



MEMORANDUM

TO: Doug Hildebrandt, Assistant Police Chief

FROM: Jimmy Chavez, Lieutenant

SUBJECT: EMPD EXPLORER PROGRAM

DATE: May 4, 2023

Attached is a memorandum from EMPD Explorer Post 2780 Advisors requesting the reorganization of the group under the umbrella of Public Safety Cadets. Until now, EMPD Explorers have fallen under the Law Enforcement Exploring Program of the Boy Scouts of America (BSA). I have recently learned that the agreement between our Explorer Post and BSA has lapsed, causing our advisors and explorers to be operating as an Explorer Post without general liability and supplemental accident medical insurance provided by BSA.

The attached memorandum provides a cost comparison between Public Safety Cadets and Law Enforcement Exploring as well as documents from Public Safety Cadets. The Memorandum of Understanding should be reviewed by the COEM Attorney, and if approved, signed by Chief Marzocca.

I concur with the advisors' request to transition the EMPD Explorer program to EMPD Cadets and further request the documents be reviewed and signed expeditiously.



MEMORANDUM

TO: Jimmy Chavez, Lieutenant

FROM: Explorer Post #2780, Advisers

SUBJECT: Request to reorganize Explorer Program to Cadets Program

DATE: May 4, 2023

The advisors of the El Mirage Police Department Explorer Program, are preparing to register this youth program for the next year. The current trend in local law enforcement agencies, is to register with the Public Safety Cadets organization vs. the Law Enforcement Exploring Program with the Boy Scouts of America. We have recently been working closely with the Glendale PD Explorers and utilizing their training location. Glendale is another local agency working on reorganizing their program to Cadets.

Our research provides that these organizations offer the same benefits to local youth. Both organizations offer training and liability benefits for members and advisors. The cost to register for the Cadets program is much less than that with the Explorer program. We are requesting approval to change the current Police Explorer Program, to the Police Cadets Program. We understand this will involve a change in the program insignia, uniforms, and department or city documents, however there will be minimal financial impact. The breakdown below identifies the differences, and similarities in these organizations. We've also included the MOU and other program information for the Public Safety Cadets.

	Public Safety Cadets	Law Enforcement Exploring
Adult Registration (annually)	\$15.00	\$45.00
Youth Registration (annually)	\$15.00	\$95.00
Annual Organization Registration	\$20.00	\$60.00
Youth Safety Training	<i>Included</i>	<i>Included</i>
Liability and Supplemental Accident Insurance	<i>Included</i>	<i>Included</i>
Advisory Board	<i>Available</i>	<i>Available</i>
Minimum Advisors Required	2	5
Minimum Participants Required	<i>n/a</i>	5

**MEMORANDUM OF UNDERSTANDING
BETWEEN
PUBLIC SAFETY CADETS
AND THE
EL MIRAGE, ARIZONA 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:

El Mirage, Arizona 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:

Paul Marzocca

5-17-23

Signature of agency/organization head or designee

Date

Paul Marzocca / 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

Signature on behalf of Public Safety Cadets

Date

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: info@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)

A. Starting a Public Safety Cadets Unit

Background - Public Safety Cadets (PSC) was established as a nonprofit corporation 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.

The registration process to partner with PSC commences with the completion of a Memorandum of Understanding (MOU) between the agency/organization head (chief/sheriff) and PSC. 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.

The MOU contains the name of the agency designated Point of Contact (POC), Lead Mentor and other designated Mentors as applicable along with their contact information. The POC and Lead Mentor may be the same person.

Organization and Structure

The majority of PSC Units are sponsored by local, county and state law enforcement agencies; however, there are some federal law enforcement agencies as well as other criminal justice organizations and school districts that also sponsor units. There are many reasons a sponsoring agency may decide to form a Public Safety Cadets Unit, to include a head of agency/organization hearing about the value of the program from a PSC representative, another law enforcement executive, elected official, parent or member of a community organization and social media.

Prior to initiating a PSC Unit the chief, sheriff or head of agency should determine the type of unit that he/she desires to create; in other words, their vision of how the PSC Unit will function within the agency. Public Safety Cadets provides wide latitude to the sponsoring agency in determining the organization, structure and program of its PSC Unit providing it is operated in accordance with the Public Safety Cadets' Standard Operating Procedures (SOP).

Given this latitude, the structure of PSC Units throughout the country range from those that are loosely organized with a nominal program and open membership to those that are highly organized with membership standards, a dynamic program of progressive training, practical experience opportunities and exciting activities that build knowledge over time. Past history has demonstrated that highly organized PSC Units that have membership standards, a progressive training program, and provide practical experiences and challenging activities are much more successful than Units that are not organized in the same manner.

Unit Management

Once a chief, sheriff or head of agency decides upon the structure of the Unit, the next most important decision is to select the adults who will oversee the program. The adult leadership

for the Unit is comprised of the Lead Mentor (an adult designated by the head of an agency/organization with the responsibility to provide overall administration of a PSC Unit and coordination of other designated Mentors and Volunteers supporting unit activities to help guide and train their Cadets), associate Mentors (other designated adults who assist the Lead Mentor) and Volunteers (civilian adults providing assistance under the supervision of the Lead Mentor or other Mentors). 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).

Normally, the Mentors of PSC Units are sworn law enforcement officers with expertise in various areas of the public safety profession, designated and determined suitable by the partnering agency/organization to perform as a trusted, knowledgeable advisor to help guide and train their Cadets.

In addition, some units have found it beneficial to have adult civilian volunteers, determined suitable by a partnering agency/organization, who are authorized to provide frequent assistance to a PSC Unit under the supervision of the Lead Mentor or other Mentor(s) without being paid or financially compensated.

The Mentor cadre provides advice, guidance and support for the PSC Unit. Although Cadet Units are organized with youth leaders, a committed and active adult cohort is essential for the operation of any well managed Unit. There is a direct correlation between the interest and support of the Mentor cadre (to include that of the Chief, Sherriff or head of agency) and the success and sustainability of a Unit.

The head of agency designates a Point of Contact (POC) who serves as the primary contact between the PSC national office and the partnering agency. The POC may also be designated by the agency/organization to serve as the Lead Mentor.

Following the determination of the structure, training and program for a PSC Unit, and the selection of the adult leadership, the next step is to actually submit a completed MOU and register the Unit through the website at: www.PublicSafetyCadets.org. In many instances, a sponsoring agency will register a Unit before deciding upon the structure, training, program and Mentor cadre. Either way is acceptable; what is important is to have a well-organized program in place (to include written standard operating procedures, rules and regulations) before recruiting Cadets into the Unit. The PSC national office is available to provide assistance with the formulation of your unit and/or agency policies.

Unit Organization

There are many different ways in which the internal organization and rank structure of a Unit can be arranged. Some large agencies will create multiple units due to the size of their geographic area. Individual Units may sub-divide the Cadets into several squads or platoons led by a Cadet Sergeant who reports to a Cadet Lieutenant who in turns reports to a Cadet Captain. The rank structure of a Unit, as well as the number of squads, platoons or units established, is decided by the sponsoring agency. Unlike traditional youth programs where officers are elected by the

members, most PSC Law Enforcement Sector Units use an assessment test and interview or merit based (or combination of both) method to select Unit officers for ranks that are similar to that of the sponsoring agency. The assessment test and interview and/or merit-based method for Unit officer selection is normally conducted by the Mentor cadre.

B. Unit Manual, Policies Rules and Regulations

Developing a Unit Manual

In accordance with the MOU, the sponsoring agency/organization agrees to abide 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 the POC, to provide timely and pertinent program guidance.

In order to provide a foundation for organizational structure and operations through well-defined procedures and protocols, every Unit should develop its own written manual setting forth their operating policies, procedures, rules and regulations. This document, often referred to as a Unit Manual, is normally made part of the standard operating procedures of the sponsoring agency, usually as a separate section entitled "Public Safety Cadets Unit" or a similar title. The Unit Manual may add more stringent requirements to unit policies, procedures, rules and regulations, but they may not serve to dilute the PSC SOP or impair the intent therein.

Resources for Creating a Unit Manual

Developing a comprehensive Unit Manual takes time, thought and input from the individuals and/or component responsible for maintaining the standard operating procedures, rules and regulations of the sponsoring agency to ensure nothing in the Unit Manual is in contravention of agency/organization policy. Almost every law enforcement agency that has a successful Public Safety Cadets Unit will have a well written Unit Manual, and most will freely share their manual with other agencies. Using another Unit's manual as a reference will provide a framework upon which another agency/organization can develop its own unique Unit Manual. There are Public Safety Cadets Mentor Associations located throughout the country that are another excellent resource for guidance on unit manual development, training for Mentors and Cadets, program development and other forms of support.

C. Youth Membership: Standards, Recruiting and Retention

Standards

The Mentor cadre of a PSC Unit has the important responsibility of establishing membership standards for its Cadets. Public Safety Cadets is a youth education program and as such encourages sponsoring agencies to provide training, practical experiences and other activities that will help Cadets make an informed decision about a career in law enforcement or other related public safety field. Recognizing the sensitive nature of law enforcement operations, it is understood that sponsoring agencies need to be discerning in the selection of Cadets that are allowed to participate in the program; thus, each sponsoring agency is permitted to establish its own admission standards for members. That being said, it is important to give careful

consideration to establishing minimum membership standards. Experience has taught many Mentors that selective criteria and high standards for membership in Public Safety Cadets Units yield better program opportunities and fewer misconduct issues.

Establishing minimum membership standards (i.e., admission, participation, academic and physical) for Public Safety Cadet Units:

1. Attracts quality members.
2. Minimizes behavioral or performance problems in the Unit.
3. Lends credibility to the agency's Public Safety Cadets program for the members, the sponsoring agency and the community.
4. Provides for a better training program, more practical application opportunities and a meaningful experience that will better prepare members to be competitive for full-time law enforcement positions. Generally, there is a direct correlation between the quality of members and program (i.e., training, etc.) to the level of practical experience opportunities afforded by a law enforcement agency.

Cadet Units are afforded a great deal of independence in developing membership standards, as well as their program, providing there is no discrimination based on ethnic origin, religion, economic status, creed or sexual orientation, and the program is conducted in accordance to Unit/Public Safety Cadets policies and procedures. As a rule of thumb, a Unit may impose more stringent restrictions, but not less stringent restrictions as set forth in the PSC SOP, for any PSC membership requirement or policy. For example, a Unit may decide that its minimum age for membership will be 16 years of age, rather than the minimum age requirement of 14 set by PSC; or a Unit may decide to restrict its membership to what it considers a manageable number of Cadets (i.e., a maximum of 25 Cadets), etc.

The Mentor cadre, with concurrence of the sponsoring agency/organization, must decide the criteria for membership. Typically, due to the nature of the Unit's activities and exposure to sensitive law enforcement information or procedures, criteria for membership in a PSC Law Enforcement Unit is much more restrictive than for other sectors of Public Safety Cadets. Most PSC Units, with some variation, use the following types of criteria for membership:

1. Applicant must be 14-20 years of age and a U.S. citizen. (may be inclusive)
2. Applicant must not have a prior arrest record or serious traffic violations.
3. Applicant must be in excellent physical condition with weight in proportion to height and body frame.
4. Applicant must be of good conduct and high moral character.
5. Upon acceptance into the Unit, the applicant must maintain a "C" average (2.0) in scholastic studies. Once a Cadet graduates from high school, he/she must enroll in at least two courses per semester at an accredited college.
6. Must be a resident (some law enforcement agencies require that Cadets reside in the jurisdiction for which the agency is responsible).

Recruiting

Recruiting quality Public Safety Cadets is a proactive process, and there are several avenues which may be pursued in this endeavor. The following represent some methods on how to generate interest in your Public Safety Cadets Unit.

1. Career Interest Survey – Many middle schools and high schools contact external groups (i.e., youth organizations, US Military, etc.) to conduct a career interest survey providing the organization shares the results of the survey with the school and agrees to safeguard the privacy of the students. Normally, schools are more than willing to work with School Resource Officers to identify students interested in a career in law enforcement with information on Public Safety Cadet Units in the area. Career interest survey information is an excellent means of identifying potential candidates for membership. Students interested in joining the Unit can be invited to discuss Public Safety Cadets with a Cadet and/or Mentor, and to possibly visit a Unit meeting or activity.
2. Publicity: Units should regularly issue press releases concerning Unit activities, recognition and awards bestowed upon Unit members, and other information that brings positive attention to the program. Each press release should contain a clause indicating whom to contact for additional information or inquiries about membership. Many Units have a Facebook, Myspace, or other social media page on which they share general information about their Unit, to include whom to contact for membership requirements. Local cable channels, broadcast stations and other media networks may be solicited to develop a segment concerning Public Safety Cadets in general, and/or the activities or accomplishments of a particular Unit. Good publicity about a Unit automatically places the sponsoring agency and its leadership in a positive light with the community, and that can produce dividends in terms of the support a Unit may receive from the agency/organization.
3. Group Presentations: Public Safety Cadets Units should take advantage of any opportunity to have an information booth at local retail venues, during special events at schools (i.e., career day, etc.), or other public events and community gatherings. Cadets at these events can distribute a Unit brochure with information about their Unit and membership requirements, show video footage of Unit activities (i.e., training, community service, Ride-alongs, competitions, etc.), and answer specific questions about the program. Community service groups (Lions, Kiwanis, and Rotary, etc.) are always looking for interesting presentations at their meetings and Cadets, in uniform, talking about their PSC experience and how their Unit helps the community always stimulates interest in membership.
4. Word of Mouth: Even with all the forms of electronic and print communication available today, word of mouth is still a very powerful and persuasive recruiting tool. Law enforcement officers from the sponsoring agency, former Public Safety Cadets,

citizens, whom have witnessed Cadets in action, and Cadets themselves, all can serve as ambassadors for the Unit and recruit quality candidates for membership.

Selection

To the extent possible and practical, the selection process for Cadets should parallel that for full-time law enforcement personnel. This reinforces the concept the program is special and not just anyone is allowed to join. Many Units utilize the following procedures, or variations thereof, for selecting new Cadets:

1. **Background Investigation:** Includes criminal/traffic records check and interviews with teachers, employers and neighbors.
2. **Oral Interview:** An interview before a panel consisting of at least two Mentors and the highest-ranking Cadet in the Unit. The interview consists of questions related to information on the candidate's application and from results of the background investigation, as well as questions pertaining to the applicant's desire to join the Unit and suitability for membership. The interview panel will also take note of the physical appearance (in terms of neatness and cleanliness) and of the applicant's verbal and non-verbal communication skills. The panel shall also assess the applicant's willingness and ability to comply with Unit rules, regulations and training requirements.
3. **Orientation Program:** Candidates must attend an orientation program with their parent(s) or legal guardian where the functions of the Unit and responsibility of members is explained to all concerned.
4. **Basic Training Requirement:** Although candidates are formally admitted into the Unit at the orientation program, they are on probationary status until such time they complete the basic training requirements established by the unit.

Retention

Retention of Cadets involves two separate and distinct elements. The first involves establishing criteria to which a Cadet must adhere in order to retain membership in the Unit. The second is developing a program that will influence Cadets to remain in the Unit until such time they are no longer of age to participate and, if they leave the Unit prior to that time, determining what changes may be necessary to improve the program.

1. **Retention Criteria for Members to Remain in Unit:** Most Units establish minimum requirements to remain in the program. These requirements ensure members meet certain standards of participation and conduct so the objectives of Public Safety Cadets (and the Unit) are achieved, the integrity of the program is maintained, and members are conditioned to always be mindful of performance levels and opportunities for self-improvement. Examples of such retention criteria are:

- a. Cadets must attend meetings, events and in-service training unless excused for legitimate reasons. At a minimum, Cadets must devote at least 10 hours per month to the program (i.e., meetings training, etc.)
 - b. Cadets must maintain minimum academic standards. Should a Cadet fall below such a standard, he/she will be placed on academic probation for the following semester. Failure to achieve the minimum academic standard during the academic probation period will result in dismissal from the program.
 - c. Cadets must receive acceptable performance evaluation reports and demonstrate improvement in any identified deficient areas.
 - d. Cadets must participate in a bi-annual physical agility assessment.
 - e. Cadets must not engage in any illegal conduct or behavior that would bring discredit to the Unit or the department.
2. Retention of Membership: One of the primary goals of every Public Safety Cadets Unit should be to retain quality members. In order to achieve this goal, it is necessary to provide a dynamic program and a meaningful experience to all Cadets. In those instances where a Cadet voluntarily leaves the program for reasons other than relocation or reaching the maximum age for participation, it is important to determine what precipitated such action. This may best be accomplished through an exit interview during which time the Lead Mentor, or other adult leader, may ascertain the exact nature and cause for the resignation. Where appropriate, information from exit interviews may be used to modify the Unit's program.



PUBLIC SAFETY CADETS – AGREEMENT AND LEGAL WAIVER FORM

AGREEMENT AND LEGAL WAIVER

I declare that all statements on this enrollment form and attachments are true and complete to the best of my knowledge. I understand that false, misleading, or incomplete information shall be cause for disqualification or termination from the Public Safety Cadets program (hereinafter "Cadets Program"). I understand that my participation in the Cadets Program is voluntary and at an "at will" status; and that the sponsoring agency/organization, acting through its Cadets Program Unit, is free to discharge me without cause and I am free to discontinue participation in the program at any time. I understand the importance of providing accurate medical information, I certify that all information provided is accurate, and I acknowledge that there are no undisclosed physical limitations that would prevent me from participating in all aspects of the Cadets Program. I understand that participation in the Cadets Program involves the risk of personal injury, including death, due to the physical, mental, and emotional challenges of the Cadet Program activities. I agree that approved Mentors and program volunteers may provide transport during Cadets Program activities. I also understand that in the event of serious illness or injury, reasonable efforts will be made to contact the parent or guardian, if listed below.

AGREEMENT ASSUMING RISK OF INJURY OR DAMAGE, WAIVER AND RELEASE OF CLAIMS

With appreciation of the dangers and risks associated with the Cadets Program, I hereby release, acquit and forever discharge the Public Safety Cadets, the partnering agency/organization and its officers, agencies, and employees of and from any and all rights, claims, demands, actions, causes of action, damages, costs, losses of services, compensation, and debts, including attorney's fees (collectively "claims") which I may have against the Cadets Program, whether known or unknown, which result from, arise from, or are related in any way to my participation in the Cadets Program or any activities or events related thereto. I hereby agree to hold harmless Public Safety Cadets and the partnering agency/organization from and against any and all claims which result from, arise from, or are related in any way to my participation in the Cadets Program excluding only claims that are attributable to the gross negligence or willful misconduct of Public Safety Cadets and/or the partnering agency/organization.

Should I require emergency medical care while participating in the Cadet Program, I hereby give sponsoring agency/organization personnel my permission to use their judgment in obtaining care for me and I give permission to the medical care provider selected by the Cadet Program personnel to render medical care deemed necessary and appropriate. Such consent includes any x-ray examination, anesthetic, medical or surgical diagnostic or treatment and/or hospital service that may be rendered. I understand that Public Safety Cadets or the sponsoring agency/organization is not obligated to provide medical treatment and that any cost incurred for treatment provided which is not covered by insurance shall be my sole responsibility. I warrant that I understand the content of the foregoing authorization and release. My signature, hereon, is my own free act and it is my intention to be legally bound hereby.

WAIVER FOR CONSENT FOR PHOTOGRAPHS

I do hereby consent to being photographed, by professional and/or amateur photographers, while participating in any detail, event, function, or activity related to the Cadets Program. I also give my consent for the Public Safety Cadets and/or the partnering agency/organization, including any Division or unit therein to use my name, likeness, image, appearance, and biographical information ("Image"), in, on or in connection with any photographs, pictures, digital images, websites programs, printed materials and any and all media, whether now known or hereafter developed, throughout the world at any time, for the legitimate purposes of Public Safety Cadets. I hereby expressly waive all claims for royalties or other compensation related to any such use of my Image or related information and release Public Safety Cadets and the partnering agency/organization from any and all liability which may arise as a result of being photographed while participating in the Cadets Program, and for the subsequent use and display of the Image. I understand that this consent/waiver and release will remain in effect until such time that it is revoked, in writing, by me. Public Safety Cadets and the sponsoring agency/organization retains the right to use the aforementioned Image for the purposes stated herein, whether or not I continue to be involved in the Cadets Program, absent my written revocation of consent.

I understand that Public Safety Cadets shall have no obligation to use the Image, and that all creative decisions regarding the use of the Image shall be at the sole discretion of Public Safety Cadet's or the sponsoring agency/organization.

By signing below, all Cadet Applicants, Parents, Guardians, Partnering Agency/Organization Unit Mentors have read, understand, and agree to all conditions listed herein.

I acknowledge and agree that this Release & Waiver is binding upon me, my heirs, assigns and legal representatives:

Cadet Signature: _____

Date: _____

Cadet Printed Name: _____

If participant is a minor child, I, as his/her parent/legal guardian, agree on his/her behalf:

Parent/Guardian Signature: _____

Date: _____

Print Name: _____

Amy Bytnar

From: Janie Garcia
Sent: Tuesday, May 16, 2023 5:20 PM
To: Paul N. Marzocca
Cc: Amy Bytnar; Michael Ashley
Subject: RE: [EXTERNAL] Public Safety Cadets

Nice & easy!

Amy,
I'd like to get this on June 6th agenda.
Let me know what you need.

Janie Garcia – Sr. Management Support Specialist
El Mirage Police Department
12401 W. Cinnabar Avenue, El Mirage, AZ 85335
P: 623-500-3004 | F: 623-500-3001 | E: jgarcia@elmirageaz.gov



From: Paul N. Marzocca <pmarzocca@elmirageaz.gov>
Sent: Tuesday, May 16, 2023 4:55 PM
To: Janie Garcia <jgarcia@elmirageaz.gov>
Subject: FW: [EXTERNAL] Public Safety Cadets

Approved. We have to get it to Amy to put it on the council agenda.

Paul Marzocca – Police Chief
El Mirage Police Department
12401 W. Cinnabar Avenue, El Mirage, AZ 85335
P: 623-500-3009 | F: 623-500-3001 | E: pmarzocca@elmirageaz.gov



From: Wendy Henson <whenson@elmirageaz.gov>
Sent: Tuesday, May 16, 2023 4:27 PM
To: Paul N. Marzocca <pmarzocca@elmirageaz.gov>
Subject: FW: [EXTERNAL] Public Safety Cadets

Chief! My apologies! I didn't check to see if you were copied on his reply. Sorry!

Thank you,

Wendy Henson, CPM

City Clerk Specialist
City of El Mirage
10000 N. El Mirage Road, El Mirage, AZ 85335
P: 623-876-2931 | F: 623-935-6184 | E: whenson@elmirageaz.gov
www.elmirageaz.gov



City of
EL MIRAGE
Arizona

GRAND HERITAGE, BRIGHT FUTURE

From: Justin Pierce <justin@piercecoleman.com>
Sent: Monday, May 15, 2023 7:32 PM
To: Wendy Henson <whenson@elmirageaz.gov>
Cc: Sharon Antes <santes@elmirageaz.gov>
Subject: RE: [EXTERNAL] Public Safety Cadets

I'm good with this; it's an MOU so it's non-binding anyway. And I didn't see anything problematic in here. Thanks.
Justin

From: Wendy Henson <whenson@elmirageaz.gov>
Sent: Wednesday, May 10, 2023 1:00 PM
To: Justin Pierce <justin@piercecoleman.com>
Cc: Sharon Antes <santes@elmirageaz.gov>
Subject: FW: [EXTERNAL] Public Safety Cadets

Justin,
Please review the attached per the below request.

Wendy Henson, CPM

City Clerk Specialist
City of El Mirage
10000 N. El Mirage Road, El Mirage, AZ 85335
P: 623-876-2931 | F: 623-935-6184 | E: whenson@elmirageaz.gov
www.elmirageaz.gov



From: Paul N. Marzocca <pmarzocca@elmirageaz.gov>
Sent: Wednesday, May 10, 2023 12:13 PM
To: Sharon Antes <santes@elmirageaz.gov>; Wendy Henson <whenson@elmirageaz.gov>
Subject: Public Safety Cadets

Can we send this to legal please for review. Its an MOU between the PD and Public Safety Cadets.

Traditionally EMPD Explorers have fallen under the Law Enforcement Exploring Program of the Boy Scouts of America. We recently learned our agreement between the explorer post and BSA has lapsed, causing our advisors and explores to be operating as an explorer post without general liability and supplemental accident medical insurance provided by BSA. Because of this, we researched other sponsors and would like to switch to Public Safety Cadets which is less expensive. Please see memo for further.

Paul Marzocca – Police Chief
El Mirage Police Department
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