of them, bench  
12 presses, leg presses, sit ups, push ups, and run. One  
13 question, how often -- I mean is this an ongoing thing  
14 where they have to recertify in this? Or once you get  
15 through the academy, are you done?

16 MR. GALLAGHER: What you're looking at there  
17 are the entrance level standards that we require of the  
18 cadets coming into the academy based on their age and  
19 gender. This chart is comprised as a result of a study  
20 that we had done by the Cooper Institute, which is a  
21 renowned institute on training standards.

22 This is the entry level standards that we  
23 publish so that incoming cadets know what's required of  
24 them at the entrance testing and the day that they show up  
25 at the academy. They still have to be able to do these

1 standards throughout the training. We train at a much  
2 higher level than this. And then there is another set of  
3 standards somewhat higher than this. This is actually a  
4 standard set at the 30th percentile of the population.  
5 Age and gender are adjusted.

6 Our graduation standard is at the 50th  
7 percentile of the same standard, age and gender adjusted.  
8 In actuality, we train much higher than that so that the  
9 cadets can accomplish graduation standards.

10 MR. PRESKI: What about once they become  
11 troopers?

12 MR. GALLAGHER: There is ongoing study and  
13 effort by the department working with the union to try to  
14 establish a physical fitness standard for incumbents. The  
15 general philosophy behind that is to try to establish in  
16 the troopers a lifestyle of fitness throughout their  
17 career, which is beneficial to them, and it's also  
18 beneficial as an employee.

19 It looks like we're moving in strong directions  
20 that way. We hope to encourage everybody to have that  
21 lifestyle throughout their career.

22 MR. PRESKI: Okay. Captain, my next question  
23 is this. We have heard from Major Mooney that it was 520  
24 hours for the Act 120 certification. You told us that it  
25 was 1,147 hours for the state trooper. We know also that

1 it's 12 hours for continuing education every year. Is  
2 there a like number for troopers during the year?

3 MR. GALLAGHER: As far as in-service training?

4 MR. PRESKI: Yes.

5 MR. GALLAGHER: We have a minimum of 12 hours  
6 of in-service training that we're required to do by our  
7 certifications and accreditation training. On top of  
8 that, first-aid, CPR, and firearms qualification twice a  
9 year.

10 We have an annual in-service training program  
11 which goes at least two days. Sometimes it has gone up to  
12 40 hours with five days of training.

13 We require some years for every trooper to come  
14 to our academy or one of our training centers to take this  
15 training. We've the luxury of being able to control all  
16 of our 4100-plus officers and require them to go back to  
17 training. And it's important to have them do that.

18 What training goes on each year is determined  
19 by the Commissioner of the State Police upon  
20 recommendations of myself and the Director of the Bureau  
21 of Training and Education and other resources that he has.  
22 And we make recommendations of what we would like to do in  
23 the year. And he has final approval based on whatever  
24 factors he uses to decide.

25 Above and beyond that, we also have a calendar

1 that we present to the members that's very lengthy on  
2 voluntary courses that they can choose to take on an  
3 elective basis, like cafeteria-style programs. They can  
4 take a course that would help them in their career or  
5 something they have a weakness in. They can apply for  
6 that course to get accepted to come to training at one of  
7 our four regional training centers around the state.

8 Above and beyond that, we have opportunities  
9 for out-service training which would be by other agencies,  
10 the FBI, Attorney General associations, private vendors  
11 training. And although there is a cost to that, we spend  
12 a lot of money sending officers to out-service training.

13 In particular, our academy instructors, we send  
14 them all over the country to get some of the best training  
15 that's available so that they can come back and help  
16 develop lesson plans that we can then deliver training to  
17 the Pennsylvania State Police and to the municipal  
18 officers that come to us for training.

19 MR. PRESKI: Do you know the percentage of  
20 municipal officers that come to your classes?

21 MR. GALLAGHER: The cadet classes are State  
22 Police only. We also offer as a school of Major Mooney's,  
23 municipal training commission, we offer about one course a  
24 year at each of our facilities. Those classes can vary  
25 from five students to twenty-five students.

1           And they will all have to be sworn officers or  
2           hired by the department and then sent to us for the type  
3           of training that we deliver under guidelines from the  
4           training commission. We will not deal with the civilian  
5           applicants like we talked about that is done in some  
6           schools.

7           MR. PRESKI: How many regional training  
8           facilities are there?

9           MR. GALLAGHER: There are four. There's one in  
10          Meadville, Pennsylvania; one in Greensburg; one in  
11          Forty Fort; and one in Schwenksville.

12          MR. PRESKI: My last question is, then, from  
13          everything that you've told me, is it fair to represent  
14          that although you're required to have 12 hours for  
15          training a year it's pretty standard for the troopers to  
16          have somewhere around 50 hours?

17          MR. GALLAGHER: That's an arbitrary number.  
18          Some would get 12 hours or a little bit more, and some  
19          would get an enormous amount over 50.

20          MR. PRESKI: Okay. Thank you.

21          CHAIRMAN GANNON: Major, of the number of  
22          cadets that enter the program, what number don't complete  
23          the program and actually don't get through?

24          MR. GALLAGHER: Typically, we could lose  
25          between 10 and 20 percent attrition rate. Most of those



1 cadets learn early on when they come into our training  
2 environment that this isn't what they thought it was.  
3 Although our recruiting efforts explain and show them the  
4 video and this is a tough program and this is what will be  
5 expected of you, if they show up early on with the wrong  
6 mindset, they make a conscious decision that it's not what  
7 they want, and they leave early.

8 CHAIRMAN GANNON: So a certain percentage leave  
9 voluntarily.

10 Do you have a percent that you just bring them  
11 in and say this isn't for you and you may want to do  
12 something else.

13 MR. GALLAGHER: Throughout the process they're  
14 evaluated. Some people might fail academically; some  
15 people might fail on discipline problems and be dismissed.

16 We just recently dismissed a cadet that  
17 falsified a portion of the background investigation. We  
18 found that out after he was at the academy, so he was  
19 asked to leave.

20 Most of the time, it is the cadets who make  
21 that determination. But there are other benchmarks. For  
22 example, if they couldn't meet the physical fitness  
23 standards at graduation time.

24 CHAIRMAN GANNON: So that's included in that 20  
25 percent?

1 MR. GALLAGHER: Generally speaking, that seems  
2 to be the way. I've been at my position at the academy  
3 for over three years. It's surprising how close that  
4 comes without any input from us.

5 CHAIRMAN GANNON: Thank you very much.

6 MR. PRESKI: I have one more question. Just  
7 one thing that jumped out of me. What are the kitchen  
8 police?

9 MR. GALLAGHER: That means that they have to  
10 wash dishes, scrub pots and pans, just like in the  
11 military. And it's a very valuable part of our program.  
12 Not only does it service the Commonwealth, but it saves  
13 some money. In essence, it ties into many things.

14 It ties into this is the type of duty that  
15 needs to be done and you need to do that. It's a test for  
16 some who have never had to do that type of a chore. It  
17 also falls in line with the stress that I was talking  
18 about, because we place stress on them by making them work  
19 in the kitchen doing lunch but they still have to get to  
20 class on time and they have to have their rooms made up in  
21 a certain way.

22 We're very specific of how we want the rooms as  
23 far as guidelines. And a cadet has to make the decision  
24 how much time he's going to spend cleaning his room versus  
25 how much time he is going to spend on academics. And that

1 stress is important because that's the same stress that  
2 they have after they graduate from the academy on balance  
3 in their life. The job is important. But you also have  
4 to take care of the family.

5 And a lot of the details we talk about have to  
6 do with not that you get the piece of dirt or the dust  
7 ball on your bed but have to do with attention to detail.  
8 You have to get down on your hands and knees at a homicide  
9 scene and look for a minute piece of evidence. That's  
10 what we're trying to instill in them.

11 MR. PRESKI: Thank you.

12 CHAIRMAN GANNON: Thank you very much, Captain.  
13 Our next witness is Dom Giordano with WPHT  
14 Radio 1210 am.

15 Mr. Giordano, you may proceed when you are  
16 ready and welcome.

17 MR. GIORDANO: Thank you, Mr. Chairman and  
18 Members of the Committee. Thanks for having me here  
19 today.

20 First, I want to thank, Chairman Gannon, for  
21 being a listener to my show. And as a result of listening  
22 to the show, he did call in a few weeks ago toward the  
23 latter part of the show and say that these hearings will  
24 be held.

25 The subject matter that day, in my blunt terms

1 and our listeners blunt terms, was the incompetence of  
2 certain Philadelphia police officers.

3 Now, first, for the record -- and anyone that  
4 listens to me knows that I am as pro-cop as anyone can be.  
5 And some of the things that I will say today are issues  
6 that my listeners have raised and have E-mailed me and  
7 called me and given me information on are negative toward  
8 the training at the Philadelphia police academy and some  
9 of the people being turned out.

10 My father is a retired Philadelphia police  
11 officer. One sister is an undercover Philadelphia police  
12 officer currently. My brother-in-law on one side is a  
13 police lieutenant. The brother-in-law on the other side  
14 has been both a Temple and Philadelphia cop. One brother  
15 is a probation officer. One is a district attorney. I  
16 was in law school until I got into this racket. And I  
17 would have been a prosecutor, I'm sure, not a defense  
18 attorney. So the family is certainly in the court of the  
19 FOP of police and the like.

20 And that's why it troubles me so much. Some of  
21 the incidents that we've seen recently -- the case in  
22 point, the Philadelphia police officer who unfortunately,  
23 tragically was involved in the death of a fellow officer  
24 that has made regional news. And the Philadelphia police  
25 officer who was looking for Bridesburg and ended up in

1 Newark, New Jersey, which became a national joke and has a  
2 lot of troubling internal consequences to it.

3           These both raised the issue of -- the first  
4 issue came up on my show a couple of years ago -- and with  
5 the State Police and other experts here today it would be  
6 a great question to ask them to get to the bottom of it.

7           Would the trainee come through State Police  
8 training, for example, and come out after nine months of  
9 rigorous, supposed rigorous, physical fitness intensity,  
10 be in the best shape of your life, et cetera, and come out  
11 at a height of 5'2, 5'3, as many of these candidates  
12 documented by Philadelphia Magazine were in this expose.  
13 5'2, 5'3 and 190 pounds just doesn't seem too likely to me  
14 that that person is physically fit and can do the task  
15 that a Philadelphia police officer or any police officer  
16 should do and would have to do.

17           In addition to which, Judge Seamus McCaffery,  
18 who is a former Philadelphia police officer, when this was  
19 being aired, called me and suggested one of the problems  
20 is the age of rookies in the Philadelphia police force.

21           An area that should be looked at is what is the  
22 appropriate age to be starting out as a rookie in the  
23 police department? In other words, can a 50-year-old  
24 routinely do the task demanded of a street cop in  
25 Philadelphia? What is the age? Why is this going on?

1 Many police, many experts would maintain that, no, you  
2 can't do that over a regular period of time, that within  
3 four or five years, you wouldn't be able to do this.

4 Another troubling part that has come out this  
5 week to this whole question of who becomes a Philadelphia  
6 police officer is the fact that we have 48, 49,  
7 50-year-old people getting in somehow or another to the  
8 police academy, former city workers, staying there for two  
9 days, retiring, and then getting full police pension  
10 benefits.

11 The question is raised again, how easy is it to  
12 get into the police academy that these paper pushers for  
13 30 years of their life suddenly up and become Philadelphia  
14 police officers with the intent to quit, many of them  
15 within two or three days, which they've done. I've been  
16 told by police that this is openly talked about in the  
17 Philadelphia police department. Some even encourage  
18 people to go and do that. Meaning that the perception is  
19 that the standard to get into the Philadelphia police  
20 academy is not very high.

21 Finally, one of the most troubling aspects of  
22 the training of a cop, and I asked the Committee to  
23 consider, I'm going to be interested to hear what the  
24 Philadelphia police say about this, why is it that  
25 Philadelphia police officers are given a \$25,000 cruiser

1 after graduation from the police academy when they take to  
2 the street even though the requirement is they need not  
3 have a driver's license until they graduate from the  
4 police academy.

5 Now, I submit common sense tells us that when  
6 we drive an automobile we're not involved in high pursuit  
7 chases. All of us can think back to learning how to drive  
8 an automobile. It takes a while.

9 My son is 16, and he was asking me about it  
10 last night. Do you ever feel comfortable driving? Well,  
11 certainly not on the Schuylkill, you can't. And think  
12 about then being in a high pursuit, possibly days or  
13 months after being on the job with little or no driving  
14 experience and what it takes to be successful behind the  
15 wheel.

16 Now, I find that to be another amazing fact  
17 that's come out of the police academy. And for the life  
18 of me I would ask the question, are we so hard up that a  
19 person would not have a driver's license when they start  
20 at the police academy indicating that they have at least  
21 some experience with a vehicle. I don't think you pick it  
22 up overnight. I don't think you pick it up in just a  
23 technical laboratory sense. I maintain, and I think many  
24 experts would, too, you have to be a driver for a period  
25 of time to feel comfortable, particularly in a high-speed

1 chase.

2 Also this week it's very timely that the  
3 Committee is holding hearings, because this week the city  
4 has settled with the widow of Officer Ortiz, or they're  
5 ready to sign off on it. And the comments in the paper  
6 and what people have told me -- and Officer Ortiz is the  
7 officer who was killed in this tragic accident by another  
8 police officer with a very, very bad police driving  
9 record. And I'm told that the personal driving record is  
10 less than exemplary.

11 The city settled, according to the attorney for  
12 the widow, in a matter of 10 or 15 minutes. They knew  
13 they were going to settle.

14 Now, the lawyers that talked to me have said  
15 this is a workman's comp case. Why would the city even  
16 engage in settlement this quickly? Usually, it seems to  
17 me, anybody negotiates a settlement with someone else.  
18 This doesn't happen in a matter of ten minutes. The point  
19 being this raises the question again, why is the city of  
20 Philadelphia rushing into this case to settle this? Is  
21 this not an admission of failure to train and to  
22 continually retrain the officer who was involved in  
23 killing the other officer?

24 It's almost unprecedented, in my view. And I,  
25 of course, am not a police expert. I've just been around



1 it all my life. And I'm certainly not an expert in their  
2 training standards and how they arrive at these things.

3 But I am an expert in public opinion. And I am  
4 an expert in connecting the dots between all the  
5 information that comes to me and the results that I see  
6 out of Philadelphia, particularly. And I will tell you  
7 this, Men and Women of the Committee, that the people that  
8 listen to my radio station, both suburban and urban, have  
9 a definite perception that there is a real problem with  
10 the training at the police academy. There is a belief  
11 internally that people are passing even the minimal tests  
12 that are given at the police academy as far as things like  
13 physical fitness, as far as the ability to drive a  
14 vehicle.

15 And I will offer up, I don't believe that you  
16 are a successful driver if you end up in Newark, New  
17 Jersey, you're not a successful police officer when you  
18 are looking for Bridesburg.

19 And I have the official police document for  
20 this officer talking about why she ended up in Newark.  
21 She says, I was lost and I started to have heart  
22 palpitations. With all due respect, I don't think that  
23 person should be carrying a gun with the right to use  
24 deadly force. That police report stunned me when I saw  
25 her recitation of what went on in this incident that made

1 national news.

2 The most recent tragic accident is another that  
3 calls into question -- I don't think these things are  
4 coincidence. I think we're at risk in Philadelphia. I  
5 think we have many outstanding people who tell me they  
6 want to be a Philadelphia police officer. But because of  
7 our apparent quotas that are to be met in the academy, we  
8 seem to be stingy on training.

9 It's refreshing to follow the State Police to  
10 see the rigor that they put into much of this. I would  
11 offer up also that SEPTA, which usually gets national  
12 criticism, has a much higher standard than both the State  
13 Police, which surprised me, and the Philadelphia police in  
14 being able to run a mile and a half.

15 Now, running a mile and a half may not be the  
16 end all be all to being a cop. But I still maintain that  
17 if you come out of the academy at the peak of your  
18 training listening to State Police I think they realize  
19 that there is going to be a deterioration in the period of  
20 time that the person -- maybe over 20 years that they are  
21 a law enforcement officer it's hard to keep that peak of  
22 efficiency that you had coming out of the academy.

23 But I would maintain that if you come out of  
24 the police academy at the height of 5'2, 5'3, 185, 190  
25 pounds that that absolutely is a bad situation as far as

1 physical fitness. I cannot imagine that the police would  
2 like us to line up these recruits and to see what they  
3 could do in a physically fit manner. I don't think it  
4 would wash. And imagine that person over four or five  
5 years with deterioration that would normally go on with  
6 anyone. What kind of officer will we have five years down  
7 the line in that situation?

8 So again, I really appreciate the opportunity  
9 of the Chairman getting into this trying to get to the  
10 bottom of what is a very, very serious public concern.  
11 And I am heartened that you are taking the time to do this  
12 so that we can report back to the public what your  
13 findings are and the probing that you do so that we can  
14 have a first-class Philadelphia Police Department.

15 Thank you.

16 CHAIRMAN GANNON: Thank you, Mr. Giordano.  
17 Representative Manderino.

18 REPRESENTATIVE MANDERINO: No, thank you.

19 CHAIRMAN GANNON: Brian.

20 MR. PRESKI: Mr. Giordano, just a few things  
21 that I could ask for you to -- do you remember when this  
22 Philadelphia Times article was published?

23 MR. GIORDANO: Yes. I don't have it with me,  
24 Brian, but I can get it to you. It was in December of  
25 1997. And what they did in there to follow up is they had

1 a height chart, a weight chart of people graduating from  
2 the academy at that time. And they asked a lot of serious  
3 questions and they put in what experts would say about  
4 someone and their ability to perform the physical test at  
5 the academy at that point at that height and weight.

6 MR. PRESKI: Okay. The next thing is, I also  
7 would ask you if I can have a copy of the document that  
8 you have about the police officer who was trying to go to  
9 Bridesburg and ended up in Newark.

10 MR. GIORDANO: Yes, I can do that. I can give  
11 you a copy of that also, yes.

12 MR. PRESKI: I guess my last question, or my  
13 statement is that when I talked to the Chairman about this  
14 and we've tried to get the people that you've said have  
15 contacted you with some of these stories.

16 You can make it known -- or if they contact  
17 you, that we will sit down with them if they don't want to  
18 come before the Committee. And we will listen to their  
19 story.

20 We had asked today if anyone was available or  
21 not. You basically said that they didn't want to come  
22 this far forward. But you're certainly reasonable to tell  
23 them that I'll come and I'll sit and I'll talk to them.

24 MR. GIORDANO: Absolutely, I will do that. I  
25 think that would go a long way because, of course, they

1 are in positions where they feel compromised by a lot of  
2 this. And again, they have no ax to grind. The people  
3 that seem to call me, from what I can tell from the  
4 callers that you heard on my show -- there is a tremendous  
5 public reception of this. Now, if the public is wrong,  
6 your findings may go a long way to recertify that people  
7 are coming out as competent police officers.

8 MR. PRESKI: Thank you.

9 CHAIRMAN GANNON: Thank you. Just a couple  
10 observations. I was aware from the reports in the media  
11 that the city had settled somehow with the widow of the  
12 police officer. And I don't attach any significance to  
13 that because a settlement simply means that you're buying  
14 your peace.

15 So from a legal standpoint, it's neither an  
16 admission that anything was wrong or whatever. And I  
17 don't look at it that way. And I wanted to make that  
18 clear. So for whatever reason the City wanted to get  
19 involved in making some kind of agreement with this widow,  
20 that's their right to do that. And we don't look beyond  
21 that.

22 But the other thing that concerns me is that  
23 you know things happen. And you can have unfortunate  
24 events no matter how high your standards are and how  
25 rigorous your training and education. And these

1 incidents, however tragic, the one where the officer was  
2 killed, could simply be anomalies.

3 Sometimes folks fall through the cracks; or no  
4 matter how hard you try, there's going to be a failure.  
5 And I can understand that.

6 But what I really want to know is, is that the  
7 case? Is that what we have here? Or is there, in fact, a  
8 failure in the system that has permitted these things to  
9 go on?

10 And that was really what I'm trying to get my  
11 arms around with the Committee's help, because we want to  
12 help the police departments in the Commonwealth and the  
13 police departments in the City.

14 If they're having problems, whatever we can do  
15 at our level to assist them and make their programs  
16 better, to help them in any way that we can. We want a  
17 top-flight police department in Philadelphia.

18 My brother was a Philadelphia police officer.  
19 He's retired now. And I only have good things to say  
20 about the department. They've done an excellent job. And  
21 I lived in the City for years. So I hold them in high  
22 esteem and high standards.

23 But at the same time, we have an obligation  
24 with things like this to look into it with the help of  
25 everybody that's involved to the extent that they can to

1 see if there is a systemic problem and to see what  
2 assistance we can offer, if any, to remedy it. So that's  
3 basically where I'm coming from.

4 And I appreciate your being here today and  
5 offering your comments and observations. I think some of  
6 the questions you raised were legitimate. And they should  
7 be answered.

8 Thank you.

9 MR. GIORDANO: Thank you very much for having  
10 me. Thank you.

11 CHAIRMAN GANNON: Our next witness is Inspector  
12 Michael Cooney with the Philadelphia Police Department  
13 Training Academy.

14 MR. COONEY: I would ask that we could all come  
15 up together.

16 CHAIRMAN GANNON: That's fine. First, I would  
17 appreciate it if all the individuals at the table would  
18 identify themselves. And then once that is complete,  
19 then, Inspector Cooney, you can begin whenever you're  
20 ready.

21 MR. FOLINO: I'm Dominic Folino. I'm a  
22 sergeant with the Philadelphia Police Department. My  
23 assignment is Lethal and Protective Weapons Unit with the  
24 Philadelphia Police Academy.

25 MR. COONEY: I'm Inspector Michael Cooney. I

1 am the Commanding Officer of the Education Training  
2 Bureau.

3 MR. O'DONNELL: I'm Martin O'Donnell. I am the  
4 Supervisor of Training at the Philadelphia Police Academy.

5 MR. BLOOM: I'm Captain Charles Bloom. I am  
6 the training officer of training and development of the  
7 in-service section of the training department.

8 MR. GROVER: Good morning. I am Captain Arthur  
9 Grover. I am the commanding officer of the Recruit  
10 Training Unit at the Philadelphia Police Academy.

11 MR. COONEY: I didn't come with any plan or  
12 speech to give. I was just given a notice to show up  
13 actually. I wasn't sure what the hearing was about. So  
14 I'm here to answer any questions.

15 And by the way, I am a fan of our previous  
16 witness. I listened to the show yesterday. And I did  
17 happen to hear some of the shows that he alluded to  
18 earlier. And some of the facts were not correct. We're  
19 here to answer Dom's questions or the Committee's.

20 So I don't really have any prepared speech.  
21 But if you would like us to give an outline of the kind of  
22 training we do -- I don't really know where you want to  
23 begin.

24 CHAIRMAN GANNON: I would like to hear an  
25 outline of the training, as specific as you can be, with



1 what happens at the academy along the lines of what we  
2 heard from the Commission and the State Police just to get  
3 a comparison from your perspective as opposed to what they  
4 require and what they do.

5 MR. COONEY: We have taken the State  
6 regulations, enhanced it twice over. I think our hours  
7 are 1,101. We've expanded in almost every area that the  
8 State has requirements. And we've taken our basic  
9 training a little bit further.

10 I look at the training as, since the  
11 enhancement of PT, prior to Timoney and after Timoney.  
12 And things have really accelerated as far as training goes  
13 in every aspect, from classroom to hands-on. We've  
14 expanded our training from a 25-week program to a 32-week  
15 program.

16 As Major Mooney had indicated, we're going to  
17 expand again as of January 1. I think we have another  
18 class starting in February. We are expanding our  
19 training. Then we are meeting on a daily basis to  
20 critique the training -- the outlines we've actually  
21 received from the State to see the relevance to  
22 Philadelphia to see if we can enhance it again.

23 When we did enhance the curriculum almost two  
24 years ago, we did add the hours. And some of the hours  
25 the State is now adding have already been incorporated.

1 So maybe our training won't be 300 hours longer because of  
2 what we have done in the past.

3 Part of the seven weeks that we've enhanced the  
4 training include a one-month field training experience for  
5 the all candidates out in the districts to go out there  
6 and supervise. They must drive an additional 40 hours.

7 I know one of the concerns had to do with  
8 driver training. You must have a driver's license before  
9 you are hired in the police department. That is a  
10 requirement for hiring. I'm not quite sure where that  
11 came from. You must have a driver's license.

12 And the State requires, I believe, 32 hours.  
13 We've expanded that to 40. And now we've expanded it  
14 again with the simulators, the state-of-the-art  
15 simulators. And we also do a field evaluation where they  
16 are on a one-to-one basis with a driver training  
17 instructor. That's forty-five minutes to an hour on the  
18 road. They must perform, and they're given a grade. And  
19 if they don't reach that grade, they will graduate, but  
20 they will get a nondriving job. That is the direction.  
21 That is where we are going as far as the driver training.

22 We're introducing computer training for our  
23 recruits. And we also have scenario training down at the  
24 Navy Yard where we take what they've learned in the  
25 classroom and learned in real life. They are put through

1 a week of vigorous training with every scenario we can  
2 think of from drug busts to building searches, hazmat  
3 situations, domestic disputes. The domestic disputes may  
4 include the police officer as the person abusing, same  
5 sex. So we've covered many of those scenarios.

6 So we are constantly looking to improve and  
7 enhance. We are looking at sistering up with one of the  
8 community colleges so that all graduates will actually  
9 have a degree in criminal justice. We are moving in that  
10 direction.

11 I talked with a councilman a month or so ago.  
12 He's talking about sponsoring a bill for those kinds of  
13 programs.

14 One of the other aspects of training are the  
15 instructors. We have also increased the accountability of  
16 all of our instructors. We require all of our instructors  
17 to have a degree. Everyone here at the table, I believe,  
18 has a degree.

19 We're also looking at the firearms situation.  
20 I know that that has come up. That came up with our  
21 instructors. And we are increasing that, also. The 80  
22 hours that the State has mandated, we are looking at  
23 adding another week or two.

24 So we are constantly evaluating. We are  
25 constantly evaluating our instructors. That's the

1 direction that we're going, if that helps you at all.

2 CHAIRMAN GANNON: Representative Manderino.

3 REPRESENTATIVE MANDERINO: Thank you. And I  
4 thank all of you gentlemen for being here today. I have a  
5 couple of areas of questions. One quick follow-up on the  
6 driving just to make sure I understand it.

7 You said that everyone's required to have a  
8 driver's license when they're hired and they're considered  
9 hired prior to going into the academy or are they  
10 considered hired when they come?

11 MR. COONEY: I guess I would consider them  
12 hired when we swear them in the first day as recruit  
13 officers.

14 REPRESENTATIVE MANDERINO: Okay. So when they  
15 are coming into the academy --

16 MR. COONEY: They must hold a driver's license.  
17 And I know that Commissioner Timoney actually looked into  
18 having a driving history requirement -- to have a license  
19 for a couple of years to see about the history.

20 And my understanding is that was not an  
21 acceptable approach because there may have been some bias  
22 against some folks. So that was not good.

23 REPRESENTATIVE MANDERINO: And particularly in  
24 the City where a lot of young people take public  
25 transportation and don't own family cars.

1           But how many hours of driver training once they  
2 are in the academy do they get?

3           MR. COONEY: Well, they get the 40 right off  
4 the bat. And then they receive the 40 hours that they are  
5 supervised on the street with the supervisor, driving the  
6 supervisor around in the district. They also get --

7           MR. GROVER: Eight hours on the driver  
8 simulating technology which we recently acquired.

9           In addition to that, they must pass an on-road  
10 evaluation at the end of the course before we graduate  
11 them certifying to the satisfaction of one of our  
12 instructors that they can perform driving in a  
13 satisfactory manner.

14          MR. COONEY: And that's all new since  
15 Commissioner Timoney came on board.

16          REPRESENTATIVE MANDERINO: So that is fairly  
17 new?

18          MR. COONEY: That is new.

19          REPRESENTATIVE MANDERINO: So the track  
20 record -- the follow-up question I wanted to ask is you  
21 mentioned that somebody may successfully complete all  
22 other components of the academy but not the driving test  
23 and that that would not preclude them from graduating, but  
24 it would limit them to the kinds of assignments they could  
25 get.

1 MR. COONEY: Yes.

2 REPRESENTATIVE MANDERINO: Do you have any  
3 track record so far, or is it too new to know how many  
4 people --

5 MR. COONEY: It's too new.

6 REPRESENTATIVE MANDERINO: Okay. So it's too  
7 new to know.

8 MR. COONEY: Our philosophy is that once you do  
9 graduate from the academy, you don't get issued a car.  
10 You don't have a right to have a car. There are many  
11 other ways that you can patrol the City, and cars happen  
12 to be one of them.

13 REPRESENTATIVE MANDERINO: Okay. And then is  
14 there some follow-up that you can go back and retest.

15 MR. PRESKI: They would have to come back  
16 within the probationary period and pass that test.

17 REPRESENTATIVE MANDERINO: Okay. Are there any  
18 other requirements of completion of academy training that  
19 have those kinds of special exemptions? And if so, what  
20 are they?

21 MR. GROVER: I can't address that. I don't  
22 clearly understand what you mean.

23 REPRESENTATIVE MANDERINO: Okay. Let me be  
24 very specific. If somebody does not pass the physical  
25 fitness requirement of the academy, are there exemptions

1 that they can still become a police officer even though  
2 they did not pass the physical fitness requirements?

3 MR. GROVER: Absolutely not. You must pass the  
4 physical fitness requirements that the State has mandated  
5 with a minimum score of 75 percent. Otherwise, you cannot  
6 graduate from the Philadelphia Police Academy. And there  
7 are quite a number of people that have failed to meet  
8 those requirements.

9 REPRESENTATIVE MANDERINO: I know a couple of  
10 them. They keep coming to see me. And they're not all  
11 5'3 and 190 pounds, either.

12 MR. GROVER: The lieutenant seated to my right  
13 here and myself are presently engaged in a suit, a federal  
14 suit, regarding the harsh nature of those standards where  
15 an individual failed to meet our requirements by  
16 five-tenths of a point. And we fired the individual. So  
17 one of the subjects at issue in the case is that they are  
18 too harsh.

19 REPRESENTATIVE MANDERINO: Mr. Giordano had  
20 brought up and I had heard this antidotally myself that,  
21 well, the Philadelphia Police Department's physical  
22 training requirements are not even as rigorous as the  
23 SEPTA police officer training requirements. Can you  
24 address that?

25 MR. COONEY: Well, SEPTA actually comes to our

1 college to train. They need the same requirements that we  
2 do. And I know we talked a bit while waiting about the  
3 physical training awards.

4 And in many instances it's Philadelphia who  
5 were given those awards, if you compare to SEPTA. And  
6 SEPTA has also asked to send another 19 students.

7 MR. GROVER: SEPTA has seen fit, the  
8 Philadelphia Housing Authority, I could name other  
9 municipalities who have choices where to send their  
10 people for training as Mr. Mooney indicated, but yet those  
11 departments have chosen the Philadelphia Police College as  
12 where they want to train their officers. They feel, and  
13 we believe, that we are a very good institution.

14 MR. COONEY: I think SEPTA is now being sued  
15 for something about whether it was fair. They are now in  
16 litigation, I understand.

17 But I know -- if I could just jump back, I  
18 noticed that you were heading in this direction as far as  
19 hiring with physical standards. Right now our recruits  
20 that get a medical, go to 19th and Paramount and get  
21 checked. We would very much like to see some physical  
22 test prior to them coming to us. And if you can help that  
23 come around, that would be great.

24 Many times we think that our physical training  
25 unit has to work miracles to get some of these folks in



1 shape. And we see that as a problem, too. We would like  
2 to have those folks screened before we get them. And with  
3 the candidates we get, if you don't pass, you fail.

4 REPRESENTATIVE MANDERINO: And what  
5 specifically are you talking about?

6 MR. COONEY: As far as the test goes?

7 REPRESENTATIVE MANDERINO: What kinds of  
8 prescreening physical are you --

9 MR. COONEY: For body mass, aerobic, for  
10 stress, those kinds of things. If you can identify those  
11 areas that are job related. I know there have been some  
12 in the past. And I think there are better ways to do that  
13 and actually bring those folks -- weed those folks out.  
14 And if you could help us do that, everyone would be  
15 appreciative.

16 REPRESENTATIVE MANDERINO: One other issue that  
17 was mentioned prior and that I often hear is the whole  
18 notion of quotas. Can you tell me what the Police  
19 Department's hiring procedures are with regard to  
20 recruitment outreach to minority and other communities,  
21 affirmative action and then whether or not you have any  
22 kind of quota system?

23 MR. COONEY: Just recently we brought the  
24 recruitment team on board. They had been with community  
25 relations for years.

1           With that said, we are now getting into  
2 areas -- and one of the requirements is that if we do  
3 actually recruit someone from a military base, they do  
4 have six months to move back. Commissioner Timoney has  
5 fought for this and did receive it.

6           We do go to colleges. We do have fairs. We go  
7 to fairs, organizations, churches around the City. They  
8 have just applied for and received filing of a budget for  
9 recruitment. Minorities is a big portion of that, but is  
10 no longer called minority recruitment.

11           And as far as the quotas, for the last ten  
12 years Philadelphia has been under a consent decree where  
13 they did have various lists at one point. And I'm not  
14 quite sure of the way they divvied the list up, but the  
15 class that just graduated, 330, was the first class that  
16 was not under the consent decree. And we have seen  
17 academically seen some real increases in the way they  
18 perform both in and out of the classroom.

19           REPRESENTATIVE MANDERINO: When you were under  
20 the consent decree, were there exceptions to people  
21 passing the academy or were they still people -- everyone  
22 had passed the minimum requirements satisfactorily of the  
23 academy?

24           MR. COONEY: Not being there, I'm not sure what  
25 the criteria was. And I don't think anybody sitting here

1 was there. So I don't know if any exceptions were given.  
2 I really don't know. I would say there are rumors. But I  
3 have no personal knowledge.

4 I assume that if everyone graduated in the  
5 past -- but things have changed, as far as I know. At one  
6 graduation they bragged about the 20 percent failure rate,  
7 about how hard it is to get to the academy. We have seen  
8 that decrease with the new test. So it's down to probably  
9 about 10 percent.

10 And many of the folks who have left us in the  
11 last class or so have left of their own volition. There  
12 are not that many academic failures.

13 MR. GROVER: And I would just like to add, the  
14 330 and 331 in particular, there were quite a number of  
15 people with advanced degrees, one certified foot doctor,  
16 another person with a Ph.D. in counseling.

17 So the point is, we are getting some really  
18 good people coming into the academy.

19 REPRESENTATIVE MANDERINO: So if you had an age  
20 requirement, you might not be getting those folks?

21 MR. COONEY: Not unless --

22 MR. GROVER: The individuals in question are in  
23 their thirties.

24 REPRESENTATIVE MANDERINO: But at one time, at  
25 least, the State Police had a maximum of 35 years of age

1 requirement.

2 MR. COONEY: We also had minimums at one time,  
3 and it was challenged. And there is none now. And we've  
4 actually had 50-year-olds and a 58-year-old. And some  
5 make it and some don't, both in academics and physically.  
6 If they don't make it, well, then, sorry.

7 REPRESENTATIVE MANDERINO: Thank you. Thank  
8 you, Mr. Chairman.

9 CHAIRMAN GANNON: Brian.

10 MR. PRESKI: First, when Representative  
11 Manderino made that comment, you looked like you wanted to  
12 say something.

13 MR. GALLAGHER: It used to be thirty. It was  
14 increased to 40, and no less than 21 years of age. So 21  
15 to 40.

16 MR. PRESKI: Okay.

17 MR. COONEY: I know that Commissioner Timoney  
18 looked at an associate degree and a cap at the other end  
19 and none of those have been addressed at a higher level.

20 MR. PRESKI: I guess the first thing I want to  
21 say to you, Inspector Cooney, is this. If you can tell  
22 us -- or if you could tell me what you would like to see  
23 your physical training requirements at, where we could  
24 start to look at legislation and make a reference to,  
25 maybe you can help us with that and get together with your

1 team and think this is where you want to be. And the  
2 Chairman and myself, we can talk to the government of the  
3 state and talk to other people and see where that is.

4 The next question I guess that I have for you  
5 guys is that we had heard from the municipal and the State  
6 Police and they seem to handle a different reality than  
7 that of the Philadelphia police department.

8 Are there some aspects of your training that  
9 are particular to a big city that aren't necessarily  
10 particular to the training that they give to their cadets?

11 MR. COONEY: I'm not quite sure of the whole  
12 cadet training. But I know that we've had discussions of  
13 basic training curriculum that is not as relevant to us as  
14 it would be in a small department in the midstate  
15 somewhere.

16 Even with the present curriculum, we are in  
17 discussions about actually not doing some portions of  
18 theirs and adding more portions of ours.

19 MR. PRESKI: Anything particular?

20 MR. COONEY: Firearms. But they are not  
21 requiring expanded qualifications with a shotgun. Our  
22 police officers don't use shotguns. They don't carry  
23 shotguns. So we see that as something that we don't need.  
24 And Mr. Timoney has said we're not going to do it.

25 And we want to spend more time with the kind of

1        weapon like the Glock. We want to spend more time with  
2        that on the range and more situational things. We're  
3        enhancing our range through a grant. He can probably tell  
4        you further. That's one example, is the firearms  
5        training.

6                    Also with the qualifications, for  
7        qualifications we look at some things in the classroom.  
8        And some of them are so few and the hours are so few that  
9        it's really not worth it to argue about it. There are  
10       some things to do with weights and measures on trucks, for  
11       example, on the highway. Our recruits won't get involved  
12       with that.

13                   Some of the basic training deals with items  
14       that smaller departments would get involved with. But we  
15       have special units. So there has been some discussion,  
16       and we have discussed those issues openly.

17                   MR. PRESKI: The fact that you're moving to  
18       requiring or hoping to require that they have criminal  
19       justice degrees, do you have any idea --

20                   MR. COONEY: Not that they have them, just that  
21       they would get them at the conclusion of their training.

22                   MR. PRESKI: Do you know that number now? Do  
23       you know if there is -- your class coming in, are any of  
24       them coming to you with degrees or criminal justice  
25       backgrounds?

1 MR. COONEY: There are many different kinds of  
2 backgrounds. Yes, we are. And that's one issue, if we do  
3 offer that degree. And it's good for recruitment to offer  
4 those kinds of things. But when they come in with the  
5 degree, what do we do with them? We are discussing these  
6 issues.

7 MR. PRESKI: And my next question is for the  
8 other officers. We require now as a state 12 hours of  
9 annual training per year. And the State Police said, no,  
10 they offer more. Is that likewise with Philadelphia?

11 MR. COONEY: We do the 12. And most years I've  
12 gone to the sessions in Pittsburgh to evaluate the  
13 training and suggest what courses there are that we should  
14 take. We have been developing courses within our own  
15 department. Usually the training takes three days, for  
16 example, to bring our folks off the street.

17 And Commissioner Timoney wants us to bring our  
18 veteran officers back on another day to look at some  
19 issues like vehicle investigations and searching of homes,  
20 warrants, getting warrants, various other avenues of  
21 shooting on the range with flashlights.

22 A lot of these issues have come up to look at  
23 cases that have occurred. And we have learned from these.  
24 And this is some of our training. And next year, our  
25 in-service training, as it will be called, will probably

1 take longer.

2 So we're constantly looking at those things.  
3 We feel that -- and we've gotten feedback about our  
4 recruits going out that -- we've gotten feedback that our  
5 recruits are better trained than our veterans.

6 So we have gone back and said we really have to  
7 look at the kind of training we're giving our recruits.  
8 And I think that's true. And we're also looking at the  
9 physical training and nutrition aspects.

10 We're getting people in the classroom and have  
11 an in-service program for the veterans to come back and  
12 work out. And we're putting another gym at 99 Spring  
13 Garden.

14 MR. PRESKI: Are there other concerns that you  
15 have come in contact with or other issues?

16 MR. COONEY: I haven't come across any yet. So  
17 I am not sure yet. I know that they have under a past  
18 regime. I think they had actually distributed equipment  
19 to all the different departments, and officers have been  
20 using those all along.

21 So I don't think we have a problem with that at  
22 all.

23 MR. PRESKI: Thank you, sir.

24 CHAIRMAN GANNON: Inspector, what is the pay?  
25 How does the pay work for a new recruit or cadet? Do you



1 know? In other words, what do they come in at and when  
2 would they expect the next --

3 MR. COONEY: I think it was 29. I think it  
4 might be a little higher than that right now with the new  
5 contract.

6 CHAIRMAN GANNON: So that's entry level?

7 MR. COONEY: Yes. It's lower than someone who  
8 has been on the force for six years.

9 CHAIRMAN GANNON: Now, when would they expect  
10 the next increase?

11 MR. COONEY: We actually swear them in after  
12 the state required hours before we send them on the  
13 street. We swear them in as police officers. They are  
14 recruit officers for 25 weeks. We swear them in. And at  
15 that point, I believe that they get another slight bump up  
16 in pay.

17 CHAIRMAN GANNON: So when they graduate?

18 MR. COONEY: Not when they graduate. They are  
19 not graduated then. We send them out to the street for a  
20 month and then bring them back for three more weeks. And  
21 after that, then they graduate.

22 CHAIRMAN GANNON: It seems to me -- and getting  
23 back to the physical that you had mentioned earlier. That  
24 is pretty much handled somewhere separately, the physical  
25 requirement. In other words, is your heart okay? And

1 when they show up at your door, you just have to accept  
2 whoever is there and get them into shape through your  
3 training and education so that they can be police officers  
4 but you really don't have any -- that's it. You have no  
5 say in who shows up at the door. They're there and  
6 they've got the papers.

7 MR. COONEY: We actually hired a consultant  
8 from New York. And I know that New York is all under the  
9 training program, the background, the training bureau, the  
10 physical and medical requirements. So everybody knows  
11 what everybody is doing. They have an appointment and  
12 they go down and someone there says that they're okay.

13 CHAIRMAN GANNON: Why is that? This probably  
14 is a policy matter, maybe. But it seems strange that that  
15 all wouldn't have been consolidated under one roof. There  
16 might be a good reason for it. I don't know.

17 MR. COONEY: I don't know what the reason would  
18 be. I would think that being consolidated would be a good  
19 idea.

20 CHAIRMAN GANNON: It seems to put you at a  
21 disadvantage, to some extent, in that regard. That's  
22 probably because of some of the litigation involved. I'm  
23 just sensing that. I don't know factually whether that's  
24 true. But I just sense that's probably why.

25 MR. COONEY: We would like to have input into

1 the test. They had come up with the test because of the  
2 consent decree. But some of us have come up with the  
3 notion that they should be tested for how well they do in  
4 the academy, not how well they do as a police officer,  
5 much like the SATs. How well you do in college doesn't  
6 show if you are going to make a good doctor. I think we  
7 will determine whether you will be a cop or not.

8 CHAIRMAN GANNON: Now, I'm assuming that even  
9 though you're no longer under the consent decree, you  
10 still have a pretty vigorous and aggressive unit to  
11 recruit minorities and women into the force?

12 MR. COONEY: Yes, I think that finally they  
13 actually had an office in a garage down at 13th and Race  
14 in the back of a garage. Folks came down to talk to them.  
15 That has now changed. They are now a part of the  
16 education training bureau now. And they will have a --  
17 they had a smaller budget last year. And they will have a  
18 larger budget next year. I believe we had six people, and  
19 an inspector overlooks that unit now.

20 CHAIRMAN GANNON: I just wanted to give you --  
21 I know Mr. Giordano has left, but I just wanted to give  
22 you a chance to respond to some of the comments that he  
23 has made, assuming his comments were reflecting what his  
24 listeners were telling him.

25 I know you did respond to one or two. But if

1 there's any others you wish to respond to specifically,  
2 I'd like to take an opportunity to hear what you have to  
3 say.

4 MR. COONEY: One of the things that I'd like to  
5 talk about most is about the license for us. That is a  
6 requirement. And it's not us. It's the City. It's a  
7 policy that you must have a driver's license. We would  
8 like to see some sort of driving history. But it's not in  
9 place. And driving history would include if you had a  
10 number of tickets.

11 He talked about someone 5'2, 200 pounds. I  
12 don't know if you remember anyone like that. But I would  
13 like to know who that was. I don't know who that would  
14 be.

15 And again as far as the officer recently that  
16 had the incident with Officer Ortiz not to -- I don't know  
17 how this will sound. But it was prior to the expansion of  
18 the driver training. She was also -- there's also a net  
19 that goes out and looks at drivers who have had an  
20 accident, recently known as the accident prevention team.  
21 And there are seven or eight corporals where they will  
22 work around the clock now and go out and be more  
23 proactive. And they will also have much more contact with  
24 commanders, look at the number of accidents.

25 And it so happens that she was evaluated by the

1 team, and it was noted that she should be monitored by a  
2 supervisor. So we are -- I think we are doing our job  
3 pretty well. But we're still looking for some changes.

4 And I'm always looking for help because we can  
5 only do so much. And that is why basically after we found  
6 out why we were here, we think it's a great idea. We  
7 don't mind coming down.

8 MR. PRESKI: You refer to your classes 330 and  
9 331. I'm just curious about the class number. What's the  
10 usual size?

11 MR. COONEY: One hundred, anywhere from one  
12 hundred to one hundred and fifty. That would determine  
13 the number of students. And normally that has to do with  
14 outsiders that will boost it up somewhat. They are  
15 running about a hundred right now. And that's because  
16 of -- I don't know if you've ever heard of the drop prom?  
17 And that's where officers stick around. The wealth of  
18 their pension isn't quite enough, so not a whole lot of  
19 police officers are leaving us.

20 So the hiring has gotten a little bit smaller.  
21 It went from 150 in one class to 100 officers. So you're  
22 only allowed to have so many. So a lot of officers are  
23 sticking around longer. Forty years is the top you can go  
24 out.

25 MR. PRESKI: And the Philadelphia Police

1 Academy, you have been accredited by all the training  
2 boards, and I assume you have to go through  
3 reaccreditation every so often.

4 MR. COONEY: The Commissioner comes down and  
5 inspects. We are going through the mid-atlantic  
6 accreditation to become a real college or institution when  
7 we hook up with one of the other colleges in the area for  
8 that degree program.

9 MR. PRESKI: Thank you.

10 CHAIRMAN GANNON: Inspector Cooney, and the  
11 other officers, I very much appreciate your being here  
12 today and offering your testimony and insights into the  
13 training and education that takes place for the  
14 Philadelphia Police Department. Thank you very, very  
15 much.

16 MR. COONEY: Thank you.

17 CHAIRMAN GANNON: And there is no other  
18 business before the Committee, so this meeting is  
19 adjourned.

20 (The hearing concluded at 10:40 a.m.)

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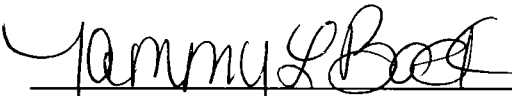
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1 I hereby certify that the proceedings and  
2 evidence are contained fully and accurately in the notes  
3 taken by me on the within proceedings and that this is a  
4 correct transcript of the same.

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9 Tammy L. Bock, Court Reporter

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