

During my preemployment interviews Sgt. Johnson explained to me that the department has an extensive field training program. He stated that for an officer with no experience it lasts an average of 14 weeks. He explained that that time frame was based roughly on 5 training shifts a week, at 8 hours each. At no point was the issue of paid training discussed. Based on information from other chiefs and officers I've spoken to in the past, I understood that paid field training is an industry norm, and I assumed it would be the same in Monterey.

While waiting to meet the board to be appointment, Officer Elliot mentioned to me that the field training was unpaid. I asked Sgt. Johnson about this at our first training shift and he confirmed it. He stated that the purpose of the unpaid training is "incentive to complete it."

I calculated that at the pay rate of (about) \$15.28/hr, which we discussed prior to my employment, I would lose approximately \$8,500 worth of time. Unfortunately I am in a financial situation where this is simply not feasible.

- Jordan Sills