

CORRECTIONAL OFFICER CANDIDATE HANDBOOK



PRE-SERVICE TRAINING ACADEMY

"TRAINING FOR EXCELLENCE"

RHODE ISLAND DEPARTMENT OF CORRECTIONS
DIVISION OF ADMINISTRATION



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS



Department of Corrections

TRAINING ACADEMY
Dix Building
18 Wilma Schesler Lane
Cranston, RI 02920

Dear Candidate,

Welcome to the Rhode Island Department of Corrections Training Academy and the Correctional Officer Pre-Service Training Program.

During the next twelve weeks, you will undergo a rigorous and challenging training program that has been carefully designed to ensure that you develop the basic skills needed to effectively perform the duties of a Probationary Correctional Officer.

Our staff of highly trained professionals will provide you with the “tools” to prepare you for your career endeavor by providing classroom instruction, hands-on training, policy and procedural manuals/guidance, interpersonal communication skills, defensive tactics, supervision skills, and firearms training to name a few. This training will utilize the latest and most advanced techniques currently available in the Corrections and Law Enforcement fields.

You will be challenged both physically and mentally throughout this academy, but I can assure you your successful completion will be an accomplishment that you shall cherish forever. I challenge and urge you to take full advantage of this opportunity by dedicating yourself to the training program by striving to attain the highest standards possible as outlined in this handbook.

I wish you the best of luck and look forward to graduation day.

Sincerely,

Wayne T. Salisbury Jr.

Wayne T. Salisbury Jr.
Deputy Warden

No pagers, cell phones, or other electronic devices are allowed in the training facilities or actual jail or prisons. For family emergencies during business hours call 401-462-2697.

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1. Training Objectives

The general program objectives are as follows:

- To familiarize candidates with the physical plant of each building;
- To inform candidates of the department's mission and goals;
- To instruct candidates in departmental policies, procedures, and programs;
- To convey job skills to candidates in all relevant areas;
- To develop human relations skills to assist in establishing productive, meaningful, and professional relationships with inmates, staff members, other agencies, the public, and visitors to our facilities.

2. Code of Conduct - Accountability and Control

- Candidates are expected to attend punctually all scheduled classes, field exercises, formations and assigned posts.
- Candidates who miss 1-3 days of critical program content may be subject to removal from the program (critical content is determined by the Director).
- Any absence must be unavoidable and must have written documentation of the reason behind the absence.
- Any change in a candidate's status (e.g., health, injuries, vehicle registration; any new law enforcement contacts/incidents, etc.) must be reported immediately.
- Each Candidate is expected to maintain a logbook of events, in accordance with instructions during the first day orientation. It will be reviewed daily by the Training Staff.
- Candidates will not lie, cheat, steal, conspire to deceive or evade the truth.
- Candidates must conduct themselves at all times in a completely honest and forthright manner.
- Candidates are expected to be sensitive to, and exhibit tolerance for, concerns, opinions and backgrounds of others and to treat all individuals with respect, dignity and courtesy regardless of their circumstances or condition.
- Language which is degrading, abusive, profane, or refers to an individual's race, religion, ethnicity, national origin, gender, age, handicap or sexual orientation in a demeaning or derogatory manner shall not be used in speaking to or about staff members, inmates, or members of the public.
- Any act or failure to act by a candidate which places or may place his/her safety and/or the safety of another person or persons at risk is prohibited.
- Candidates shall report promptly, accurately and completely any incident which warrants the attention of staff.
- Soliciting business, engaging in any sales or business venture or distributing materials on facility grounds is prohibited.
- Candidates will not adversely affect class morale or discipline.
- Candidates are expected to adhere to the highest standards of integrity.
- All candidates who are familiar with the staff members are prohibited from engaging in conversation with said staff during duty hours, unless it is duty related.

3. Classroom Conduct

- Each candidate will sit erect in class, in accordance with the established seating plan, and be properly dressed.
- Shirt sleeves will be kept unrolled and completely buttoned, any zippers will be zipped always, and snaps will be snapped always.
- Each candidate will be seated in his/her seat promptly at the commencement of the class period and maintain an attitude of alert posture always.
- To gain the instructor's attention, the candidate will raise a hand, once recognized by the instructor, will stand at attention, give his/her name, and then ask the question. The candidate will remain standing until the instructor asks them to take seat. This will be the classroom rule unless otherwise directed by the instructor.
- Classrooms must be kept neat and orderly always.
- Only written or printed matter approved by the Training Staff is permitted in the classroom.
- Candidates will not sit on desks or tables; lean against or put feet on the walls.
- There will be no smoking during the training program.
- Chewing gum, eating food and drinking of beverages in the classroom is prohibited at any time.
- Conversations between candidates during class lecture is prohibited.
- During class breaks, candidates will either remain inside the classroom, or use designated break areas. They will not congregate in the hallways outside the classrooms. The breaks are to be utilized to prepare for the next class.
- Sleeping or neglect of duties is prohibited any time while on duty.
- If, after five minutes into the class hour, an instructor has not entered, the class leader or designee will report the situation to a member of the Training Staff.
- Candidate will come to the position of attention whenever an instructor or a ranking officer enters the classroom.
- At the end of tests and exams, all papers will be turned over to the Training Officer. Candidates will not write on question sheets or remove them from the classroom, unless directed to do so by training staff.

Correctional Officer Candidates are expected to conduct themselves as professionals always. Any Correctional Officer Candidate involved in unprofessional conduct, including but not limited to the following, will be subject to dismissal from the Training Academy.

- Willful damage to Department of Corrections/State property.
- Use of drugs or other controlled substances, without prescription.
- Cheating on examinations or other evaluations.
- Disobedience to lawful authority.
- Wearing the uniform into an establishment that sells alcoholic beverages.
- Conducting oneself in a manner that brings discredit to the Department of Corrections or the Training Academy.

Correctional Officer Candidates will address the Training Academy staff, instructors and other personnel from the Department of Corrections by rank or title, and last name. Correctional Officer Candidates will not speak with visitors [visitors: any individual(s) on Training Academy premises who are neither DOC personnel nor instructor(s) teaching at the Academy] unless given permission to do so by the Training Academy staff. Correctional Officer Candidates will maintain a courteous and respectful demeanor when speaking with anyone at the Academy.

Note: In addition to the above, Correctional Officer Candidates must conduct themselves in accordance with R.I.D.O.C. Policy # 3.14-3 DOC (Code of Ethics and Conduct)

Building and Grounds - The cooperation of all candidates is essential in maintaining the training location. All areas of the training site (lunch area, locker room, classroom, etc.) will be maintained daily. Utilizing the teamwork concept, candidates are jointly responsible for keeping these areas in a clean, neat, and presentable condition.

4. Performance Standards

You are required to meet graduation requirements in three areas: **academics, firearms, and self-defense.**

Your *eligibility* for employment depends upon your successful completion of the training program. Although there is no guarantee of full time employment you must pass and graduate from the training program to be *considered* for employment. Rest assured, however, that the training staff will do all they can to assist you in completing the program.

In academics, there will be daily quizzes, approximately eleven (11) examinations, usually administered on the Monday following the week of instruction, and a final examination. Test questions are drawn from the policy and procedures; content covered in classroom lecture sessions; and practice exercise activities. Each examination score will be added to the scores of the previous week's examinations, and the average of these scores will determine your weekly average scores.

Candidates must maintain a 70% average during training. Failure to meet or maintain this standard may result in a candidate being placed on academic probation or may subject a candidate to termination. Candidates are encouraged to work and study together, however, the result must be original. If you are caught cheating on a test, you will be expelled from the training program. A candidate may not allow another candidate to give him/her information concerning questions on an examination.

Any candidate who fails to attain a passing score of seventy (70) percent on an academic test/quiz will receive a counseling session. In the event of a failure, remedial training or assistance will be offered by Training Staff. Any remedial assistance offered is **not** intended to change the failing grade but **is** intended to ensure that the candidate has comprehended the material presented. Candidates must be able to demonstrate an acceptable level of skill and knowledge on a re-test. Failure to do so may result in removal from the training program. This remedial assistance will be completed at the end of the day on your own time.

Each candidate's final ranking at the end of the training will consist of a combined test and quiz average, defensive tactics performance, classroom participation, evaluations and On the Job Performance.

- Weekly Quizzes/Tests Average Score 50%
- Final Examination Score 20%
- Defensive Tactics Performance 5 %
- Classroom Participation 10%
- Evaluations 5 %
- On the Job Performance 10%

In firearms, you are required to qualify on the use of three (3) weapons--the Sig Sauer 226 .40 caliber semi-automatic handgun, the Mossberg 12-gauge shotgun, and the Sig Sauer 516 Rifle. Qualification will be with duty weapon and duty ammunition. The qualification will take place at a designated range and with an assigned firearms instructor. You must successfully qualify with each of these weapons by attaining the required scores to graduate. Failure to qualify shall result in your dismissal from the training program.

In defensive tactics training, you will be required to demonstrate your skill by passing a performance test evaluated by a Defensive Tactics Instructor(s).

5. **Exceptions to Performance Standards** - Exceptions to the required standards may be granted under the following circumstance and only at the discretion of the Director:

- A candidate sustains an injury during training or has a handicap which requires some reasonable accommodations.
- If a physician, which may be designated by the facility, determines that you are unable to participate in or successfully pass those elements required for graduation. Even if you cannot participate in physical activities, you will still be expected to complete and pass the remainder of the program.
- **Note:** When the medical condition has improved, you will be required to meet the same standards required for graduation. You will be trained and tested at the facility.

6. **Evaluations and Counseling** - Every Correctional Officer Candidate will be given at least four Evaluation Reports prepared by the Training Staff. This report will evaluate the following areas:

- General Performance
- Academic average
- Classroom Participation
- Specific Correctional Officer skills
- Potential

The purpose of the evaluation is to make each candidate aware of his/her strengths and skills that can be improved upon and to monitor each candidate's progress throughout training. Candidates experiencing difficulties or having concerns, which they feel they need to discuss, should contact the Training Academy Staff utilizing the Chain of Command.

Observations - The candidates will be under the constant observation of the Director, the Facility Staff, and the Training Staff. Records will be maintained on the candidate's performance, leadership ability and personal development. The candidate's academic performance will be evaluated by the Training Staff. Performance evaluations will be documented and maintained by the Training Staff.

Peer Rating - At times during the training, candidates may be asked to rate each member of his/her class and place each in a relative order of merit. Each candidate will write a brief but concise statement as to why each candidate was rated in the order selected.

Evaluations/Appraisals - Constructive counseling is the most effective tool in applying corrective action and providing the Candidate with the guidance necessary to assist in correcting deficiencies. It will be done individually and in private. It will be conducted in an informal atmosphere with the candidate at ease. Candidates who continually require counseling and who do not show improvement will be referred to the Deputy Warden of Training.

Candidate Discipline - Candidates may be disciplined for violations of the standards set forth in the candidate handbook, departmental policy, and/or any directive, either written or verbal, which has been properly disseminated.

Acceptable Methods of Discipline include but are not limited to the following:

1. Individual Physical Training/Individual duty assignment
2. On the spot correction
3. Verbal Reprimand
4. Documented Reprimand
5. Termination from the program.

All infractions, minor or otherwise, will be promptly reported to the Training Staff by whomever observed the action. However, **only** the Training Staff Cadre are authorized to administer disciplinary action to a candidate on behalf of the Director.

Correctional Officer Candidates may be disciplined for violations of the standards set forth in the Correctional Officer Candidate Handbook. Violations will be documented on Notice of Administrative Action forms. Disciplinary actions will be issued in accordance with the nature and severity of the violations to include the following:

On-the-spot Correction: When an instructor observes a Correctional Officer Candidate committing a violation, he/she will correct the Correctional Officer Candidate on the spot. If the offense is serious enough to warrant further action, the instructor may issue a Notice of Administrative Action.

Notice of Administrative Action: issued when a candidate commits a serious violation. All candidates who receive such a notice will be referred to a Supervisor of Training for assessment and possible actions up to and including termination from the Academy.

7. **Curriculum** - Each Correctional Officer Candidate is required to successfully complete a comprehensive (480) hour pre-service training program.
8. **Daily Schedule** - While each day's training schedule may reflect different times and training locations, the following schedule may be used as a guide for a typical day.

TIME	EVENT	LOCATION
6:52 a.m. - 7:00 a.m.	Roll Call/Inspection	Academy
7:00 a.m. -11:00 a.m.	Classes	Academy
11:00a.m.-11:30 a.m.	Lunch	Academy
11:30a.m.- 2:45 p.m.	Classes/Physical Fitness	Academy
2:45p.m. - 3:00 p.m.	Clean up/Dismissal	Academy

9. **Parking**
 - All candidates will park their vehicles at Garvey Field.
 - If you are being dropped off, you will be dropped off and picked up at Garvey Field.
 - Movement to and from Garvey Field, or anywhere on the complex will be at a brisk walk.

10. **Personal Appearance/Overall Appearance**

Each Correctional Officer Candidate is expected to comply with the requirements and will maintain a neat, professional and well-groomed appearance throughout the training program.

Male Hair Styles: Hair will be clean, neatly arranged and styled to present a professional appearance. The bulk of the hair will not be excessive or present a ragged, unkempt appearance. Headgear shall fit properly, and in no case shall the bulk of the hair interfere with the proper wearing of any headgear. The hair length shall be styled in such a manner that it will not touch the ears or the collar. Sideburns will be neatly trimmed and not extend below the lowest opening of the ear. Mustaches/beards are not allowed during training.

Female Hair Styles: Hair will be clean, neatly arranged and styled to present a professional appearance. Hair will be worn in a style that, when worn down, will not extend past the bottom edge of the collar. Hair that extends past shoulder length must be worn up off the collar always. Hair ornaments such as ribbons or hair extensions will not be worn; however, combs and barrettes of respective individual hair color may be worn. Ponytails, braids or bobby pins loosely worn are prohibited.

Make up, Jewelry, etc. - No makeup, lipstick, or nail polish will be worn during the training. No artificial nails will be worn during training. Nails will be clean and trimmed. No perfumes/colognes or creams will be worn. No jewelry will be worn during training, except for wedding bands, religious symbols or a watch valued at \$25 or less, black with plastic or nylon band. If religious symbols are worn, they will be worn under the t-shirt.

The Pre-Service Academy, like the correctional facility, is a uniformed organization. The appearance of the uniform and the way it is worn are significant indications of an individual's pride, unit discipline, professionalism and esprit-de-corps. Candidates are expected to display correct posture and to maintain their uniforms and personal appearance in a meticulous manner always as prescribed below:

- Each candidate will be issued uniforms. Uniforms will be kept neat, clean and well pressed, always. Uniforms must be worn properly always. Uniforms must fit properly. Candidates must provide their own shoes. Shoes will be military style black low quarters or boots and will be kept *highly shined always*. Socks must be black in color. The hat, which is issued, will be worn squarely on the head with the brim two (2) fingers from the bridge of the nose. Articles not issued include: black shoes and black socks.
- Candidates will not carry bulging items in shirt or trouser pockets unless authorized.
- Candidates will not wear sunglasses in formations or during training unless documented by medical necessity and/or unless specifically authorized by the Training Officer.
- Candidates will, always, maintain the highest standards of personal hygiene.
- Candidates are expected to be prepared for personal inspection always.
- Uniforms are the standard dress and must be worn always unless directed otherwise.
- Each candidate is expected to comply with the requirements and strive to maintain a neat, consistent and well-groomed appearance throughout the training program.
- No gum, candy or cough drops are to be consumed at any time. If a candidate is on any type of medication it shall be brought to the attention of the Training Staff prior to consumption.
- Every candidate is required to give proper attention to his/her person to ensure that he/she presents a neat, clean and professional appearance. A violation of the aforementioned criteria may subject a candidate to disciplinary action.

11. Uniforms

Physical Training Uniform

- Provided by Correctional Officer Candidates
- (2) black gym shorts and black crew neck t-shirts
- (2) black gym sweatpants and black sweatshirts (no lettering or logos)
- Must be kept neat and clean always.

Athletic shoes

- Provided by Correctional Officer Candidates.
- Must be serviceable and clean always

Socks (P.T. only)

- Provided by Correctional Officer Candidates.
- Must be white (no stripes or decals/logos). No ankle socks.

Hat

- Issued by RIDOC Training Academy.
- Must be kept neat and clean always.

Duty Uniform (BDU) (Grey uniforms (2))

- Issued by RIDOC
- Must be kept clean and pressed always.
- T-shirt black crew neck provided by Correctional Officer Candidate

- Wearing of the uniform is in accordance with the RIBCO Contract and directions of the Roll Call Commander.

Boots

- Provided by Correctional Officer Candidates.
- Black
- Highly polished always.
- Military style boot 10 inches
 - (i.e. like Matterhorn, Rocky, or Danner)
- Successful candidates will be reimbursed after reporting to their assigned facility, upon graduation.

Socks

- Provided by Correctional Officer Candidates.
- Must be black, grey, or white.

T-shirt

- Provided by Correctional Officer Candidates.
- Black crew neck (no lettering or logos)

Duty Uniform (Class "A")

- Issued by RIDOC
- White crew neck T-shirt, provided by Candidate
- Black dress socks, provided by Candidate
- Black low quarter dress shoes (Military style), provided by Candidate

12. **Roll Call/Formations/Squads/Duties**

Roll Call: Roll Call will commence promptly at 6:52 a.m. when working the 7-3 Shift and promptly at 2:52 p.m. when working the 3-11 shift.

Formations: All daily formations will be conducted in accordance with the guidelines issued by the Roll Call Commander. Candidates are expected to conduct themselves with proper professional bearing while in formation.

Squads: Candidates will be assigned to a candidate squad, candidate squad leader, and a Training Cadre Member.

Personal inspections will be conducted daily by the Training Staff or a Shift Supervisor. All candidates are required to at least meet the standards set forth by the Candidate Handbook. Each candidate will be prepared to stand inspection at all times while on duty. The candidate class will be formed on the double, with vigor and interest, and will be at the position of "*attention*" unless otherwise directed.

In-Ranks Questioning - Candidates will be subject to questioning during roll call. The intent of this is not only to ensure the candidate's retention of material presented in previous classes, but also to evaluate his/her knowledge of policies, duties, and procedures.

a. **Leadership Positions**

1. Candidates must carry out leadership assignments with firmness, exactness, fairness and confidence.
2. Candidates will be placed in leadership positions on a rotating basis to acquire leadership experience.
3. The candidate chain of command (outlined below) must be strictly adhered to by all candidates during the program to ensure that tasks are accomplished in an expedient manner. Candidates performing in leadership positions within the chain of command must ensure that they are familiar with the duties of

the position that they are assigned.

- I. Class Leader
- II. Squad Leader
- III. Assistant Squad Leader
- III. Candidate

- 4. Full cooperation by all Candidates is required always.
- 5. Leadership positions will be rotated at the discretion of the Training Staff. This implies that the candidate chain of command is responsible for all actions of the class for the entire week. Each candidate leader is responsible to address a deficiency with a candidate. Candidates will be assigned various leadership duties throughout the academy.

b. Duties and Responsibilities

Candidates assigned to leadership positions are responsible for the following duties:

1. Class Leader

- a. Held responsible for maintaining control of the entire class.
- b. Held responsible for the uniformity of individual appearance as well as candidate equipment.
- c. Marches the class to and from areas of instruction.
- d. Ensures that the class reports to proper areas at the proper time, in the proper uniform and with required equipment.
- e. Enforces the rules and regulations outlined in policy, procedure, or related by the training staff.
- f. Ensures *all* reports are completed when required.
- g. Ensures completion of all primary and additional duties directed by the training staff.
- h. Reports to Training Staff at each roll call in the manner prescribed during the roll call procedures.
- i. Completes daily activity report - records candidate class activities: e.g.: attendance, prescription medication, injury, etc... Will submit daily at roll call.
- j. Held responsible for all that the candidate class does or fails to do.

2. Squad Leader

- a. Held responsible for maintaining control, appearance and discipline with the assigned squad.
- b. Renders the proper report to the class leader each morning at roll call.
- c. Held responsible for the knowledge of the whereabouts of the squad members always.
- d. Ensures the completion of duties as the class leader may direct.
- e. Ensures all reports are forwarded when required.

- f. Ensure assigned locations are cleaned and organized by squad member.
3. **Assistant Squad Leader**
- a. Assists the Squad Leader daily with their assigned duties.

13. Additional Duties

Additional duties will be assigned by the Training Officer throughout the training period. Assignments may include but are not limited to the following:

Physical Security Candidate - Ensure that all training locations are secured, and any breaches of security are reported immediately: The candidate shall perform security inspections on the following but not limited to: doors being secured, hinges and screws secure, locks secured, areas secured, windows secured, etc. These inspections shall be conducted at beginning and end of each day.

Time Candidate - Keeps track of time for the class. Ensures all breaks and other periods do not exceed the time allocated: Must inform instructor of time. Keeps class advised of daily schedule.

Fire Safety Candidate - Inspects areas for potential fire hazards and fire safety issues. Ensures fellow candidates and class participants are aware of the fire exit plan for **all** training locations. Ensures *no smoking* rule is followed. Inspection includes: evacuation routes, extinguisher locations, etc...

Audio/Visual Candidate - Provide any audio/visual equipment needed for instructors. Responsible for videotaping when instructed to do so by the training officer. Must check with instructor for necessary information to set up equipment. Ex: DVD/TV, overhead, camcorder.

Photographer Candidate - (optional) Ensures that a camera is always available. Maintains a class photo file and will have/utilize camera on person always.

Administrative Candidate - Collects and forwards all critiques and evaluations to the Training Staff. Will place in envelope - labeled by class, instructor, date, time. Also, responsible to ensure ample blank class critiques are available. Prepares and maintains sign in sheets for both candidates and class participants. Must turn in the following prior to roll call: Day end evaluations, class critiques and sign in sheets. Collect and review all reports to be submitted. Check to ensure all necessary information is included, legible, and acceptable. Will turn in to class leader prior to roll call. May require an afternoon submission as well.

Weather Candidate – Responsible to inform the class and cadre of the daily and weekly forecast. May be required to post said forecast in the training room(s).

Candidates may have an opportunity to serve in at least one (1) additional duty position during the twelve-week training program. Correctional Officer Candidates will serve as squad leader or other positions designated by the Roll Call Commander. Correctional Officer Candidates serving in these positions will be evaluated and critiqued during the evaluation session.

14. Absence/Lateness/Injury

- a. **Absence:** Absences are not allowed during the Academy unless approved by the Deputy Warden of Training. Any candidate who feels ill shall report to Roll Call at the specified time and inform the Roll Call Commander of said illness. The Roll Call Commander shall notify a Supervisor and the Deputy Warden of Training. A determination shall be made as to if the candidate shall be sent to a clinic or home. Any candidate who is absent from training due to documented personal illness or documented family emergency, will be subject to review. Vacation or personal days are not authorized during the training program. The Deputy Warden of Training will have the discretion to determine whether the course material can be made up prior to graduation in the event of an absence or series of absences from class. If it cannot, the candidate may be dismissed from the Academy.

No candidate may leave the Training Academy during the training day without the permission of the Roll Call Commander. Correctional Officer Candidates in violation of this rule will be subject to termination from the Training Academy.

b. **Lateness:** Any candidate who is going to be late for formation or training must notify the Roll Call Commander, by telephone, **prior** to the beginning of the training for that day, if possible. Failure to notify the Roll Call Commander **may result** in dismissal from the Training Academy. Candidates are required to submit a written report to the Roll Call Commander detailing reasons(s) for lateness.

Any Correctional Officer Candidate who misses training due to absence or lateness will be responsible for all material/subject matter covered during the absence/lateness. Any candidate who has one (1) or more unexcused absences or is late one (1) or more times, or any combination thereof, is subject to dismissal from the academy.

c. **Injury:** Candidates who sustain a physical injury (s) during the training program, which impede their ability to participate fully in any activity considered essential by the Deputy Warden of Training will be subject to re-cycle into the next available class. The Deputy Warden of Training will have the discretion to determine whether the course material can be made up prior to graduation. If it cannot, the candidate may be dismissed from the Academy.

15. **Physical Training & Defensive Tactics** - All Correctional Officer Candidates are required to participate in physical fitness and defensive tactics training. Candidates must pass an entrance and an end of cycle physical fitness test. Those requirements are detailed below:

Physical Fitness Test (Entrance Requirements)

MALE – 40th Percentile				
Assessment Battery	Age 18-29	Age 30-39	Age 40-49	Age 50-59
1-minute push-up	29	24	18	13
1-minute sit-up	38	35	29	24
300 Meter Run (sec)	59	59	72	83
1.5-mile run (min)	12:38	13:04	13:49	15:03

FEMALE – 40th Percentile				
Assessment Battery	Age 18-29	Age 30-39	Age 40-49	Age 50-59
1-minute push-up	15	11	9	7
1-minute Sit-up	32	25	20	14
300 Meter Run (sec)	71	79	94	N/A
1.5-mile run (min)	14:50	15:38	16:21	18:07

Physical Fitness Test (Graduation Requirements)

This test is administered prior to your graduation from the twelve (12) week pre-service training program. You must obtain a passing score in all events. Failure may result in your termination from the Academy.

MALE – 50TH Percentile				
Assessment Battery	Age 18-29	Age 30-39	Age 40-49	Age 50-59
1-minute push-up	33	27	21	15
1-minute sit-up	40	36	31	26
300 Meter Run (sec)	56.0	57.0	1:07	1:20
1.5-mile run (min)	11:58	12:24	13:12	14:23

FEMALE – 50th Percentile				
Assessment Battery	Age 18-29	Age 30-39	Age 40-49	Age 50-59
1-minute Push-up	18	14	11	11
1-minute Sit-up	35	27	22	17
300 Meter Run (sec)	1:04	1:14	1:26	1:26
1.5-mile run (min)	14:04	14:34	15:34	17:19

16. Breaks/Lunch

- a. Breaks will be provided during the training day. Instructors will determine specific break times in accordance with the day’s training schedule. Correctional Officer Candidates will return immediately to class upon completion of breaks. Paper cups, cans, etc. will be disposed of properly. Your cooperation is expected to keep break areas clean.
- b. Daily lunch breaks will generally commence at 11:00 a.m. and last until 11:30 a.m. Correctional Officer Candidates must provide their own lunches. A lunch area is designated for the Correctional Officer Candidates. Correctional Officer Candidates are not authorized to leave the Training Academy for lunch.
- c. There is no tobacco allowed; this includes smoking, vaping, and chewing tobacco, anywhere on the grounds during work hours.
- d. No candy or gum chewing is allowed.

17. Awards

Academic Award: To be designated an *Honor Graduate*, you must hold the overall highest score which would reflect a combination of scores obtained from the required performance standards.

Instructor’s Award: This award will be given to the candidates who demonstrated the greatest level of improvement throughout the training program.

Firearms Award: This award will be given to the candidate that demonstrates the highest proficiency with all three duty weapons.

Physical Fitness Award: This award will be given to the candidate who obtained the highest overall ranking for the four physical fitness requirements of sit-ups, push-ups, 300-yard sprint, and the mile and a half run.

Directors Award: This award will be given to the candidate who has demonstrated the highest standards of conduct, professionalism, proficiency, and dedication typifying the desired qualities of a correctional officer.

18. **Paychecks** - Once incorporated onto the payroll, Correctional Officer Candidates will be paid via direct deposit to accounts of their choosing.
19. **Modifications** - Any of the provisions of these rules and regulations may be waived or modified by the Deputy Warden of Training.
20. **Graduation** - Graduation shall be conducted on the last Friday of the Academy.
21. **Assignment** - Upon successful completion of the Correctional Officer Pre-Service Academy, candidates will be assigned to buildings and days off at the discretion of the Rhode Island Department of Corrections to serve a Probationary Period.
22. **Termination of Candidate from the Academy** - Candidates may either voluntarily or involuntarily be removed from the Academy. In any such case, the Deputy Warden of Training shall take the appropriate action to include but not limited to counseling, accepting a letter of resignation, or making a recommendation of termination to the Assistant Director of Administration.
23. **Effective Date** - This handbook is effective upon the signature of the Deputy Warden of Training or his/her designee.

Approved: Wayne T. Salisbury Jr.
Wayne T. Salisbury Jr., Deputy Warden

Date: 12/14/2018



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS



Department of Corrections

TRAINING ACADEMY
Dix Building
18 Wilma Schesler Lane
Cranston, RI 02920

Appendix A

WAIVER OF LIABILITY AND ACCEPTANCE OF DEPARTMENTAL RULES

I, _____, have read and had explained to me all of the rules and regulations as given on this document. I fully understand that any violation of the Code of Ethics and Conduct, policy # 3.14-3 DOC, any of the requirements set forth in the handbook, or grades below the mandatory average of 70%, or failing to qualify with department weapons, may be cause for my dismissal from the Department of Corrections Training Academy and that I have no further recourse.

I also fully understand that should I complete the prescribed training and pass with a grade of at least 70%, it does not constitute a guarantee that I will be hired.

I understand that I must successfully complete the end of cycle physical fitness test with a passing score in each event.

It is understood that all Correctional Officer Candidates will participate in all of the academy activities.

I, _____, have read all the above statements and fully understand that my participation is required in all above-mentioned activities. I have no physical problems that would prohibit or otherwise hinder my engaging in any of the activities set forth above.

I fully agree that the State of Rhode Island, the Department of Corrections and/or any employees of the said Department of Corrections shall not be liable in any way for injury sustained during or otherwise caused by the activities referred to above.

Print/Signature of Correctional Officer Candidate

Date: _____