

COMMISSION MEETING AGENDA  
San Diego Hilton Hotel  
1775 E. Mission Bay Drive  
St. Moritz Room  
San Diego, California  
July 24, 1986

CALL TO ORDER

FLAG SALUTE

ROLL CALL OF COMMISSION MEMBERS

RECOGNITION OF ADVISORY COMMITTEE MEMBERS PRESENT

INTRODUCTIONS

PRESENTATION OF GAVEL TO FORMER CHAIRMAN ROBERT VERNON

APPROVAL OF MINUTES

- A. Approval of minutes of the April 24, 1986 regular Commission meeting at the Sacramento Hilton Hotel in Sacramento.

CONSENT CALENDAR

B.1. Receiving Course Certification Report

Since the April meeting, there have been 29 new certifications and 44 decertifications. In approving the Consent Calendar, your Honorable Commission takes official note of the report.

B.2. Receiving Information on New Entry Into POST Reimbursement Program

Procedures provide for agencies to enter into the POST Regular Program when qualifications have been met. In approving the Consent Calendar, your Honorable Commission notes that the Alameda-Contra Costa Transit District has met the requirements and has been accepted.

B.3. Affirming Commission Policies Set by Actions at April 1986 Commission Meeting

Consistent with Commission instructions, statements of policy made at a Commission meeting are to be submitted for affirmation by the Commission at the next meeting. In approving the Consent Calendar, your Honorable Commission affirms the policy encouraging use of but not paying for POST entry-level reading and writing tests by state agencies adopted at the April 24, 1986 Commission meeting.

B.4. Approving Resolution Commending POST Management Fellow Tom Hood

In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending Sergeant Thomas Hood of the Berkeley Police Department for his service as a POST Management Fellow in updating the POST investigative guidelines and curriculum for child abuse, neglect and sexual exploitation of children, as well as updating guidelines on general sexual assault.

B.5. Receiving Financial Report - Fourth Quarter FY 1985/86

The fourth-quarter financial report will be provided at the meeting for information purposes. In approving the Consent Calendar, your Honorable Commission receives the report.

REQUESTS

C. Request from Los Angeles County Police Chiefs' Association that the Commission Pay for Professional Facilitators in Area Executive Workshops

The Los Angeles County Police Chiefs Association is requesting that the Commission pay the cost of a facilitator's salary for the Area Chief Executive Workshops. The Association is of the opinion that they should be allowed to employ a facilitator, "to continue the work we have already begun."

During September of last year, POST conducted a 2 1/2-day Chiefs and Sheriffs Regional Training Seminar for this Association, with the salary of the two instructors, Marty Mayer and Mel LeBaron, paid for by POST. As a result of this training program, the Association concluded that a series of problem solving workshops are needed to further study the problems which were identified. The chiefs would like to retain Mel LeBaron to facilitate these workshops, using the POST Area Chief Executive Workshop vehicle to pay for the costs, including the salary of the facilitator. Current policy does not provide for the payment of a facilitator's salary for these workshops; therefore, the request for such salary payment was denied.

In developing the current policy regarding Area Chief Executive Workshops, the intent of the Commission was closely followed. That is, that POST provide a means by which local chief executives could get together and discuss issues of mutual concern to them and to POST. These workshops were to be informal in nature. A workshop coordinator was to be provided from among the departments represented, on a voluntary basis as their contribution to the program. Costs are to be kept to a minimum, with POST allowing reimbursement for out-of-pocket (travel, per diem) expenses. This program was not designed to be a type of regional team building workshop conducted by a professional facilitator.

Since its inception in 1984, this program has been highly successful in meeting the original expectations of the Commission. It continues

to be strongly supported by chief executives across the state and, with the exception of the current request before the Commission, there have been no other requests for expansion of the program to include new reimbursable costs.

Unless the Commission desires to change the nature of the program, a MOTION is recommended to reaffirm current policy relating to the Area Chief Executive Workshops.

#### COMPLIANCE AND CERTIFICATE

##### D. Determination of Eligibility to Continue to Participate in the POST Specialized Program--Los Angeles Community College District

POST has been consulting with representatives of the Los Angeles Community College District since 1982 in an effort to gain compliance with minimum standards for training in accordance with Commission Regulations. While improvements have been made, one officer, who was hired on September 8, 1981, continues to serve as a peace officer without having met the requirement of completion of the Basic Course.

The agency's failure to attain a status of compliance over a long period of time in the face of repeated and patient warnings, can only be taken to mean a willful decision not to keep their commitment to adhere to the Commission's standards.

Commission Regulation 1010(c) provides that if the Commission finds that the standards have not been adhered to, it must, beginning with a date determined by the Commission, reject all of the jurisdiction's or agency's requests for services or benefits.

If the Commission so concludes, the appropriate action would be a finding of long-standing voluntary non-compliance with the Commission's Regulations and a MOTION to declare the Los Angeles Community College District ineligible for services and benefits, and to direct the removal of the agency from the POST Specialized Program effective July 24, 1986. The agency has been advised that this matter would be on the Commission's agenda at this meeting.

#### TRAINING PROGRAM SERVICES

##### E. Report and Recommendations on Model Advanced Officer Course

At the January 1986 Commission meeting, your Honorable Body approved three pilot presentations of a Model Advanced Officer (AO) Course and directed that a report be prepared analyzing the effectiveness of this type of training. Existing AO courses contain locally determined curriculum to meet local and varying conditions. Such courses are reimbursed under Plan II (salary, travel and per diem), with instructional costs borne by local presenters. As a consequence, these courses are mostly classroom lecture oriented.

The Commission-approved Model A0 Course, on the other hand, has substantial specified curriculum, relating to officer safety and agency liability issues. A majority of the minimum 24 hours of instruction calls for trainee participative activities and evaluations so that trainees can gain greater proficiency and confidence by handling win-win scenario role-playing exercises, weaponless defensive tactics, etc.

To accommodate the higher-than-normal instructional costs (multiple instructors, role players, evaluators, specialized equipment and facilities), a Reimbursement Plan I (tuition, salary, travel and per diem) was approved for the pilot presentations.

Results of pilot testing done at Butte Center, Los Angeles County Sheriff's Department, and the San Diego County Sheriff's Department, indicate:

- 1) the training was highly rated by trainees and evaluators,
- 2) the course content was highly acceptable, with minor changes indicated,
- 3) the methods of instruction were very well received,
- 4) the multiple-agency participation by trainees was very successful, and
- 5) the relatively higher cost for the program resulted in a more hands-on, high-quality instruction; however, a way to reduce overall cost needs to be found if the Model A0 Course is to be continued or expanded.

One way to reduce the cost is to offset tuition costs by eliminating salary reimbursement for the Model A0 Course only. Agencies could choose between the regular A0 Course with salary, etc. reimbursement at an average amount of \$245, or the Model POST A0 Course with tuition (but not salary) reimbursement at between \$400-\$500 average. Attendance projections are estimated at 500 per year partly because only a few presenters have the ability to offer the course. Experience may also show that, rather than attracting new A0 trainees, some attendees would shift from the regular to the Model A0 Course, further modifying overall attendance impact.

If the Commission concurs, the appropriate action would be a MOTION to approve the Model A0 Course for presentation under Reimbursement Plan III on a continuing basis and report back to the Commission as may be indicated in the future.

F. Child Abuse/Sexual Assault Investigation Guidelines and Curriculum

Penal Code Sections 13516 and 13517 (1985) require POST to prepare guidelines establishing standard procedures which may be followed by police agencies in the detection, investigation and response to sexual assault cases and cases in which a minor is a victim of an act of

abuse, neglect, sexual abuse or sexual exploitation. The Commission has been in a lead position, having published such guidelines in 1978, 1980 and 1983. Because relevant laws have been changed, along with the recommendations of the Attorney General's Commission on the Enforcement of Child Abuse Laws (CECAL) in 1985, the need emerged to update and revise the above guidelines and related curriculum. At the October 1985 Commission meeting, approval was granted to hire a POST Management Fellow to direct the child abuse update/revision project. Sergeant Tom Hood of the Berkeley Police Department was appointed and commenced work on the project December 1, 1985.

With the input of an advisory committee of experts, revised guidelines were developed reflecting law changes, CECAL recommendations and improved investigative techniques. Guidelines for Sexual Assault Investigation and Guidelines for the Investigation of Child Physical Abuse and Neglect, Child Sexual Abuse and Exploitation have been prepared along with revised curricula for the Basic Course and the advanced Child Abuse Investigation Course and are before your Honorable Body for approval.

If the Commission concurs, the appropriate action would be a MOTION to approve the revised child abuse/sexual assault investigations guidelines and curriculum to become effective immediately.

#### TRAINING DELIVERY SERVICES

##### G. Report on In-Service Driver Training Study

With the award of an Office of Traffic Safety Grant, several POST studies were initiated to address statewide driver training problems and issues. One of these studies focused on in-service driver training.

After researching in-service driver training needs and possible delivery methods, an eight-hour Driver Awareness Course has been developed. The course is designed to minimize personnel training time, increase the volume of trainees per year, and utilize locally available facilities, such as parking lots and abandoned streets. To increase agency involvement in supervising day-to-day driving habits of officers, the course involves use of agency supervisors as instructors.

In order to properly train agency supervisors to be qualified instructors, a 32-hour Driver Awareness Instructor's Course has also been designed. It will teach the supervisors how to set up, present and manage the eight-hour Driver Awareness Course. This Instructor's Course is proposed under Plan III and will be taught at several locations. Instructors will be expected to stay current.

If the Commission approves, implementation will begin immediately and take several years to complete.

In addition to the Driver Awareness Course and Instructor's Course, the six current in-service Emergency Vehicle Operators (EVO) driver training courses should continue under POST Plan IV. These courses are for more extensive skill development in accident avoidance, pursuit driving, skid recovery and moderate speed precision driving.

If the Commission concurs, the appropriate action would be a MOTION to:

1. Approve the Driver Awareness training as set forth in the report;
2. Continue to restrict Driver Training-EVO (current in-service) to Reimbursement Plan IV; and
3. Approve the Driver Awareness Instructor's Course as reimbursable under Plan III.

#### STANDARDS AND EVALUATION

##### H. Reading/Writing Test Report

At the July 1985 Commission meeting, the Commission directed that further study be conducted of the impact of the current entry-level selection reading and writing testing requirement. Results for the past year are summarized in the report under this tab and show:

1. A continued decline in the test scores for job applicants.
2. A leveling off of test scores for academy recruits (after improvements each of the previous two years).
3. Increased pretesting of nonaffiliated academy cadets, and improved test scores for those nonaffiliated cadets who were prescreened.
4. A 12 percent increase in the number of agencies and academies using the POST tests for prescreening, and a 21 percent increase in the number of POST tests administered.
5. A reduction in the average turnaround time for scoring and mailing out results on the POST tests of from 4.4 working days to 2.5 working days.
6. Continued voluntary setting of minimum cutoff scores on the POST tests that meet or exceed the POST recommended minimum.

While test scores for academy recruits did not improve during the year, there was a further widening in the differences in test scores for recruits and job applicants as the result of the continuing decline in the test performance of job applicants. In this context, progress is measured by holding place against a downward current.

On the basis of these findings, and if the Commission concurs, the appropriate action would be a MOTION to leave unchanged current Commission policies with respect to reading and writing testing, and to instruct staff to continue to monitor reading and writing test scores during the next year and report findings back to the Commission at its July 1987 meeting.

I. Approving Contract for Revision of Medical Screening Manual

The POST Medical Screening Manual for California Law Enforcement, which is widely used by agencies statewide, was published in 1977. Due to both legal and medical developments which have occurred since that time, the manual is in need of substantial revision. The legal and medical expertise needed to revise the manual does not exist at POST.

A Request for Proposals (RFP) to revise the manual was issued in early May. Few firms provide the type of specialized services and products called for by the RFP, and only one firm, Occu-Med, Inc., responded. A review committee found the Occu-Med proposal to be acceptable.

Under the proposed contract, physical ability and work environment data will be collected from officers statewide; a thorough review will be conducted of the relevant handicap discrimination laws, regulations and case law; a compendium of revised medical standards/guidelines will be developed; and medical screening training will be provided to local agency administrators and physicians. The amount of the proposed contract is \$34,000.

If the Commission concurs, the appropriate action would be a MOTION to authorize the Executive Director to sign a contract with Occu-Med, Inc. in the amount of \$34,000 to revise the POST medical screening manual. (ROLL-CALL VOTE)

EXECUTIVE OFFICE

J. San Francisco Patrol Special Officers

At the April 1986 Commission meeting, the San Francisco City Attorney raised a legal issue on the status of their Patrol Special Officers (PSOs), alleging that PSOs have PC 830.1 status and asking the Commission to apply requisite selection and training standards. The Commission did not act on the City Attorney's request, but asked that alternatives be studied and brought back at the July 1986 Commission meeting.

A great deal of information was provided at the April 1986 Commission meeting, and the findings presented in this report provide no new evidence in support of PC 830.1 status for San Francisco Patrol Special Officers. Though the City Attorney raised the question from a legal standpoint, there appears to be policy disagreement among

San Francisco city officials on the desired course of action needed to resolve the problem. Alternatives which might be considered in the future are outlined in the report.

If the Commission concurs, the appropriate action would be a MOTION to decline to recognize the Patrol Special Officer as a peace officer defined in Penal Code Section 830.1. Because the Commission has no basis to define the status of this position, clarification of their status rests with the City and County of San Francisco or legislative/legal action.

K. Extending Contract for Driver Training Project Management Fellow

At the July 1985 Commission meeting, the Commission approved three contracts for up to one year's services of three consultants to serve as POST Management Fellows pursuant to the 1985/86 BCP on specialized training. Subsequently, contracts were entered into with two agencies for management fellows to work on the shoot/no-shoot and driver training simulator projects.

Work on these projects is progressing well, but additional time will be necessary for completion. At this stage, it will be both practical and economical to combine the follow-up work of both projects with one management fellow. It is recommended that Lt. Howard Holts (LASD) be continued as a POST Management Fellow for an additional eight months (to June 30, 1986). Lt. Holts has extensive expertise and has proven to be a highly valuable resource.

If the Commission concurs, the appropriate action would be a MOTION to approve an eight-month contract extension with the County of Los Angeles for the full-time services of Lieutenant Howard Holts at a cost of \$49,400. (ROLL-CALL VOTE)

L. Grant Application Approval for Driver Training Simulator

The Commission authorized a driver training research study which included research on state-of-the-art advancements in driving simulators and determine the feasibility of POST's involvement in support of such enhancements. The study, coordinated by POST Management Fellow Howard Holts, has enjoyed the benefits of an advisory committee of driver training experts. Data received from a significant number of law enforcement agencies suggest traffic accidents are a serious problem statewide, creating injuries and death to officers and citizens, damage to police vehicles and financial hardship for employing agencies.

One of the proposals being carefully studied is the feasibility of developing a high-quality simulation system to enhance law enforcement driver training to fill the void of realism prohibited in current training. Although existing behind-the-wheel skill training may continue to be necessary, simulator training could present the experience of realistic street/freeway, day/night conditions and other emergency driving situations with a high degree of reality, including



confrontations and impending collisions. In addition to training, the simulator can serve to objectively diagnose specific driving characteristics which cause accidents, and thus identify potential problem drivers.

It is projected that as many as 5,000 trainees could receive meaningful training per year. The feasibility research of using simulators for driver training has reached a point where engineers and other experts from the simulation field must be involved to determine the precise capabilities and technical specifications to meet training objectives.

A Request for Proposals (RFP) has been prepared to contract for development of a capabilities study, technical specification cost estimates and review of financial options. This study would cost between \$150,000 and \$300,000. The Commission could proceed now; however, we recommend seeking out supplementary funding possibilities first. Preliminary inquiries indicate there may be funding interest from the federal government and other sources.

If the Commission concurs, the appropriate action would be a MOTION to authorize the Executive Director to seek out appropriate potential funding sources and to submit grant applications for a driver training simulation system.

M. Recommendation for Funding and Authority to Develop Concept and Specifications for Strategic, Tactical and Critical Incident Simulation Gaming

The Commission has earlier expressed an interest in proceeding with the development of a full range of decision-making gaming on a computer. Executives and senior managers in law enforcement could be provided with the opportunity to work through strategic planning alternatives and explore the impacts of various decisions. Computer simulation of a variety of critical incident scenarios would also be highly beneficial. Simulation provides opportunity for individuals to practice their judgment and decision-making skills for both short-term and long-term situations against individual- or multiple-player gaming on the computer.

In order to define and draft justifications and specifications for such a needed and innovative system, the Commission has before it a recommendation to authorize up to \$100,000 for outside expertise. As with other pioneering projects, work would first concentrate on determining what already exists, what is projected, and how this can be adapted to law enforcement needs. We will also assess the possible interest of the federal government and other potentially interested parties. Certainly, the study would include a multi-disciplinary pooling of experts and would be designed to provide a description of the best simulation approach possible. The Commission would then be in a position to make further decisions on actual implementation.

The approval of the \$100,000 amount would allow flexibility to bring on the necessary expertise and resources over the time of the study. Our goal would be to have the study completed by July 1987, in time for submittal of Budget Change Proposals for the following fiscal year. Cost estimates of the proposed system will also be provided as part of the study.

This has been reviewed again by the Long-Range Planning Committee and comes to your Honorable Body with its recommendation for approval.

If the Commission concurs, the appropriate action would be a MOTION to authorize the Executive Director to hire the expertise needed to complete the study at a cost not to exceed \$100,000. (ROLL-CALL VOTE)

#### COMMITTEE REPORTS

N. Finance Committee

Commissioner Wasserman, Chairman of the Commission's Finance Committee, will report on the July 8, 1986 Committee meeting held in Los Angeles.

O. Long-Range Planning Committee

Chairman Wilson will report on the July 8, 1986 Long-Range Planning Committee meeting held in Los Angeles.

P. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, will report on the Committee meeting of July 24, 1986 held in San Diego.

Q. Organizational and Personnel Policies Committee

Commissioner Montenegro, Chairman of the Commission's Organizational and Personnel Policies Committee, will report on the telephone conference call Committee meeting of July 15, 1986.

R. Command College Ad Hoc Committee

Committee Chairman Dyer will report or ask Commissioner Wasserman to update the Commission on the status of issues associated with this ad hoc Committee.

S. Field Needs Survey Ad Hoc Committee

Commissioner Maghakian, Chairman of the Field Needs Survey Committee, will report on the Committee meeting of July 23, 1986 held in San Diego.

T. Advisory Committee

Mike Sadleir, Chairman of the POST Advisory Committee, will report on the Committee meeting of July 23, 1986 held in San Diego.

OLD/NEW BUSINESS

U. Appointment of Advisory Committee Members

The terms of a number of Advisory Committee members will expire before the Commission's October meeting. As its practice, the Commission considers nominations by constituent agencies. In each case, three nominees have been provided and the first choice is identified.

- California Police Chiefs Association
- California Academy Directors Association (CADA)
- California Organization of Police and Sheriffs (COPS)
- California Union of Safety Employees (CAUSE)

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

October 23, 1986, Griswold's Inn, Claremont  
January 22, 1987, Hyatt Islandia, San Diego  
April 23, 1987, Sacramento Hilton Hotel, Sacramento  
July 1987, San Diego (To Be Determined)

ADJOURNMENT



## COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

### COMMISSION MEETING MINUTES

April 24, 1986

Sacramento Hilton Inn  
Sacramento, California

The meeting was called to order at 10:00 a.m. by Vice-Chairman Wilson.

Commissioner Block led the salute to the flag.

#### ROLL CALL OF COMMISSION MEMBERS

A calling of the roll indicated a quorum was present.

#### Commissioners Present:

B. Gale Wilson	- Vice-Chairman
Sherman Block	- Commissioner
Glenn Dyer	- Commissioner
Cecil Hicks	- Commissioner
Edward Maghakian	- Commissioner
Raquel Montenegro	- Commissioner
C. Alex Pantaleoni	- Commissioner
Charles B. Ussery	- Commissioner
Robert Wasserman	- Commissioner
John Van de Kamp	- Attorney General - Ex Officio Member (Arrived approximately 10:45 a.m. - Departed approximately 11:45 a.m.)

#### Commissioners Absent:

Robert Vernon	- Chairman
Carm Grande	- Commissioner

#### Also Present:

Gerald W. Clemons, Attorney General Representative  
Carolyn Owens, Vice-Chairman, POST Advisory Committee Representative  
Gary Wiley, POST Advisory Committee Representative

#### Staff Present:

Norman Boehm	- Executive Director
Glen Fine	- Deputy Executive Director
Don Beauchamp	- Assistant to the Executive Director
Dave Allan	- Bureau Chief, Compliance & Certificate Services
Ron Allen	- Bureau Chief, Training Delivery Services, North
John Berner	- Bureau Chief, Standards and Evaluation Services
Gene DeCrona	- Bureau Chief, Executive Office

Katherine Delle	- Executive Secretary
Thomas Hood	- Management Fellow, Training Program Services
Ted Morton	- Bureau Chief, Center for Executive Development
Otto Saltenberger	- Bureau Chief, Administrative Services
Harold Snow	- Bureau Chief, Training Program Services
Darrell Stewart	- Bureau Chief, Training Delivery Services, South
Louis Trovato	- Management Fellow, Training Program Services
George Williams	- Bureau Chief, Information Services

POST Advisory Committee Members Present:

Derald Hunt  
 Ronald Lowenberg  
 Bill Oliver  
 William Shinn

Visitor's Roster

George Agnost	- San Francisco City Attorney's Office
Les Clark	- Sacramento Criminal Justice Training Center
Robert P. Crawford	- Oakland Police Department
Steve Diaz	- San Francisco Patrol Special Police Officers Association
Gene Elliot	- San Francisco City Attorney's Office
Don Forkus	- Brea Police Department
Michael Gash	- San Francisco Police Department
Dan Givens	- Marina Department of Public Safety
Gene Hill	- Office of the Attorney General
Frank Kessler	- Garden Grove Police Department
Richard Klapp	- San Francisco Police Department
Richard Kupper	- Sacramento Police Department Academy
Jim Lambert	- Hayward Police Department
Charles Lushbaugh	- Sacramento County Sheriffs' Department
Don Menzmer	- California Highway Patrol
Corinne Murphy	- Office of the Attorney General
Dexter O'Day	- San Jose Police Department
Edmund Pecinovsky	- San Francisco Police Department
Wendell Phillips	- Sacramento County Deputy Sheriff's Association
Jim Razukas	- Los Angeles Police Department
David Sanchez, Jr.	- San Francisco Police Commission
Gerald Slater	- Alameda County Sheriff's Department
Philip Ward	- San Francisco City Attorney's Office

SPECIAL ACKNOWLEDGEMENTS

Vice-Chairman Wilson presented a Resolution to Robert Crawford at the conclusion of his POST Management Fellowship. Mr. Crawford is a Sergeant with the Oakland Police Department and served with POST for six months in an exemplary manner. He was the Project Director of the Field Training Project which involved updating POST's curriculum, guide and program requirements for field training.

A. Approval of Minutes of January 22, 1986 Commission Meeting

MOTION - Montenegro, second - Block, carried unanimously for approval of the minutes of the January 22, 1986 regular Commission meeting at the Bahia Hotel in San Diego.

B. Approval of Consent Calendar

MOTION - Pantaleoni, second - Wasserman, carried unanimously to approve the following Consent Calendar, with the exception of item B.2., Approving Resolutions Commending Retiring Sheriff Lynn S. Wood, Chief R. Fred Ferguson, and Chief Cornelius "Con" Murphy.

B.1. Receiving Course Certification Report

Since the January meeting, there have been 23 new certifications and 2 decertifications.

B.2. Approving Resolutions Commending Retiring Sheriff Lynn S. Wood, Chief R. Fred Ferguson, and Chief Cornelius "Con" Murphy

Item B.2. was removed from the Consent Calendar for discussion.

B.3. Receiving Financial Report - Third Quarter FY 1985/86

This report provided financial information relative to the local assistance budget through March 31, 1986. The report was presented and accepted and is on file at POST headquarters.

Discussion of Consent Calendar Item B.2.

Commissioner Pantaleoni observed that no guidelines exist to determine the proper acknowledgement of retiring law enforcement officials on a routine basis.

MOTION - Pantaleoni, second - Maghakian, carried unanimously to approve the resolutions to retiring Sheriff Wood, Chief Ferguson and Chief Murphy, and in addition, to request the Executive Director to develop guidelines for acknowledgements so the Commission can review how proper recognition may be given to retiring law enforcement officials on a routine basis.

C. Public Hearing on Proposal to Modify Reserve Training Requirements

The purpose of this public hearing (conducted in accordance with the provisions of the Administrative Procedures Act) was to receive public input on proposed changes to Commission Procedure H-3 and H-5 regarding reserve officer training requirements.

A report was presented which included a summarization of correspondence received from the following:

D. D. Dotson, Assistant Chief, Office of Administrative Services, Los Angeles Police Department, stated the department supports the proposed changes and that the department's reserve officer training currently exceeds the proposed requirements.

Gary Milliman, City Administrator, City of Fort Bragg, requests the Commission consider the impact of higher training requirements on small cities that utilize reserve peace officers. Mr. Milliman also suggested alternative methods of training delivery and financial assistance for reserve training.

John W. Carpenter, Sheriff, Santa Barbara County, requests the Commission to delete, or continue for further study, those sections pertaining to behind-the-wheel vehicle operation.

Oral testimony was received from the following:

Daniel G. Givens, Chief, Marina Department of Public Safety, representing both the City of Marina and the Monterey County Chiefs' Association, spoke in opposition, stating that their concerns deal with the increase in the length of training standards for Level II reserves. He also testified that the increased training deals in areas that are better handled departmentally. Further, Chief Givens stated that the lack of availability of training, making it necessary for trainees to travel substantial distances to and from the training site, created a hardship, and that because their reserve officers are volunteers, their numbers would diminish because "the cost of serving would be too high."

There being no further testimony, the hearing was closed. Discussion ensued, centering around pending technological developments in new training methods designed to facilitate training delivery. The following action was taken:

MOTION - Wasserman, second - Maghakian, carried unanimously to adopt changes to Commission Procedures H-3 and H-5 as indicated in Attachment A, including the following, and further, that the Commission receive a report on the impact of pending technological developments on the delivery of this type of training prior to the 1988 implementation date.

- o Increase the training standard for Level III (limited-function) reserve officers from 40 to 56 hours, effective July 1 1986 (or upon approval of the Office of Administrative Law), and
- o Increase the training standard for Level II (ride-along) reserve officers from 80 to 146 hours effective July 1, 1988, and
- o Increase the training standard for Level I (nondesignated) reserve officers from 200 to 214 hours effective July 1, 1988, and
- o Incorporate related technical changes and curriculum specifications as described in Attachment A.

D. Public Hearing on Proposal to Amend Basic Course Retraining Waiver Process

The purpose of this public hearing (conducted in accordance with the provisions of the Administrative Procedures Act) was to receive public input on the proposed adoption of two additional provisions to Procedure D-11 (Basic Course Waiver Process) for the waiver of the Commission's requirement of retraining or testing of formerly trained individuals who have had a three-year or greater break in their law enforcement service.

A report was presented which included a summarization of correspondence received from the following:

D. D. Dotson, Assistant Chief, Office of Administrative Services, Los Angeles Police Department, stated the department supports the proposed addition of Subsection D-11-12(e). The department would like the Commission to consider interpretation of Subsection D-11-13 to cover candidates who apply for reinstatement within the three-year limit, but are not hired in a timely manner through no fault of their own.

In a separate letter, Assistant Chief Dotson presented the department's opposition to the development of a rigid retraining curriculum (D-11-12(e)) stating that it would not be cost-effective or productive to be locked-in to a rigid testing procedure and retraining curriculum.

Detective Danny E. Shrider, Planning, Research and Training, Bakersfield Police Department, stated the department supports the proposed amendments of Commission Procedure D-11.

Dominick Peloso, Director of Public Safety, City of Brisbane, stated he supports the proposed changes.

Forrest J. Brown, Chief of Police, Reedley Police Department, stated the department supports the Commission's proposal, stressing that it would lessen the time and cost elements for small departments to hire new personnel.

Leslie A. Clark, Chairman, California Academy Directors Association, stated the Association is opposed to the change for the following reasons:

- It conflicts with the recently established testing and evaluation standards for out-of-state or reentry law enforcement personnel.
- Another job-related testing procedure different from the established one removes the standard.
- The procedure will negatively impact the training delivery system.

J. E. Smith, Commissioner, California Highway Patrol, requested approval of an alternative testing/retraining program based on the proposed D-11-12(e).

In a second letter, Commissioner Smith stated the California Highway Patrol is required, at times, to reinstate retired or dismissed uniformed employees who have a three-year or longer break in service. Commissioner Smith states it is not cost effective or reasonable to require these



individuals to complete another basic course or to complete the existing waiver process. Only through the adoption of the proposed addition of D-11-12(e) will the CHP be able to comply with the testing/retraining requirement.

Wendell Phillips, President, Sacramento County Deputy Sheriffs' Association, requested the Commission consider a modification to the proposed D-11-12(e) amendment which would allow the Sacramento Sheriff's Department's on-call reserve officers to be hired as full-time employees without retraining.

Robbie Waters, Sheriff, Sacramento County Sheriff's Department, requested the Commission to consider including active Level I reserve officers within the parameters of Subsection D-11-12(e).

In a second letter, Sheriff Waters requested the Commission consider including designated Level I reserve officers who have attended a 520-plus hour academy rather than "active" Level I reserve officers.

Oral testimony was received from the following:

Leslie A. Clark, Chairman of the California Academy Directors Association and Director of the Sacramento Criminal Justice Training Center, testified that this organization requested this public hearing; however, if language were modified to be specific to those agencies which train their own personnel, they would have no complaints. Mr. Clark also testified that concern expressed by his Association regarding the alternative testing standard would be rectified through use of the Basic Course Waiver process.

Wendell Phillips, President, Sacramento County Deputy Sheriffs' Association, testified in support of the proposed changes. Mr. Phillips testified that his Association would support the position that would allow the department to set up protocols approved by POST to certify that affected individuals meet the continuing standards of their original POST training and allow them to be hired without having to go outside and pursue their own testing at their own expense or to have to attend a POST-certified basic academy again.

Chief Bill Oliver, Commander of the Personnel and Training Division of the California Highway Patrol, testified that his agency is in support of a waiver process. In his testimony he cited the need regarding the existing procedures to "seek a change to accommodate the needs of those law enforcement agencies that desire to expeditiously retest and, when necessary, retrain former California peace officers who have had a three-year or longer break in service."

James Razukas, Lieutenant, Los Angeles Police Department, Personnel Division, testified in support of a waiver process; however, the Commission was asked to include in the proposed addition of D-11-13, provision for a waiver of attendance of a POST-certified basic course for those officers applying for reinstatement within a three-year period, but who were unable to be rehired within that period through no fault of their own (i.e., processing delays, etc.).

Robbie Waters, Sheriff, Sacramento County Sheriff's Department, testified in support of the amendment which would allow the department, as a presenter of the Basic Course, to evaluate their officers who had previously served in an "on-call" capacity to verify their current proficiency prior to hiring them as full-time deputies.

There being no further testimony, the hearing was closed. The following action was taken:

MOTION - Maghakian, second - Montenegro, carried unanimously to (1) augment the proposed text of Commission Procedure D-11-12(e) to include those who obtain law enforcement employment after a three-year or longer lapse of time since completion of the Basic Course, (2) recodify the newly augmented D-11-12(e) as D-11-13, and (3) recodify the proposed D-11-13 as D-11-14. These additions are to read as follows and will become effective following approval by the Office of Administrative Law.

1. Subsection D-11-13 - The Executive Director may waive the testing/retraining requirement for an individual who: (1) has previously satisfied the basic course training requirement and either does or does not possess the POST Basic Certificate, and is returning to law enforcement employment after a three-year or longer break in service in California; or (2) for the first time obtains law enforcement employment after a three-year or greater lapse of time since completion of the Basic Course; and (3) the individual's department has obtained prior written approval from POST for the use of an alternative job-related testing/retraining procedure, conducted by a presenter of the POST-certified Basic Course, which verifies that the individual is currently proficient and meets or exceeds minimum performance standards established by the Commission for Basic Course equivalency evaluation and testing.
2. Subsection D-11-14 - The Commission, in response to a written request or on its own motion may, upon a showing of good cause, based upon an individual's employment, proficiency, training and education, waive the testing/retraining process for any individual, other than one described in paragraph D-11-12 or D-11-13, who has satisfied the basic training requirement and is re-employed as a peace officer after a three-year or longer break in service.

E. Request From City of San Francisco for Inclusion of Patrol Special Officers in the POST Program

A request was received from the San Francisco City Attorney that the Commission recognize the 34 San Francisco Patrol Special Officers (PSOs) as regular peace officers (as specified in Penal Code Section 830.1) of the San Francisco Police Department. In a letter to POST dated March 5, 1986, the San Francisco City Attorney stated that it was the intent of the City of San Francisco to "file a lawsuit against POST seeking the appropriate relief" if POST does not announce its intention to train Patrol Specials.

In response to this request, Vice-Chairman Wilson invited interested parties to address the Commission on the subject. A transcript of the discussion of this topic is on file at POST headquarters. Following is a brief summary of the testimony of those individuals who addressed the Commission:

Dr. David J. Sanchez, Jr., president of the San Francisco Police Commission, expressed the philosophy of the San Francisco Police Commission pertaining to Patrol Special Officers. Dr. Sanchez also responded to questions regarding the duties and responsibilities of Patrol Special Officers.

George Agnost, San Francisco City Attorney, testified that Patrol Special Officers are members of the San Francisco Police Department pursuant to the Charter of the City and County of San Francisco. The San Francisco Police Department has declined to provide training for Patrol Special Officers through their academy unless the Commission states that these persons are eligible for training and for POST certification. Mr. Agnost, therefore, requested that the Commission determine that Patrol Special Officers are eligible for POST certification upon completion of the required training.

Philip Ward, Chief Deputy, San Francisco City Attorney's Office, provided additional background information relating to Patrol Special Officers.

Commander Richard Klapp, representing Chief Frank Jordan of the San Francisco Police Department, testified that it is the Chief's position that Patrol Special Officers are not entitled to the same status as regularly sworn peace officers, that they are private entrepreneurs, and that they come under the Police Commission under charter provisions for control purposes. Further, Commander Klapp testified that it is the Chief's recommendation that patrol special officers be designated as auxillary or reserve officers in status under the provisions of Sections 830.6 of the California Penal Code.

Steve Diaz, attorney for the San Francisco Patrol Special Officer Police Officers Association testified that Patrol Special Officers, by statute, are police officers of the City of San Francisco. As such, they should receive appropriate training and, upon completion of that training, certification by the Commission.

Discussion was held, resulting in the following motion:

MOTION - Maghakian, second - Montenegro, carried unanimously for the Commission to meet in executive session to confer with legal counsel regarding the request from the City of San Francisco for inclusion of Patrol Special Officers in the POST Program.

Upon the close of executive session and the reconvening of the meeting, Commissioner Block stated that during the executive session, the applicable sections of the Charter of the City and County of San Francisco were reviewed with legal counsel. He noted that this document appears to treat regular police officers and patrol specials differently. When considered in addition to testimony received at this meeting, Commissioner Block felt

it would be inappropriate for the Commission to give consideration or make a decision to provide the Basic Certificate to Patrol Special Officers as requested by the City Attorney.

The following action was taken:

MOTION - Block, second - Maghakian, carried unanimously to direct staff to meet with San Francisco city officials to obtain all necessary facts and present to the Commission at its July 1986 meeting an articulation of those facts and recommendations of other options which may be available to the Commission.

F. Civilian Training Study Report

As directed by the Commission at the October 1984 meeting, staff conducted a study of all civilian (non-sworn) positions in law enforcement to identify the number and classifications of non-sworn personnel, including non-sworn supervisors and managers. Based upon information received, a training plan for non-sworn employees was developed which was presented to the Commission as a proposal.

MOTION - Pantaleoni, second - Montenegro, carried unanimously to approve the following Training Plan for Non-Sworn Employees:

1. Continue existing POST-certified courses available to non-sworn employees.
2. Expand presentations of existing POST-certified courses applicable to non-sworn employees based upon survey results and demonstrated need. Such courses should restrict curriculum to law enforcement functions, i.e.:
  - a. Basic Complaint Dispatcher Course
  - b. Complaint Dispatcher Update Course
  - c. Records Clerk
  - d. Community Service/Public Safety Officer
3. Certify the following additional courses for non-sworn employees which focus on the law enforcement function and permit multiple agency attendance by sworn officers and non-sworn personnel:
  - a. Property/Evidence Control Course
  - b. Warrants Course
  - c. Telecommunications Training Mandated by FBI
  - d. Dealing With The Public Course
4. Develop and certify a non-sworn Supervisory Course.

G. Contract Approval for a Shoot/No-Shoot Firearms Training Simulator

In response to an RFP for a shoot/no-shoot firearms training simulation system, which was authorized at the January 1986 Commission meeting, five proposals were received and three proposals selected as meeting the minimum RFP requirements. These three reports were further evaluated on the basis of oral presentations.

Based upon the results of this review, staff recommended that the contract to develop a model shoot/no-shoot firearms training simulation system be awarded to ISW, Inc., of Salt Lake City, Utah, in the amount of \$556,000.

MOTION - Dyer, second - Wasserman, carried unanimously by roll-call vote to authorize the Executive Director to sign a contract with ISW, Inc. in the amount of \$556,000 to develop a model shoot/no-shoot firearms training simulation system.

#### H. Basic Course Curriculum Changes

As part of POST's continuing efforts to maintain currency of the Basic Course curriculum, staff proposed changes expanding Learning Goal 8.13.0 (Wants and Warrants) to the broader subject of Telecommunications. It was also proposed to expand Performance Objective 8.13.1 to include procedures for making inquiry into other types of law enforcement information accessible to all peace officers. Two other performance objectives were proposed for addition that require the student to identify statewide information systems and state laws/policies for obtaining, verifying and disseminating telecommunications information. In addition, also proposed were three new Performance Objectives to be added to Learning Goal 12.1.0 (Physical Disablers).

MOTION - Hicks, second - Pantaleoni, carried unanimously to approve Basic Course Curriculum changes in Telecommunications (8.13.0) and Physical Disablers (12.1.0) as outlined in Attachment B, to become effective July 1, 1986.

#### I. Publication of In-Service Physical Fitness/Health Promotion Resource Document

As directed by the Commission, staff conducted a study to explore alternative means of addressing the need that exists for improving the health and fitness of experienced officers. Staff recommended that it would be best at this time for POST to publish a resource document for use by local agencies that are considering the institution of some sort of in-service physical fitness/health program and/or standards. A draft resource document entitled Fitness Promotion Programs in Law Enforcement: A Review of Current Practices was presented to the Commission.

MOTION - Wasserman, second - Maghakian, carried unanimously to authorize the publication, Fitness Promotion Programs in Law Enforcement: A Review of Current Practices, for distribution to local law enforcement agencies in the POST programs.

#### J. Approval Granted to Apply for Office of Traffic Safety Grant

Staff reported that the California Office of Traffic Safety has invited the Commission to submit highway safety grant proposals for the coming federal fiscal year. Through its work with local law enforcement agencies, the Management Counseling Services Bureau has identified the need for a micro-computer-based automated traffic accident analysis and traffic records system for small law enforcement agencies.

The Commission was asked to authorize staff to submit a proposal to seek funds in the amount of \$150,000 for the development of a "public domain" automated traffic records system, user's manual and related training.

MOTION - Maghakian, second - Montenegro, carried unanimously to authorize the Executive Director to submit a proposal and sign an agreement with the Office of Traffic Safety for a grant in the amount of \$150,000 to provide funds for the development of a "public domain" automated traffic records system, user's manual and related training.

K. Interagency Agreement with Teale Data Center Modified

A report was provided noting that the vast majority of work performed at the Teale Data Center consists of the development and maintenance of complex statistical reporting systems for POST's various testing programs and the performance of ad hoc statistical analyses in conjunction with the many and varied research projects conducted by POST. Staff further reported that an analysis of computer time needs and expenditures to date shows that the current contract with the Teale Data Center will fall short of providing sufficient funding to meet all needs through the end of this year. The Commission was asked to authorize staff to modify this contract in the amount of approximately \$13,000.

MOTION - Wasserman, second - Pantaleoni, carried unanimously by roll-call vote to authorize the Executive Director to sign a modification to the existing Interagency Agreement with Teale Data Center increasing the amount of the Agreement by \$13,000.

L. Policy on POST Entry-Level Reading and Writing Test Use by State Agencies

Staff provided a report stating that as a practice, the Commission has made the POST entry-level reading and writing test battery available free of charge for the screening of peace officer applicants by participating agencies, including state agencies. Concern has arisen regarding the impact on the Peace Officer Training Fund if state agencies make widespread usage of the test.

Staff proposed that a policy be implemented that allows the continuance of the availability of the tests for state agencies, but not at POST's expense.

MOTION - Maghakian, second - Dyer, carried unanimously to encourage nonreimbursable state agencies to use the POST Reading and Writing tests and provide sufficient staff support to ensure that such testing is conducted in accordance with POST testing procedures, but not underwrite the costs for such testing.

M. Informational Report Received on Possible Marketing/Royalty Agreements with Vendors

Staff reported that it is currently exploring the legality and feasibility of engaging in agreements with vendors of high-tech training programs whereby POST would grant exclusive rights for the marketing of each program, once developed, outside the state of California, with a percentage of the profits from sales outside of California to be returned to POST.

MOTION - Wasserman, second - Montenegro, carried unanimously to direct staff to continue investigation of the possibility of entering into an agreement with vendors of high-tech training programs whereby POST would grant exclusive rights for the marketing of the program (excepting agencies in the POST program), once developed, with a percentage of the profits from such sales being returned to POST.

COMMITTEE REPORTS

N. Contracts Approved

Commissioner Wilson, Chairman of the Finance Committee, reported that the Finance Committee had reviewed the contracts for FY 1986/87 and recommended approval.

MOTION - Hicks, second - Block, carried unanimously by roll-call vote to approve the following contracts and authorize the Executive Director to sign them on behalf of the Commission:

1. An Interagency Agreement with the State Controller for auditing services for FY 1986/87 in an amount not to exceed \$80,000.
2. A contract with Cooperative Personnel Services to administer the Basic Course Proficiency Examination for FY 1986/87 in an amount not to exceed \$24,275.
3. A contract with the San Diego Regional Training Center for Executive Leadership Training for FY 1986/87 in an amount not to exceed \$343,287.
4. Management Course contracts with five presenters as follows:

<u>Presenter</u>	<u>Presentations</u>	
CSU - Humboldt	5	\$ 58,530
CSU - Long Beach	5	\$ 65,095
CSU - Northridge	3	\$ 38,112
CSU - San Jose	4	\$ 50,112
San Diego Regional Training Center	5	\$ 67,585
	<hr/>	
Total	22	<hr/> \$279,434

5. A contract with California State Polytechnic University, Pomona, for five presentations of the Executive Development Course during FY 1986/87 at an amount not to exceed \$70,270.
6. An Interagency Agreement with the Department of Justice Training Center to provide training in their areas of expertise during FY 1986/87 at an amount not to exceed \$733,719.

7. A contract with the State's Teale Data Center allowing POST to utilize the Center's main frame computer capabilities during FY 1986/87 to perform complex data analyses that cannot be accomplished on the Four-Phase Systems equipment at an amount not to exceed \$89,000.
8. Contracts with Cooperative Personnel Services and the State Personnel Board to administer and score the POST entry-level reading and writing tests during FY 1986/87 at an amount not to exceed \$158,095.
9. A computer contract with Four-Phase Systems, Inc. not to exceed \$110,000, which includes \$76,150 for equipment purchase, \$22,572 for maintenance agreement and \$11,278 to cover sales taxes, contingency and interest payments if the purchase is made on a payment plan commencing May 1, 1986.

0. Long-Range Planning Committee Report Received

Commissioner Dyer reported that the Long-Range Planning Committee met on March 24, 1986 at UCLA. Present were Commissioners Dyer, Grande and Chairman Vernon. Following are some of the issues discussed:

- Driver Training Simulator - To date, the driver training study has focused on a review of available technology. The general conclusion is that a driver training simulator is technologically feasible. The next step should include an evaluation of cost/benefit and justification (for example, the savings to be had by reduced real estate requirements, potentials for reduced accidents and injuries, lessened exposure to lawsuits, etc.). Also, it was noted that pursuits are on the increase and training in pursuit driving can be most realistically and effectively, yet safely, done on simulators.

Staff is working on an RFP to include the preparation of technical specifications as well as an analysis of cost/benefit. In addition, work will proceed on an overall driver training plan which will include review of the ability of community colleges to provide ADA-supported driver training.

- Lateral Entrant Selection Standards - The Committee reviewed lateral entrant standards which require a background investigation, psychological screening and medical evaluation for all peace officers. These will be reviewed again by the Committee and a report will be made to the Commission at an appropriate future time.
- Training Facilities - Staff is studying the potential of coordinating training facilities planning in view of the upcoming simulators the Commission is working on.
- Futures Issues - The Committee reviewed the Futures Issues originally developed at the Commission's request by the Advisory Committee. This process dates back to August 1983. The Committee noted that progress has been made in a number of important areas.



- Private Security - In follow-up to the issue raised at the January 1986 Commission meeting, the subject of private security was discussed.

MOTION - Wasserman, second - Pantaleoni, carried unanimously to invite the following agencies to attend a workshop to be organized by staff regarding the relationship of private security and public police:

Commission on POST  
 Department of Justice  
 Department of Consumer Affairs  
 California Police Chiefs' Association  
 California State Sheriffs' Association  
 P.O.R.A.C.  
 C.P.O.A., Chairman, Industrial Security Committee  
 American Society of Industrial Security  
 State Advisory Board - Private Security (Department of Consumer Affairs)  
 Security Trainers Association of California  
 Contract Guard Association  
 California Academy Directors' Association

P. Legislative Review Committee Report Approved

Commissioner Block, Chairman of the Legislative Review Committee, reported that the Committee met just prior to this general session and recommended the following on current legislation:

MOTION - Pantaleoni, second - Wasserman, carried unanimously to adopt the Legislative Review Committee's position recommendation on the following bills:

AB 2657	Hazardous Waste Enforcement Training	Neutral
AB 2702	Hazardous Substance Training	Neutral
AB 2791	Missing Persons Training	Neutral
AB 2916	Missing Persons Training	Neutral
AB 3883	Firearms for Training Purposes	Support
AB 3945	Corrections Training and Research	Oppose
SB 2463	Child Welfare Worker Training	Support
SCR 53	Penalty Assessments: Traffic Assessments	Oppose Unless Amended
SCR 67	Physical Fitness Program Standards	Oppose Unless Amended

Q. Field Needs Survey Report Received

Commissioner Maghakian, Chairman of the Field Needs Survey Ad Hoc Committee, reported that the Committee met on April 23, 1986 in Sacramento. The survey will be distributed to chiefs, sheriffs, marshals, district attorneys, supervisors and managers of police departments and sheriffs' departments, supervisors and managers of marshals' and district attorneys' offices, rank-and-file members of police departments and sheriffs' departments, rank-and-file members of marshals' and district attorneys' offices, association representatives, training managers, training presenters, instructors, judges, public defenders and the California Highway Patrol.

The survey will be ready for an initial mailing to a sampling of approximately 5 percent of departments in two to three weeks. Prior to this distribution, the survey will be mailed to Commissioners for review.

MOTION - Dyer, second - Wasserman, carried unanimously to approve the recommendations of the Field Needs Survey Ad Hoc Committee.

R. Command College Committee Report Received

Commission Wasserman, Chairman of the Ad Hoc Committee on Command College Policies, reported that he attended a workshop with members of the Cal-Chiefs' Training Committee on April 23, 1986 in Sacramento. Discussion was held to attempt to resolve issues regarding the selection process for police chiefs in the Command College. The Commission will be kept informed of progress in this area.

MOTION - Dyer, second - Pantaleoni, carried unanimously to receive the report of the Ad Hoc Committee on Command College Policies.

S. Advisory Committee Report Received

Gary Wiley reported on the Advisory Committee meeting of April 23, 1986 in Sacramento. The Committee received a report from Sheriff Ben Clark on privatization in law enforcement, and copies of this report were provided to Commissioners for their information.

A report will be provided to the Commission at a later meeting on Dispatcher Selection and Training Standards. It was noted that when this report is submitted, the Advisory Committee will have completed all of the assignments made by the Commission and would welcome any suggestions for additional projects.

OLD/NEW BUSINESS

T. Advisory Committee Nomination Policy

A staff report was received which indicated that some concern has been expressed among the agencies and organizations represented on the Advisory Committee regarding the Commission's current Advisory Committee nomination policy. The view has been expressed that the Commission, while retaining the right to reject any nominee, should not require more than one name to be submitted by an agency or association. Discussion was held and the following action was taken by the Commission:

MOTION - Dyer, second - Hicks, carried (Wasserman - Nay), to reaffirm Commission Policy B7.(a)(1) which reads as follows:

"Members representing an association or agency are nominated by the association or agency. Associations or agencies shall nominate a minimum of three (3) individuals in priority order. The Commission will appoint an individual from the nominees."

U. Wilson Elected Chairman; Wasserman, Vice-Chairman

At this time, Commissioner Wilson passed the gavel to Commissioner Dyer, Chairman of the Nominating Committee, who reported that it was the recommendation of that committee that Commissioner B. Gale Wilson be nominated as Chairman, and Commissioner Robert Wasserman be nominated as Vice-Chairman of the POST Commission.

MOTION - Maghakian, second - Montenegro, carried unanimously to accept the recommendation of the Nominating Committee and elect Commissioner B. Gale Wilson Commission Chairman, and Commissioner Robert Wasserman Commission Vice-Chairman, both terms running through the April 1987 Commission meeting.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

July 24, 1986, San Diego Hilton, San Diego  
October 23, 1986, Griswold's Inn, Claremont  
January 22, 1987, Hyatt Islandia, San Diego  
April 1987, Sacramento (To Be Determined)

ADJOURNMENT

MOTION - Maghakian, second - Dyer, carried unanimously to adjourn the meeting at 3:30 p.m.



KATHERINE D. DELLE  
Executive Secretary

## COMMISSION PROCEDURE H-3

Revised: ~~July 15, 1982~~  
July 1, 1986

Procedure H-3 was incorporated by reference into Commission Regulation 1007, on July 15, 1982. A public hearing is required prior to revision of this directive procedure.

## RESERVE OFFICER TRAINING

## Purpose

3-1. This Commission procedure sets forth the minimum training standards for reserve officers, explains exemptions and the application of previous training as a method of meeting standards, and addresses the required field training for Level I and Level II reserve peace officers.

## Training Standard

3-2. Minimum Training Standard: Minimum training relates to the training requirements for the level of assignment and duties being performed by reserve peace officers. The level of assignments are defined in Penal Code Section 832.6.

- a. Each person seeking to be a Level III reserve peace officer shall satisfactorily complete a Module A - (POST-certified Penal Code Section 832 Arrest and Firearms, and Communications and Arrest Methods Course).
- b. Each person prior to exercise of duties as a Level II reserve peace officer shall satisfactorily complete ~~training consisting of a POST-certified~~ Module A Reserve Peace Officer Training Course (Penal Code Section 832), and a POST-certified Module B Reserve Peace Officer Training Course consisting of a minimum of 80 hours. In addition, a Level II reserve peace officer must be continuously engaged in a field training program approved by POST, unless the reserve peace officer was appointed prior to January 1, 1979 and exempted by his or her department head from the provisions of Penal Code Section 832.6 (See PAM, Section H-3-3).
- c. Each person prior to exercise of duties as a "non-designated" Level I reserve peace officer (See PAM, Section H-1-2a) shall satisfactorily complete a POST-certified Reserve Peace Officer Training Course(s) consisting of at least ~~200~~ 214 hours, (which includes Modules A, B, and C) and shall satisfactorily complete 200 hours of structured field training; OR satisfactorily meet the training requirements of the POST-certified Basic Course for regular officers, as prescribed in PAM, Section D-1.

Between January 1, 1981 and January 1, 1984, the minimum 200 hours of non-designated Level I ~~Reserve Peace Officer Training~~ may also be fulfilled by satisfactory completion of any POST-certified reserve training course(s) of 200 or more hours and 200 hours of structured field training, provided the reserve peace officer's department head attests that all requirements of Modules A, B, and C have been met. (During this period, completion of less than 200 hours of POST-certified ~~Reserve Peace Officer Training~~, that includes Modules A

## COMMISSION PROCEDURE H-3

Revised: ~~July 15, 1982~~  
July 1, 19863-2. Minimum Training Standard (continued)

and B, shall in addition require completion of a POST-certified Module C Course to meet the minimum training standard for non-designated Level I reserves.)

- d. Each person prior to exercise of duties as a "designated" Level I reserve peace officer (See PAM, Section H-1-2a), shall satisfactorily meet the training requirements of the Basic Course for regular officers (See PAM, Section D-1).
- e. To be eligible to exercise full powers and duties of a peace officer as provided by Penal Code Section 830.1 (Reference Penal Code Section 832.6(b)), any those reserve peace officers appointed prior to January 1, 1981, who hasve not satisfactorily met the Commission's training requirements of the regular Basic Course (PAM, Section D-1) and hasve been determined by the appointing authority to be qualified to perform general law enforcement duties by reason of the person's training and experience, must have been issued the Reserve Officer Certificate prior to January 1, 1981.
- f. Equivalent training may be established through the Basic Course Waiver Evaluation and Examination Process described in PAM Section D-11. A department head may request an evaluation (based on PAM, Section D-1) if an individual is under consideration for appointment as a Level I reserve peace officer.

3-3. Reserve Officer Training Requirements: Training shall be completed prior to assignment of peace officer duties. The following minimum training requirements apply to reserve peace officers:

<u>Level III</u>	<u>Level II*</u>	<u>Level I*</u> (non-designated)	<u>Level I</u> (designated)
Module A - ( <del>40</del> 56 hours) <del>Certified</del> P.C. 832 Arrest & Fire- arms Course <u>plus Communi- cations and Arrest Methods Course</u>	Module A ( <del>40</del> 56 hours) PLUS <del>Certified</del> Module B ( <del>40</del> 90 hours)	Module A ( <del>40</del> 56 hours) PLUS Module B ( <del>40</del> 90 hours) PLUS Module C ( <del>720</del> 68 Hours)	Shall satisfacto- rily meet the train- ing requirements of the Basic Course (PAM, Section D-1)
<u>Minimum</u>	<u>Minimum</u>	<u>Minimum</u>	<del><u>Minimum</u></del>
40 56 hours	<del>80</del> 146 hours	<del>200</del> 214 hours	400 hours

\*Refer to PAM, Section H-3-8, Field Training, for additional training require-  
ments.

COMMISSION PROCEDURE H-3

Revised: ~~July 15, 1982~~

July 1, 1986

3-4. Exemption to Minimum Training: Only reserve peace officers appointed prior to January 1, 1979, may be exempted by the appointing authority from Level I or Level II training requirements. (See Penal Code Section 832.6, Stats. 1977 C. 987)

3-5. Transfer of Exemption: Any reserve peace officer appointed prior to January 1, 1979, and exempted by the appointing authority from the minimum training standards for Level I or Level II reserve peace officers, cannot after that date be appointed to either of these levels by another law enforcement department, unless the reserve peace officer has been awarded the POST Reserve Officer Certificate or has met the training requirements for the appropriate level of reserve peace officer assignment on or before the date of the ~~officer's~~ person's appointment as a reserve peace officer by the subsequent appointing law enforcement agency.

COMMISSION PROCEDURE H-5

Revised: ~~July 15, 1982~~

July 1, 1986

Procedure H-5 was incorporated by reference into Commission Regulation 1007, on July 15, 1982. A public hearing is required prior to revision of this directive procedure.

## RESERVE OFFICER COURSES - MODULES A, B, & C

### Purpose

5-1. Specifications of Reserve Officer Courses: This Commission procedure sets forth the specific requirements for Level I, Level II and Level III ~~Reserve Peace~~ ~~Officer Training~~ ~~Courses~~ established in PAM, Section H-3.

### Training Methodology

5-2. Recommended Methodology: The Commission encourages use of the performance-objective training methodology described for the Basic Course in PAM, Section D-1. That methodology is not mandated for ~~Reserve Peace~~ ~~Officer~~ ~~Course~~ presentations.

### Content and Minimum Hours

5-3. Reserve Course Content and Minimum Hours: Subject matter and hourly requirements are outlined in the following pages, which describe Modules A, B, & C. ~~References in these outlines to "Illustrative Performance Objectives" are to be considered advisory only.~~ Course presenters are encouraged to use Basic Course performance objectives and unit guides as illustrative content but are not required to do so.

COMMISSION PROCEDURE H-5  
~~January 1, 1980~~ July 1, 1986

**MODULE A - 40 HOURS - ARREST AND FIREARMS (P.C. 832) AND  
16 HOURS - COMMUNICATIONS AND ARREST METHODS**

(For full satisfaction of Level III reserve training requirements)

Course Outline

	<u>Hours</u>
A. Introduction	1
1. Orientation	1
a. Administrative procedures	
Registration and processing	
b. Overview of course	
Description of course content and examination procedures; notification of graduates to P.O.S.T. and attendance requirements	
c. Purpose of course (P.C. 832)	
History of and reasons for enactment of P.C. 832	
2. Ethics	2
a. Philosophy: Role of peace officer in society	
Explanation of the peace officer function within the criminal justice system and society; discussion of role perceptions and discrepancies among various segments of the public	
Illustrative Performance Objective: 1.2	
b. Professional obligations	
Law Enforcement Code of Ethics; discuss interagency coopera- tion within the criminal justice system; opportunities for individuals and professional improvement	
Illustrative Performance Objectives: 1.2, 8.38	
c. Personal and organization conduct and integrity	
Discusses ethical and unethical acts on and off duty; discusses how to maintain integrity within the organization	
Illustrative Performance Objectives: 1.3, 1.4	



COMMISSION PROCEDURE H-5

~~January 1, 1980~~July 1, 1986

	<u>Hours</u>
B. Discretionary Decision Making	2
Discretion in criminal justice problems; identification of situation and alternative actions possible; alternatives to invoking the criminal justice process; the decision-making process	
Illustrative Performance Objective: 2.1	
C. Arrest, Search and Seizure	20
1. Laws of arrest	
a. Definition of arrest	
Explains those acts and circumstances which constitute a legal arrest; definition of a crime; explains when arrest may be deemed detention only	
b. Explains statutes and case decisions which authorize arrests by peace officers	
c. Probable cause	
d. P.C. 150 and its limitations	
Explains statutes which require and restrict citizen aid to peace officers	
e. Rights of accused (Miranda)	
Explains Miranda warning, admonition; rights to bail, telephone calls, counsel and arraignment, juvenile procedures	
Illustrative Performance Objective: 3.38	
2. Search and seizure	
Defines search and seizure; explains exclusionary rule; defines circumstances under which searches and seizures are permissible; discusses Constitutional principles, federal and state case decisions affecting searches; stop and frisk	
a. Incident to arrest	
b. Search warrant	
c. Consent	

COMMISSION PROCEDURE H-5  
~~January 1, 1980~~ July 1, 1986

C. Arrest, Search and Seizure (continued)

Hours

- d. Exceptions to laws of search and seizure (e.g., court ordered search of probationer; agricultural inspections; parolee)

Illustrative Performance Objectives: 4.7, 4.8

3. Methods of arrest

- a. Physical arrest, search and transportation

How to make an arrest; safety precautions; when and how to handcuff; techniques of searching person and premises; how to safely transport prisoners

- b. Citation

Explains legal and procedural provisions for releasing on written promise to appear in lieu of taking into physical custody; mechanics of citations

- c. Arrest warrant

Defines warrants of arrest; differentiates between felony and misdemeanor warrants; explains endorsements; execution of warrants

Illustrative Performance Objectives: 8.14, 8.18, 8.19, 8.20

D. Firearms

4

1. Moral aspects, legal aspects

Reviews those situations in which the use of deadly force is warranted; the legal restrictions imposed on the use of weapons by law, court decisions and agency firearms use policy. The moral aspects in the use of deadly force are stressed

2. Safety aspects of firearms

2

Explains basic nomenclature; care and cleaning; storage; transportation; range rules; emergency treatment of firearms injuries

COMMISSION PROCEDURE H-5  
~~January 1, 1980~~  
July 1, 1986

~~D. Firearms (continued)~~

Hours

~~3. Range~~

~~8~~

~~Firing of weapons used in employment. Emphasis is on function, capabilities, firing positions and accuracy; officer must demonstrate familiarity with weapon assigned~~

~~Illustrative Performance Objectives: 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.10, 7.13, 7.14, 7.15, 7.16, 7.17, 7.18~~

E. Examination

(1)

Written examination on all subject matter in the course including firearms when officer is required to carry firearm

## COMMISSION PROCEDURE H-5

~~January 1, 1980~~July 1, 1986Arrest Course 24 Hours  
(Required for all peace officers)A. Professional Orientation (4 Hours)

1. Professionalism
2. Ethics/Unethical Behavior
3. Administration of Justice Components
4. California Court System
5. Discretionary Decision Making

B. Law (12 Hours)

1. Introduction to Law
2. Crime Elements
3. Intent
4. Parties to a Crime
5. Defenses
6. Probable Cause
7. Obstruction of Justice
8. Constitutional Rights Law
9. Laws of Arrest
10. Effects of Force
11. Reasonable Force
12. Deadly Force
13. Illegal Force Against Prisoners

C. Laws of Evidence (4 Hours)

1. Concepts of Evidence
2. Rules of Evidence
3. Search Concept
4. Seizure Concept

D. Investigation (3 Hours)

1. Preliminary Investigation
2. Crime Scene Notes
3. Identification, Collection, and Preservation of Evidence
4. Chain of Custody

Examination (1 Hour)Firearms Course 16 Hours  
(Required for peace officers carrying firearms)A. Firearms SafetyB. Firearms Care and CleaningC. Firearms Shooting PrinciplesD. Firearms Range (Target)E. Firearms Range (Combat)F. Firearms Range (Qualification)Communications and Arrest Methods 16 Hours

(Recommended for those peace officers that make arrests)

A. Community Relations (2 Hours)

1. Community Service Concept
2. Community Attitudes and Influences

B. Communications (5 Hours)

1. Interpersonal Communication
2. Note Taking
3. Introduction to Report Writing
4. Interviewing Techniques

C. Arrest and Control (8 Hours)

1. Weaponless Defense/Control Techniques
2. Person Search Techniques
3. Restraint Devices
4. Prisoner Transportation

Examination (1 Hour)

COMMISSION PROCEDURE H-5

~~January 1, 1980~~July 1, 1986MODULE B - ~~40~~ 90 HOURS

(For partial satisfaction of Level II reserve training requirements;  
refer to PAM, Section H-3-3 for additional training requirements.)

## Course Outline \*

	<u>Hours</u>
A. First Aid and Cardiopulmonary Resuscitation content as specified by the State Department of Health	15
B. Role of Back-Up Officer	25
1. Orientation	
a. Course	
Registration, Overview of Course, Content, Purpose, History and Reason for Enactment of P.C. 832.6	
b. The Back-Up Officer	
History and Role of Reserves, Duties and Responsibilities, Relationships with Regular Officers and Citizens, Personal Conduct and Attitude, Appearance, Equipment	
c. Laws Related to Reserves	
d. Department Rules and Regulations - Typical Content	
2. Officer Survival	
Patrol Techniques, Sniper-Ambush, Firebombs, Patrol Hazards, Pedestrian Approach	
Illustrative Performance Objectives: 8.37, 8.6, 8.7	
3. Weaponless Defense and Baton	
Principles of Weaponless Defense, Armed Suspects, Baton Techniques, Demonstration and Practice	
Illustrative Performance Objectives: 12.6, 12.7, 12.8, 12.9	

COMMISSION PROCEDURE H-5  
~~January 1, 1980~~ July 1, 1986

Hours

4. Traffic Control  
 Violator Contact, Traffic Stop Hazards, Citations, Traffic Direction, Vehicle Pullover, Miscellaneous Vehicle Stops, Felony High Risk Pullover  
 Illustrative Performance Objectives: 9.7, 9.9, 9.10, 9.11, 9.12, 8.9, 8.10, 8.11
5. Crime Scene Procedures  
 Crimes-in-Progress, Preliminary Investigation, Search  
 Illustrative Performance Objectives: 8.21, 8.22, 8.23, 8.24, 8.25, 10.1, 10.2
6. Shotgun  
 Capabilities, Shooting Principles, Practice, Night  
 Illustrative Performance Objectives: 7.8, 7.11, 7.17, 7.18
7. Crowd Control  
 Principles, Field Problems, Unusual Occurrences  
 Illustrative Performance Objectives: 8.43, 8.44, 8.39
8. Booking Procedures  
 Custody Orientation and Procedures, Illegal Force Against Prisoners, Adult and Juvenile Booking  
 Illustrative Performance Objectives: 11.1, 11.2, 11.3, 11.4, 11.5
9. Community Relations  
 Community Attitudes and influences  
 Illustrative Performance Objective: 2.2
10. Radio and Telecommunications; Use of Telephone and Radio  
 Illustrative Performance Objective: 5.6
11. Examination

## COMMISSION PROCEDURE H-5

~~January 1, 1980~~July 1, 1986

	<u>Minimum Hours</u>
<u>A. Professional Orientation</u>	<u>1</u>
<u>1. History and Principles of Law Enforcement</u>	
<u>2. Law Enforcement Profession</u>	
<u>B. Law</u>	<u>4</u>
<u>1. Theft Law</u>	
<u>2. Burglary Law</u>	
<u>3. Receiving Stolen Property Law</u>	
<u>4. Malicious Mischief Law</u>	
<u>5. Assault/Battery Law</u>	
<u>6. Assault with Deadly Weapon Law</u>	
<u>7. Mayhem Law</u>	
<u>8. Crimes Against Public Peace Law</u>	
<u>C. Communications</u>	<u>8</u>
<u>1. Report Writing Mechanics</u>	
<u>2. Report Writing Application</u>	
<u>3. Uses of the Telephone/Radio/Telecommunications</u>	
<u>D. Vehicle Operation</u>	<u>8</u>
<u>1. Introduction to Vehicle Operation</u>	
<u>2. Vehicle Operation Factors</u>	
<u>3. Code 3</u>	
<u>4. Vehicle Operation Liability</u>	
<u>5. Vehicle Inspection</u>	
<u>6. Vehicle Control Techniques</u>	
<u>E. Force and Weaponry</u>	<u>12</u>
<u>1. Simulated Use of Force</u>	
<u>2. Handgun</u>	
<u>3. Shotgun</u>	
<u>4. Shotgun Shooting Principles</u>	
<u>5. Handgun/Night Range/(Target)</u>	
<u>6. Handgun/Combat/Night Range</u>	
<u>7. Shotgun/Combat/Day Range</u>	
<u>8. Shotgun/Combat/Night Range</u>	

\*Topics correspond to Basic Course Functional Areas and Learning Goals

COMMISSION PROCEDURE H-5  
~~January 1, 1980~~ July 1, 1986

	<u>Minimum Hours</u>
<u>F. Patrol Procedures</u>	<u>42</u>
1. <u>Patrol Concepts</u>	
2. <u>Perception Techniques</u>	
3. <u>Observation Techniques</u>	
4. <u>Beat Familiarization</u>	
5. <u>Problem Area Patrol Techniques</u>	
6. <u>Patrol "Hazards"</u>	
7. <u>Pedestrian Approach</u>	
8. <u>Vehicle Pullover Technique</u>	
9. <u>Miscellaneous Vehicle Stops</u>	
10. <u>Felony/High-Risk Pullover Field Problem</u>	
11. <u>Wants and Warrants</u>	
12. <u>Search/Handcuffing/Control Simulation</u>	
13. <u>Tactical Considerations/Crimes-in-Progress</u>	
14. <u>Officer Survival</u>	
15. <u>Hazardous Occurrences</u>	
16. <u>First Aid and CPR</u>	
<u>G. Traffic</u>	<u>4</u>
1. <u>Initial Violator Contact</u>	
2. <u>License Identification</u>	
3. <u>Traffic Stop Hazards</u>	
4. <u>Issuing Citations and Warnings</u>	
5. <u>Traffic Direction</u>	
<u>H. Custody</u>	<u>1</u>
1. <u>Custody</u>	
2. <u>Custody Procedures</u>	
3. <u>Prisoner Rights and Responsibilities</u>	
<u>I. Physical Fitness and Defense Techniques</u>	<u>8</u>
1. <u>Baton Techniques</u>	
2. <u>Baton Demonstration</u>	
<u>J. Examinations</u>	<u>2</u>

Note: Other subjects may be included as local needs suggest. However, chemical agent training should not be considered as a part of the Level II Reserve Course. In adding subjects, consideration should be given to the content in Module A.



COMMISSION PROCEDURE H-5

~~July 15, 1982~~July 1, 1986MODULE C - ~~120~~ 68 HOURS

(For partial satisfaction of "non-designated" Level I reserve training requirements; refer to PAM, Section H-3-3 for additional requirements.)

	<u>Hours</u>
A. Professional Orientation	<del>31</del>
<del>1. History and Principles of Law Enforcement Department Orientation</del> <del>2. Unethical Behavior Career Influences</del> <del>3. Administration of Justice Components</del> <del>4. Related Law Enforcement Agencies</del> <del>5. California Court System</del> <del>5.6. California Corrections System</del>	
<del>Illustrative Performance Objectives: 1.1, 1.4, 1.7, 1.8, 1.9, 1.10</del>	
B. Police Community Relations	<del>101</del>
<del>1. Citizen Evaluation</del> <del>2. Crime Prevention</del> <del>3. <del>Stress Factors</del> Factors Influencing Psychological Stress</del>	
<del>Illustrative Performance Objectives: 2.3, 2.4, 2.5</del>	
C. Law	<del>2524</del>
<del>1. Introduction to Law</del> <del>2. Crime Elements</del> <del>3. Intent</del> <del>4. Parties to a Crime</del> <del>5. Defenses</del> <del>6. Probable Cause</del> <del>7. Attempt/Conspiracy/Solicitation Law</del> <del>8. Obstruction of Justice Law</del> <del>9. Theft Law</del> <del>10. Extortion Law</del> <del>11. Embezzlement Law</del> <del>12. Forgery/Fraud Law</del> <del>13. Burglary Law</del> <del>14. Receiving Stolen Property</del> <del>15. Malicious Mischief Law</del> <del>16. Arson Law</del>	

COMMISSION PROCEDURE H-5  
~~July 15, 1982~~ July 1, 1986

Hours

- ~~17. Assault/Battery Law~~
- ~~18. Assault With Deadly Weapon Law~~
- ~~19. Mayhem Law~~
- ~~20. Felonious Assaults Law~~
- ~~1.21. Crimes Against Children Law~~
- ~~2.22. Public Nuisance Law~~
- ~~23. Crimes Against Public Peace Law~~
- ~~24. Deadly Weapons Law~~
- ~~3.25. Robbery Law~~
- ~~26. Kidnapping Law~~
- ~~4.27. Homicide Law~~
- ~~5.28. Sex Crimes Law and Crimes Against Children~~
- ~~6.29. Rape Law~~
- ~~30. Gaming Law~~
- ~~7.31. Controlled Substance Law~~
- ~~8.32. Hallucinogens Law~~
- ~~9.33. Narcotics Law~~
- ~~10.34. Marijuana Law~~
- ~~35. Poisonous Substances Law~~
- ~~11.36. Alcoholic Beverage Control Law~~
- ~~37. Constitutional Rights Law~~
- ~~38. Local Ordinances~~
- ~~12.39. Juvenile Alcohol Law~~
- ~~13.40. Juvenile Law and Procedure~~

~~Illustrative Performance Objectives: 3.1 37, 3.39 41~~

D.F. Laws of Evidence

8

- ~~1. Concepts of Evidence~~
- ~~1.2. Privileged Communications~~
- ~~3. Witness Qualifications~~
- ~~2.4. Subpoena~~
- ~~3.5. Burden of Proof~~
- ~~6. Rules of Evidence~~
- ~~4.7. Legal Showup~~

D. Communications

7

- 1. Interpersonal
- 2. Note Taking
- 3. Introduction to Report Writing
- 4. Report Writing Mechanics
- 5. Report Writing

~~Illustrative Performance Objectives: 5.1-5~~

COMMISSION PROCEDURE H-5  
~~July 15, 1982~~  
July 1, 1986

Hours~~E. Vehicle Operations~~50

1. Introduction to Vehicle Operation
2. Vehicle Operation Factors
3. Code 3
4. Vehicle Operation Liability
5. Vehicle Inspection
6. Vehicle Control Techniques
7. Stress Exposure and Hazardous Awareness Emergency Driving

Illustrative Performance Objectives: 6.1-6

~~Illustrative Performance Objectives: 4.1, 4.2, 4.3, 4.5, 4.6, 4.9~~

E.G. Patrol Procedures3024

- 1.1. Patrol Concepts-Interrogation
- ~~2. Perception Techniques~~
- ~~3. Observation Techniques~~
- ~~4. Beat Familiarization~~
- ~~5. Problem Area Patrol Techniques~~
- ~~6. Vehicle Checks~~
- ~~7. Wants and Warrants~~
2. 8. Vehicle Search Techniques
3. 9. Building Search Techniques
4. 10. Missing Persons
5. Burglary-in-Progress Calls
6. Robbery-in-Progress Calls
7. Prowler Calls
8. Crimes-in-Progress/Field Problems
9. 11. Handling Disputes
10. 12. Family Disputes
11. 13. Repossessions
12. 14. Landlord/Tenant Disputes
- ~~15. Labor Disputes~~
13. 16. Defrauding an Innkeeper
- ~~17. Handling Sick and Injured Persons~~
14. 18. Handling Dead Bodies
15. 19. Handling Animals
- ~~20. Vehicle Impound and Storage~~
16. 21. Mentally Ill
- ~~22. Mutual Aid~~
- ~~23. Unusual Occurrences~~
17. 24. Fire Conditions
18. 25. News Media Relations Barricaded Suspects/Hostage Situations
19. 26. Agency Referral Domestic Violence

~~Illustrative Performance Objectives: 8.1-5, 8.8, 8.13, 8.15-17, 8.26-34, 8.36, 8.40-42~~

COMMISSION PROCEDURE H-5  
~~July 15, 1982~~ July 1, 1986

HoursF.H. Traffic704

1. Introduction to Traffic
2. Vehicle Code
3. Vehicle Registration
4. Vehicle Code Violations
5. Alcohol Violations
6. ~~Psychology of Violator Contacts~~ Auto Theft Investigation
- ~~7. License Identification~~
- ~~7.8. Traffic Accident Investigation~~
- ~~9. Traffic Accident Field Problem~~

~~Illustrative Performance Objectives: 9.1-6, 9.8, 9.13-16~~

G.I. Criminal Investigation184

1. Crime Scene ~~Notes~~ Search
- ~~2. Crime Scene Sketches~~
- ~~3. Latent Prints~~
- ~~4. Identification, Collection, and Preservation of Evidence~~
- ~~5. Chain of Custody~~
- ~~6. Interviewing~~
- ~~7. Local Detective Function~~
- ~~2.8. Information Gathering~~
- ~~3.9. Courtroom Demeanor~~
- ~~10. Auto Theft Investigation~~
- ~~11. Burglary Investigation~~
- ~~12. Grand Theft Investigation~~
- ~~13. Felonious Assault Investigation~~
- ~~4.14. Sex Crimes Investigation~~ Sexual Assault Investigation
- ~~15. Homicide Investigation~~
- ~~16. Suicide Investigation~~
- ~~17. Kidnapping Investigation~~
- ~~18. Robbery Investigation~~
- ~~5.19. Child Abuse Investigation~~ Child Sexual Abuse and Exploitation Investigation
- ~~20. Vice and Organized Crime~~
- ~~21. Controlled Substance Abuse~~

~~Illustrative Performance Objectives: 10.3-21~~

J. Custody2

1. Prisoner Rights and Responsibilities
2. Prisoner Release

Illustrative Performance Objectives: ~~11.6, 11.7~~

COMMISSION PROCEDURE H-5  
~~July 15, 1982~~  
July 1, 1986

Hours

~~K. Physical Fitness and Defense Techniques~~

- |                                       |                |
|---------------------------------------|----------------|
| <del>1. Physical Disablers</del>      |                |
| <del>2. Prevention of Disablers</del> |                |
| <del>3. Weight Control</del>          |                |
| <del>4. Self Evaluation</del>         |                |
| <del>5. Life-Time Fitness</del>       | <del>-40</del> |

~~Illustrative Performance Objectives: 12.1-5~~

H.L. Examinations -42

Note: Hours and instructional topics may be adjusted with prior POST approval.

8465B/307

PATROL PROCEDURES  
(Functional Area)

8.13.0 ~~WANTS AND WARRANTS~~ TELECOMMUNICATIONS

(Revised) Learning Goal: The student will know the procedures relative to "wants" and "warrants." understand law enforcement telecommunications network.

Performance Objective(s)

80% 8.13.1 (Revised) Given a word picture or audio visual presentation depicting possible "wants" or "warrants" situations, the student will correctly identify the procedures in determining if there are any "wants" or warrants" on persons and/or property. The student will identify the procedures for making inquiry into law enforcement information systems and the capability of cross-referencing the information obtained within these systems for:

- A. Wants and warrants
- B. Stolen property - includes vehicles and firearms
- C. Criminal histories
- D. DMV information
- E. Miscellaneous information

80% 8.13.2 (New) The student will identify the statewide information systems directly accessible to California law enforcement agencies.

80% 8.13.3 (New) The student will identify state laws and policies for obtaining, verifying, and disseminating telecommunication information including:

- A. Restricted information
- B. Unrestricted information

PHYSICAL FITNESS  
(Functional Area)

12.1.0 PHYSICAL DISABLERS

Performance Objective(s)

70% 12.1.2 (Revised) The student will identify the following hazards short term effects of consuming alcohol.

- A. Addiction Intoxication
- B. Raised triglyceral level in the blood Impairment to physical exertion
- C. General physiological influence

- 70% 12.1.3  
(Revised)      The student will identify the following ~~hazards~~ long-term effects of consuming alcohol.
- A. Effects upon cardiovascular system
  - A. Addiction
  - B. Cancer: lung, lip, and throat
  - B. Chronic degenerative diseases, including cirrhosis of the liver, damage to the nervous system, and arteriosclerosis.
  - C. Lung disorders
- 70% 12.1.4  
(New)      The student will identify the following short-term physiological effects of tobacco use:
- A. Constriction of arteries
  - B. Changes in blood chemistry
- 70% 12.1.5  
(New)      The student will identify the following long-term physiological effects of tobacco use:
- A. Addiction
  - B. Cardiovascular disease
  - C. Respiratory disease
  - D. Cancer
- 70% 12.1.6  
(New)      The student will identify the following substances in addition to alcohol and tobacco which have the potential for abuse.
- A. Caffeine
  - B. Prescription drugs
  - C. Non-prescription drugs
  - D. Illegal drugs
- 12.5.0      LIFETIME FITNESS
- 70% 12.5.2  
(New)      The student will identify the following basic principles of conditioning.
- A. Progression
  - B. Specificity
  - C. Frequency
  - D. Overload
  - E. Duration
- 70% 12.5.3  
(New)      The student will identify the following components of an exercise session.
- A. Warm up
  - B. Conditioning period
  - C. Cool-down

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Course Certification/Decertification Report</b>		Meeting Date <b>July 24, 1986</b>
Bureau <b>Training Delivery Services</b>	Reviewed By <b>Darrell L. Stewart, Chief</b>	Researched By <b>Rachel S. Fuentes</b>
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval <b>7-1-86</b>	Date of Report <b>June 30, 1986</b>
Purpose: <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report                    Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

The following courses have been certified or decertified since the April 24, 1986 Commission meeting:

CERTIFIED

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
1.	Domestic Violence	Modesto CJTC	Technical	IV	\$ 442
2.	Armors School - Automatic Pistols	Lassen College	Technical	IV	3,240
3.	Armors School - Shotguns	Lassen College	Technical	IV	3,240
4.	Skills & Knowledge Modular Training	San Joaquin Delta College	Technical	IV	2,322
5.	Supervisory Press Relations Course	Los Angeles Police Department	Supv. Trng.	IV	-0-
6.	Armors School - Full Automatic	Lassen College	Technical	IV	3,240
7.	Instructor Development	FBI, Los Angeles	Technical	IV	3,800
8.	Fitness Advisor	FBI, San Francisco	Technical	IV	4,200
9.	Supervisory Seminar	Rio Hondo Regional Training Center	Supv. Sem.	IV	200
10.	Skills & Knowledge Modular Training	Shasta College	Technical	IV	4,095
11.	Skills & Knowledge Modular Training	Golden West College RCJTC	Technical	IV	15,000
12.	Management Seminar	Golden West College RCJTC	Mgmt. Trng.	IV	1,201



CERTIFIED - Continued

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
13.	Reserve Training, Module A & B	Long Beach Police Academy	Reserve Training	N/A	-0-
14.	Advanced Officer (Model A.O.)	San Diego Co. Sheriff's Dept.	A0	I	10,772
15.	Advanced Officer (Model A.O.)	NCCJTES, Butte Center	A0	I	10,772
16.	Advanced Officer (Model A.O.)	Los Angeles Co. Sheriff's Dept.	A0	I	10,772
17.	Child Sexual Abuse	Childrens Inst. Int'l (So. Cal Trng Center)	Technical	IV	3,000
18.	Child Abuse	Grossmont College	Technical	IV	12,960
19.	Skills & Knowledge Modular Training	Kern Co. Regional CJTC	Technical	IV	2,880
20.	Dealing with Difficult People	CPOA	Supv. Sem.	III	4,356
21.	Special Weapons & Tactics	Ventura Co. Police & Sheriff's Acad.	Technical	IV	3,000
22.	Prep. for Suc. Auto. in LE	KMG Main Hurdman	Mgmt. Sem.	III	14,112
23.	Skills & Knowledge Modular Training	Tulare-Kings Co. Peace Ofr. Trng. Academy	Technical	IV	648
24.	Skills & Knowledge Modular Training	Santa Barbara City College	Technical	IV	2,500
25.	Search Function, Direction Control Winter Operations	Governor's Office of Emergency Services	Technical	III	12,600
26.	Firearms Instructor	William Mott, Jr. Training Center	Technical	IV	-0-
27.	Defensive Tactics Instructor	William Mott, Jr. Training Center	Technical	IV	-0-
28.	Psychological Profiling	FBI, San Francisco	Technical	IV	4,032
29.	Domestic Violence	College of San Mateo	Technical	IV	211

DECERTIFIED

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
1.	Search and Rescue Instructor	Office of Emergency Services	Technical	IV	-0-
2.	Jail Operations - 40 Hours	Los Angeles Co. Sheriff's Dept.	Technical	II	-0-
3.	Jail Operations - 80 Hours	Los Angeles Co. Sheriff's Dept.	Technical	II	-0-
4.	Custody Officers Training	Los Angeles Co. Sheriff's Dept.	Technical	N/A	-0-
5.	Supervisory Sem.	San Jose Com. Col. CJTC	Supv. Sem.	IV	-0-
6.	Defensive Tactics	San Jose Com. Col. CJTC	Tehnical	IV	-0-
7.	Jail Operations - 40 Hours	San Jose Com. Col. CJTC	Technical	II	-0-
8.	Jail Operations - 40 Hours	Central Coast Co. Police Aca.	Technical	II	-0-
9.	Jail Management	NCCJTES, Santa Rosa Center	Technical	IV	-0-
10.	Jail Operations 40 Hours	NCCJTES, Santa Rosa Center	Technical	II	-0-
11.	Jail Operations 80 Hours	NCCJTES, Santa Rosa Center	Technical	II	-0-
12.	Traffic Accident Invest.	NCCJTES, Santa Rosa Center	Technical	II	-0-
13.	Jail Operations - 80 Hours	Central Coast Co. Police Academy	Technical	II	-0-
14.	Jail Operations - 40 Hours	San Bernardino Co. Sheriff's Dept.	Technical	II	-0-
15.	Jail Management	Cal. State Poly. Univ., Pomona	Technical	III	-0-
16.	Jail Operations - 40 Hours	NCCJTES, Redwoods Center	Technical	II	-0-
17.	Burglary, Invest. Update	NCCJTES, Redwoods Center	Technical	IV	-0-

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
18.	Supervisory Course	NCCJTES, Redwoods Centr	Supv. Course	II	-0-
19.	Jail Operations - 40 Hours	Alameda Co. S.D. Acad. Trng. Ctr.	Technical	II	-0-
20.	Jail Operations - 80 Hours	Alameda Co. S.D. Acad. Trng. Ctr.	Technical	II	-0-
21.	Jail Operations - 40 Hours	Long Beach Police Department	Technical	IV	-0-
22.	Arrest & Firearms (P. C. 832)	Long Beach Police Department	P. C. 832	IV	-0-
23.	Supervisory Course	NCCJTES, Butte Center	Supv. Course	II	-0-
24.	Advanced Officer Course	So. Pacific Trans. Railroad PD	A0	N/A	-0-
25.	Jail Managers' Seminar	Tulare Co. S.D.	Mgmt. Trng.	IV	-0-
26.	Prison Gang Activity	Dept. of Justice Training Center	Technical	IV	-0-
27.	Fingerprint Coll. Instructor	Dept. of Justice Training Center	Technical	IV	-0-
28.	Terrorism Course	Dept. of Justice Training Center	Technical	IV	-0-
29.	Street Gangs	Dept. of Justice Training Center	Technical	IV	-0-
30.	Jail Operations & Prop. Proced.	Los Angeles Police Department	Technical	II	-0-
31.	Traffic Officer, Civilian	Los Angeles Police Department	Technical	IV	-0-
32.	Explosive Ordnance	Dept. of the Army	Technical	IV	-0-
33.	Firearms Instructors	Orange County S.D.	Technical	IV	-0-
34.	Sex Crimes Inv.	FBI, San Diego	Technical	IV	-0-

DECERTIFIED - Continued

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
35.	Jail Operations - 40 Hours	Academy of Justice Riverside City Col.	Technical	II	-0-
36.	Advanced Officer	Chaffey College	A0	II	-0-
37.	Reserve Training Module A, B, C	Chaffey College	Reserve Training	N/A	-0-
38.	Arrest & Firearms (P. C. 832)	Chaffey College	P. C. 832	IV	-0-
39.	Jail Operations - 80 Hours	Kern Co. RCJTC	Technical	II	-0-
40.	Jail Operations - 40 Hours	Kern Co. RCJTC	Technical	II	-0-
41.	Disaster Management	Cristando House, Inc.	Mgmt. Trng.	III	-0-
42.	Reserve Training Module B	Palo Verde College	Reserve Training	N/A	-0-
43.	Arrest & Firearms (P. C. 832)	Palo Verde College	P. C. 832	IV	-0-
44.	Team Building Workshop	Bruce H. Bess, & Associates	Team Building Workshop	III	-0-

TOTAL CERTIFIED            29

TOTAL DECERTIFIED        44

TOTAL MODIFICATIONS     46

747 courses certified as of 06/30/86  
~~145~~ presenters certified as of 06/30/86

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Alameda-Contra Costa Transit District</b>		Meeting Date <b>July 24, 1985</b>
Bureau <b>Compliance and Certificate Services Bureau</b>	Reviewed By	Researched By <b>D. Y. Allan <i>DYA</i></b>
Executive Director Approval <i>Monahan C. Boehm</i>	Date of Approval <b>6/30/86</b>	Date of Report <b>June 16, 1986</b>
Purpose: <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report           Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

The Alameda-Contra Costa Transit District desires to participate in the POST Program.

BACKGROUND

The Board of Directors of the Alameda-Contra Costa Transit District passed a Resolution indicating it will adhere to the standards for recruitment and training established by the Commission and will allow the Commission to make such inquiries as deemed appropriate.

ANALYSIS

A transit district is eligible to participate in the POST Regular Program, as such jurisdictions are defined as "districts" in 13507 P.C. The Alameda-Contra Costa Transit District employs one peace officer, the Chief of Protective Services, whose principal duties are background investigations of bus drivers and revenue collectors. The agency consists of 2200 employees, 1800 of whom are bus drivers. The current financial impact is undetermined but considered minimal.

RECOMMENDATION

The Commission be advised that the Alameda-Contra Costa Transit District was admitted to the POST Regular Program on June 17, 1986, consistent with Commission policy.

0035C/231

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Affirmation of Commission Policy		Meeting Date July 24, 1986
Bureau Information Services	Reviewed By <i>[Signature]</i> 5-29-86	Researched By <i>Georgia Pihola</i>
Executive Director Approval <i>Morgan C. Boelun</i>	Date of Approval 6-2-86	Date of Report May 29, 1986
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report   Financial Impact		<input type="checkbox"/> Yes (See Analysis per details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

A policy statement is being submitted to the Commission for approval; the policy was adopted by the Commission at its regular meeting on April 24, 1986.

BACKGROUND

The Commission has directed staff to resubmit policy matters for affirmation by the Commission prior to inclusion in the Commission Policy Manual.

RECOMMENDATION

Affirm the following policy statement for inclusion in the Commission Policy Manual:

USE OF POST ENTRY-LEVEL READING AND WRITING TESTS  
BY STATE AGENCIES

The Commission encourages nonreimbursable state agencies to use the POST Entry-level Reading and Writing Tests and to provide sufficient staff support to ensure that such testing is conducted in accordance with POST testing procedures. The Commission will not, however, underwrite the costs for such testing.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Commendation - Sergeant Thomas Hood</b>		Meeting Date <b>July 24, 1986</b>
Bureau <b>Training Program Services</b>	Reviewed By <b>Glen Fine</b>	Researched By <b>Hal Snow</b> <i>HS</i>
Executive Director Approval <i>Morgan C. Beecher</i>	Date of Approval <b>6-11-86</b>	Date of Report <b>June 3, 1986</b>
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report                   Financial Impact		<input type="checkbox"/> Yes (See Analysis per details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Commission Commendation for Sergeant Thomas Hood.

BACKGROUND

At the October 1985 meeting, the Commission approved the six-month appointment of a POST Management Fellow Consultant for the purpose of updating POST's investigative guidelines and curriculum for child abuse, neglect and sexual exploitation of children, as well as general sexual assault. At that time these guidelines and curriculum, mandated by Penal Code Sections 13516 and 13517, were in need of updating because of law changes and other conditions. Subsequently, Sergeant Thomas Hood, Berkeley Police Department, was selected and began work at POST on December 1, 1985. Sergeant Hood served full time as project director until May 30, 1986.

ANALYSIS

The project was successfully concluded, with all products submitted to POST. The guidelines are presented to the Commission at this meeting under a different tab.

Sergeant Hood's work was outstanding, and he should be commended for his effort. The POST Management Fellowship has again met its objective of benefiting POST, law enforcement, and the individual officer.

RECOMMENDATION

Approve the attached Resolution for Sergeant Thomas Hood.



# *Resolution* OF THE *Commission on Peace Officer Standards and Training*

STATE OF CALIFORNIA

WHEREAS, Thomas Hood is a Sergeant with the Berkeley Police Department with impressive service in law enforcement; and

WHEREAS, He served the Commission on Peace Officer Standards and Training in the capacity of a POST Management Fellow, full time from December 1985 through May 1986; and

WHEREAS, He was the Project Director of the Child Abuse/Sexual Assault Project which involved updating POST's investigation guidelines and curriculum; and

WHEREAS, He coordinated the efforts of an Advisory Committee providing input on the project; and

WHEREAS, His work on this difficult project was exemplary in every respect; and

WHEREAS, The results of his work will be of benefit to investigators and professionals in the area of child abuse/sexual exploitation and sexual assault for many years to come, now therefore be it

RESOLVED, That the members of the Commission on Peace Officer Standards and Training commend Tom for a job well done; and be it

FURTHER RESOLVED, That the Commission extends its best wishes for continued service to California law enforcement.

\_\_\_\_\_  
*Chairman*

\_\_\_\_\_  
*Executive Director*

\_\_\_\_\_  
July 24, 1986

*Date*



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Area Chief Executive Workshops: Facilitator Salary		Meeting Date July 24, 1986
Bureau Executive Office	Reviewed By	Researched By D. Beauchamp <i>DB</i>
Executive Director Approval <i>Norman C. Beckler</i>	Date of Approval	Date of Report July 7, 1986
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report    Financial Impact		<input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

Issue

Should POST provide funds to pay the cost of a facilitator's salary for the Area Chief Executive Workshops?

Background

At the June 28, 1984 Commission meeting, the Long Range Planning Committee recommended that regional workshops for chief executives, which had been held on a limited basis in the past, be provided on a continuing basis. As a result of this decision, POST initiated a new form of planning and problem solving programs for law enforcement chief executives titled "Area Chief Executive Workshops". This vehicle was designed to provide greater opportunities for executives to meet and discuss common problems in standards, training and operations and develop plans to meet these problems. The guidelines developed for these programs provided that the seminars would not be of more than 40 hours duration on a one-time-per-year basis. Participants are limited to agency heads. POST reimbursement is restricted to travel and per diem only, for both the participants and the facilitator, if one is utilized.

In addition to the above described workshops, the Center for Executive Development also sponsors Chiefs' and Sheriffs' Regional Training Seminars for chief executives within a geographical area. These training courses are organized in a more traditional training format, with course outlines prepared and instructors assigned to topical areas. Although this program does provide for the payment of instructor fees, again there is no provision for payment of a facilitator's salary.

During September of 1985, POST sponsored a 2 1/2 day Chiefs' and Sheriffs' Regional Training Seminar for the Los Angeles County Police Chiefs' Association. Twenty-seven Chiefs of Police attended this training. The training seminar was coordinated by POST staff, with the fees of the two instructors (Marty Mayer and Mel LeBaron) paid by POST. The participants were provided normal travel/per diem expenses.

Following the conclusion of this training seminar, the attending chiefs concluded that a series of "problem solving" meetings of small groups would be beneficial to address some of the major problems discussed by the Chiefs. To assist in this process, the Chiefs' Association proposed that POST underwrite the costs of the "problem solving workshops" and, in addition, provide for the employment of a facilitator (Mel LeBaron) to coordinate the various meetings.

Based on current policy, this request was denied by the Executive Director. As a result, the Los Angeles County Police Chiefs' Association is appealing this decision to the Commission.

### Analysis

The original intent of the Commission in establishing regional workshops for chief executives seems clear. The purpose was to provide local law enforcement chief executives, and other top people in the criminal justice system, the opportunity to get together as often as annually to discuss local problems of mutual concern and of interest to POST regarding standards and training. It was envisioned that these workshops would be informal in nature, with the coordination/facilitation being handled by one or more members of the group or by POST. POST assistance in the form of reimbursement for out-of-pocket expenses (travel/per diem) would ensure that agency heads had the financial means to attend.

When it became obvious in recent years that an additional vehicle was necessary to provide for the regionalized training of the same chief executives, the Chiefs' and Sheriffs' Regional Training Seminars were initiated. These programs, in addition to paying for out-of-pocket expenses, also allow for instructors salaries to be paid by POST. As with the workshops, coordination of these programs is handled directly by POST.

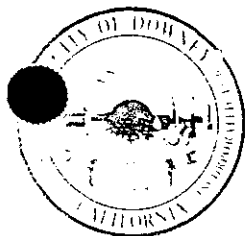
In both the workshops and training programs, there has been no identified need for the employment of a professional facilitator. These programs are not team building in nature, and do not address the kinds of issues and problems that would normally be associated with the use of a facilitator.

Since the inception of the Chief Executive Workshops in 1984, the program has worked well for a number of areas across the State, within the original guidelines that were established. The informal nature of the workshops has allowed the chief executives to essentially set their own agenda, while not requiring a large expenditure of POST funds on what is obviously a local program. A revision of the guidelines to allow for the salary reimbursement, in addition to the currently allowed travel and per diem, of a professional facilitator would be a major change from the original concept.

Certainly the ideas and wishes of the Chiefs are held in high regard. The establishment of the area executive workshops was in itself an extension by the Commission of a new program of benefit to top executives. If a training need is not being met, that can be addressed. However, the statewide implications of associations insisting on specific facilitators by name for regional-type team building workshops is beyond the scope of our understanding of Commission desires.

### Recommendation

It is recommended that the Commission reaffirm the current policy on Area Chief Executive Workshops which provides for the reimbursement of travel and per diem expenses for a facilitator, but makes no provision for salary reimbursement.



# City of Downey

FUTURE UNLIMITED

POLICE DEPARTMENT

June 20, 1986

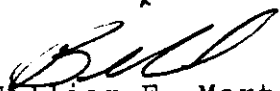
Norman C. Boehm  
Executive Director  
Commission on Peace Officer  
Standards and Training  
P. O. Box 20145  
Sacramento, CA 95820-0145

Dear Norm:

I have been instructed by the Los Angeles County Police Chiefs Association to request that you place on the POST Commission agenda for July 24, 1986, the request for POST funding of a facilitator (such as Mel LeBaron).

It is our belief that this is essential in order to continue the work we have already begun.

Sincerely,

  
William F. Martin  
Chief of Police  
DOWNEY POLICE DEPARTMENT

WFM:mj

JUL 2 1 25 PM '86

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Model Advanced Officer Course		Meeting Date July 24, 1986
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval 7-9-86	Date of Report June 20, 1986
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report                   Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should a POST-specified Advanced Officer Course be approved as an alternative to the present locally determined AO Course?

BACKGROUND

At the January 1986 meeting, the Commission approved three pilot presentations of a model Advanced Officer Course and directed that a report be prepared analyzing the effectiveness of this type of course. This report summarizes the results of these pilot presentations.

The existing POST requirements for the advanced officer course content are flexible to meet local and varying conditions. The curriculum must generally relate to Basic Course subjects and Commission Procedure D-2 suggests recommended subject areas (see Attachment A). The result is that the content of advanced officer courses is largely determined locally and varies considerably from presenter to presenter. Law enforcement agencies have generally favored this non-specific curriculum standard. The existing advanced officer course is certified under reimbursement Plan II (salary, travel, and per diem) which means that instructional costs must be borne by local presenters. As a consequence, curriculum selection and instruction methodology very often are classroom, lecture-oriented with little hands-on student participative activities.

Because a need appeared to exist for another alternative, a POST-specified advanced officer course was developed. Staff, working with the input of an Advisory Committee (See Attachment B) developed a "Model" Advanced Officer Course. The 24 to 40 hour course emphasizes officer safety and other agency liability issues. The course was designed to maximize trainee participative activities and evaluations, thus minimizing lecture format. The intent of this course is to afford opportunity for trainees to experience realistic win-win field exercises so as to gain greater ability and confidence. This model course contains extensive need for multiple instructors, evaluators, role players, multiple activities going on simultaneously, specialized facilities and equipment, and thus higher than normally experienced instructional costs. Thus, the Commission approved for these pilot presentations a reimbursement plan I which includes tuition, salary, travel, and per diem.

## ANALYSIS

The three pilot presentations were conducted at the Butte Training Center, Los Angeles Sheriff's Department, and San Diego Sheriff's Department during May-June 1986. Each 24-hour presentation contained 24 in-service officer trainees plus observer/evaluators from POST staff and members of the Advanced Officer Advisory Committee. The general results and conclusions of these pilot presentations include:

1. Overall Value. The overall value of the training was rated exceptionally high by the trainees and evaluators. The average Course Evaluation Instrument (CEI) rating by trainees was 4.9 with the highest possible being 5.0. The CEI average rating for AO Courses is 4.6. Trainees completed the course feeling more confident about their proficiencies having had the opportunity to practice skills and be evaluated in win/win role playing exercises.
2. Course Content. The curriculum as originally designed, including 24 hours of POST-specified content, was found to be appropriate and on target with the training needs of in-service officers with the exception that Baton should be removed because of the inability to adequately address this subject within the allotted time. See Attachment C for revised course outline. An expanded course outline was identified as needed to provide more specific direction to course presenters and instructors. Provisions for including locally determined curriculum beyond the minimum 24 hours of POST-specified content, are provided for in the course outline.
3. Methods of Instruction. By design, approximately 13 of the 24 hours involved student participative activities such as Arrest and Control, Weaponless Defense, Weapons Retention, Officer Safety, and Field Tactics (Laser Village and Role Playing). Trainees were very supportive of hands-on type instruction. Trainees were able to observe themselves on video while handling six to twelve scenarios (role playing exercises). Like the video recording and playback, the lazer or comparable technology used during the scenarios was also considered a necessary and valuable adjunct to instruction. The required evaluation and documentation of trainee proficiencies by scenario evaluators with on-the-spot remediation was considered highly desirable. The classroom instruction (Narcotics Update, Legal Issues Relating to Liability, and Interpersonal Communication Skills) was also considered valuable.
4. Multiple Agency Participation. As directed by the Commission, the pilot presentations included trainees from multiple agencies. Over 70% of the trainees from the two agency pilot presenters were from outside law enforcement agencies. Butte College had 100% of the trainees from outside law enforcement agencies. It is concluded that multiple agency participation was successful and should be continued to facilitate exchange between trainees.
5. Cost Effectiveness. Present Commission policy restricts Advanced Officer Course reimbursement to salary, travel, and per diem. The average POST reimbursement is \$346 per trainee which includes \$322 in salary and \$24 in subsistence. Total POST reimbursement for AO Courses during 1985-86 FY was \$3,817,769 for 11,034 graduates. Under the pilot program and consistent with the Commission's desire to improve the quality of training, the Commission authorized Plan I reimbursment for the pilot presentations which includes tuition

in addition to salary, travel, and per diem. Tuition was found to be necessary because the proposed model Advanced Officer Course, by its nature, includes the need for multiple instructors, evaluators, role players, as well as specialized facilities and equipment. For the pilot presentations a tuition of \$428 per trainee was authorized. This tuition was arrived at based upon the assumption the instructional costs for the program would be shared between POST and each training presenter. Analysis of this cost sharing indicates that it worked satisfactorily and should be continued. Provided the Commission continues this program, course tuitions would vary between course presenters depending upon local costs. Results of the pilot presentations suggest that the level of authorized staffing used was satisfactory and necessary. It is estimated tuition for this program would range between \$400 to \$500, depending upon the presenter's need to include the cost of acquiring laser equipment through amortization over a three year or longer period.

Analysis of the pilot testing suggests this program is effective and highly regarded by the trainees and observers. To offset the high tuition cost, it is recommended the program be approved for reimbursement plan III which includes tuition, travel, and per diem. This would permit agencies to choose between the regular Advanced Officer Course with salary reimbursement and the model AO Course with tuition. Even through the model course would be more expensive for POST (approximately \$106/trainee), the benefits of the program appear to outweigh the increase costs. Because the number of AO Course trainees remains fairly consistent from year to year, it is reasonable to assume that Model Course attendees will simply reduce the number of regular AO Course attendees. Because of the higher-than-normal level of coordination and pre-planning effort needed to present the Model Course and because the specialized equipment/facilities needed, it is expected that few (5-8) presenters will be interested in or capable of offering this program. Each of the three pilot presenters have indicated their desire to continue offering the program at a maximum of 3 to 4 presentations per year. These presenters also have expressed the possibility of being able to offer the program as a traveling road show provided logistics can be accommodated. Regional acquisition of equipment through lease/purchase arrangements will be explored to reduce POST's costs.

Because there is some degree of uncertainty about the potential cost of the program, (estimated at 500 trainees at \$106 = \$53,000), it is suggested that a report back to the Commission be prepared after one year of experience.

#### RECOMMENDATION

Approve the model Advanced Officer Course for presentation under reimbursement Plan III and report back after one year of experience.

Attachments

0113C/231

## Commission on Peace Officer Standards and Training

POST Administrative Manual

COMMISSION PROCEDURE D-2  
Revised: January 24, 1985

Procedure D-2 was incorporated by reference into Commission Regulation 1005 on April 15, 1982. A public hearing is required prior to revision of this directive.

## ADVANCED OFFICER COURSE

## Purpose

2-1. Specification of Advanced Officer Course: This Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(d) of the Regulations for Advanced Officer Training.

## Course Objective

2-2. Advanced Officer Course Objectives: The Advanced Officer Course is designed to provide updating and refresher training at the operations level. It is not to be used to present single-subject presentations. Since these are designed to train personnel in a specific subject area, single subjects are more properly addressed in POST-certified Technical Courses. Flexibility is to be permitted in course content and manner of course offering in order to meet changing conditions and local needs.

The Advanced Officer Course shall not be used to circumvent Commission-imposed limitations of funding for specific training.

## Course Content

2-3. Advanced Officer Course Content: The Commission recommends the following topics be considered, but not required, as part of the Advanced Officer Course:

- New Laws
- Recent Court Decisions and/or Search and Seizure Refresher
- Officer Survival Techniques
- New Concepts, Procedures, Technology
- Discretionary Decision Making (Practical Field Problems)
- Civil Liability-Causing Subjects

The course may contain other currently needed subject matter such as, the topical areas of the Basic Course, Commission Procedure D-1. It is suggested elective subjects address current and local problems or needs of a general, rather than a specific, nature.

2-4. Presentation and Curriculum Design: Curriculum design and the manner in which the Advanced Officer Course is proposed to be presented may be developed by the advisory committee of each agency certified to present the Advanced Officer Course and shall be presented to the Commission for approval.

2-5. Minimum Hours: The Advanced Officer Course shall consist of time blocks of not less than two hours each, regardless of subject matter, with an overall minimum of no less than 20 hours. The maximum time period for presenting an Advanced Officer Course is 180 days.

## ADVANCED OFFICER COMMITTEE

Charlie Johnson, Sergeant  
 Concord Police Department  
 Parkside Dr. & Willow Pass Rd.  
 Concord, CA 94519  
 (415) 671-3232

Ronald Lowenberg  
 Chief of Police  
 Cypress Police Department  
 5275 Orange Avenue  
 Cypress, CA 90630  
 (714) 828-9390

Murl Harpham, Captain  
 Eureka Police Department  
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 Eureka, CA 95501  
 (707) 442-4548

Jim Spreine, Captain  
 Laguna Beach Police Department  
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 Laguna Beach, CA 92651  
 (714) 497-3311

Jeff Kirkpatrick, Sergeant  
 La Palma Police Department  
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 (714) 523-4552

Dan Reidder, Sergeant  
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 Training Bureau  
 11515 S. Colima Road  
 Whittier, CA 90604

Phil Stone, Sergeant  
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Robert Warren, Sergeant  
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Avery Blankenship, Director  
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Joseph McKeown, Director  
 NCCJTES, Contra Costa  
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 Los Medanos College  
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Jerry Warren  
 NCCJTES, Santa Rosa Center  
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 Santa Rosa, CA 95405  
 (707) 539-5210

Jerry Sanders, Lieutenant  
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 Training Center  
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Joe Hazouri, Lieutenant  
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John Zunino, Sheriff  
 San Joaquin County Sheriff's Department  
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 Stockton, CA 95202  
 (209) 944-2181

Bob Anderson, Corporal  
 Ventura Police Department  
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 Ventura, CA 93003  
 (213) 202-5734

Jim Palmer  
 Associate Dean  
 Miramar College  
 16440 Black Mountain Road  
 San Diego, CA 92126  
 (619) 271-7933



## Commission on Peace Officer Standards and Training

POST MODEL ADVANCED OFFICER COURSE

## Course Outline

POST ADMINISTRATIVE MANUAL REFERENCE

Commission Procedure D-2 defines the minimum requirements for Advanced Officer Courses. This course provides an alternative to the existing Advanced Officer Course.

LEGAL REFERENCE

None

BACKGROUND

This curriculum is based upon the need to have a POST-specified Advanced Officer Course that is considered by POST and California law enforcement as the desirable refresher training needed for officers and supervisors with field assignments that should be completed once every two years. Particular emphasis is placed on officer safety and other subject matter that address agency liability issues. The course is designed to maximize trainee participative activities and evaluations, thus minimizing lecture format. The intent of this course is to afford opportunity for trainees to experience realistic win-win field exercises so as to gain greater ability and confidence. In a non-threatening and non-embarrassing manner, trainees will be evaluated and given on-the-spot remediation for deficiencies. Non-remediated deficiencies will be reported to the employing agency. Trainees are expected to participate and pass each proficiency. Student proficiency is expected to be demonstrated at the specified level. Scenarios, using role players and evaluators, will primarily involve typical situations and to a lesser extent, the unusual type calls. Scenarios will involve trainees in the roles of "handling officer" and "backup officer." Use of proper tactics to avoid injury and death will be stressed.

CERTIFICATION INFORMATION

Reimbursement is provided under Plan III. To assist presenters and instructors, the POST Basic Course Unit Guides and Scenario Manual are available upon request and contain more detailed information on this curriculum. Course hours may vary from 24-40 depending upon locally determined curriculum. Maximum course attendees is 24.

## TOPICAL OUTLINE

### Hourly Distribution

#### (Core Curriculum)

1.0	Course Overview/Adminstrative Issues	1
2.0	Legal Issues Relating to Liability	2
3.0	Narcotics Update	3
4.0	Officer Safety and Field Tactics	12
5.0	Arrest and Control/Weaponless Defense/ Weapons Retention	4
6.0	Interpersonal Communication Skills	2
7.0	Locally Determined Curriculum (Restricted to Basic Course Subjects)	16
	Total Hours	<hr/> 24-40*

\*Evaluation of Trainee Proficiencies  
Is Done Within Each Instructional Block

## LEARNING GOALS

### 1.0 COURSE OVERVIEW/ADMINISTRATIVE ISSUES

1.1 The student will understand course participation and performance requirements.

### 2.0 LEGAL ISSUES RELATING TO LIABILITY

2.1 The student will develop an understanding of civil liability laws impacting the officer and employing agencies.

2.2 The student will become familiar with the most recent case decisions holding individual officers and/or employing agencies liable for negligence.

### 3.0 NARCOTICS UPDATE

3.1 The student will become familiar with recent criminal activities related to narcotics including:

- a. Recent law changes and case decisions
- b. Newest forms of substance abuse
- c. Current drug terminology
- d. Criminal deception tactics
- e. Officer safety

#### 4.0 OFFICER SAFETY AND FIELD TACTICS

- 4.1 The student will develop an understanding of current officer safety issues including:
  - a. Incidents of officer involved-shootings
  - b. Assaults on peace officers in California
  - c. Officer attitudes
  - d. Officer behavior and over-reaction
  - e. Need for balanced perspective
  - f. Prevention
  - g. Physical conditioning
- 4.2 The student will understand the importance of proper tactics including:
  - a. Initial approach and planning
  - b. How to identify hazardous situations
  - c. Backup support
  - d. When to back off and regroup
- 4.3 The student will participate in small group discussions in reviewing recent case examples (media) and determining appropriate officer response.
- 4.4 When an officer is shot the student will understand:
  - a. The psychological effect of being shot or injured
  - b. How to cope with trauma situations
  - c. How to maintain calm presence
  - d. The importance of not over-reacting
  - e. The type of information to broadcast
- 4.5 The student will develop an understanding of how to handle and provide backup support including:
  - a. Avoiding crossfire deployment
  - b. Gas, helicopters, canine
  - c. Suspicious person
  - d. Robbery in progress
  - e. Routine car stop
  - f. Neighborhood disturbance
  - g. Others (at the option of each presenter)
    - Mentally disturbed person
    - Prowler
    - Landlord-Tenant dispute
    - Bar disturbance with weapons
    - Open door in business
    - Warrant service
    - Drunk call

4.6 The student will demonstrate proficiency in using proper field tactics for the following situations:

- a. Burglary in progress
- b. Felony vehicle stop

5.0 ARREST AND CONTROL/WEAPONLESS DEFENSE/WEAPONS RETENTION

5.1 The student will demonstrate proficiency on the following arrest situations:

- a. Search single and multiple suspects
- b. Cover officer
- c. Visual search, cursory search, felony search
- d. Use of restraint devices (single and multiple suspects)
- e. Control hold
- f. Take-down tactic
- g. Carotid restraint
- h. Front and rear gun take-aways
- i. Recognized method of weapons retention

6.0 INTERPERSONAL COMMUNICATIONS

6.1 The student will understand the fundamental dynamics involved in communicating with others including:

- a. Why people generally react properly to the positive approach
- b. How the negative approach can be a vicious cycle
- c. How to motivate people
- d. Listening techniques
- e. Advantages to officer for using good communication skills

6.2 The student will understand strategies to diffuse potentially violent persons including:

- a. Avoidance of trigger words and behavior
- b. Gentle, friendly, and firm demeanor

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Child Abuse/Sexual Assault Investigation Guidelines and Curriculum</b>		Meeting Date <b>July 24, 1986</b>
Bureau <b>Training Program Services</b>	Reviewed By	Researched By <b>Hal Snow</b>
Executive Director Approval <i>[Signature]</i>	Date of Approval <b>7-8-86</b>	Date of Report <b>July 1, 1986</b>
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report           Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input checked="" type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Commission approve the updated/revised child abuse/sexual assault guidelines and curriculum pursuant to Penal Code Section 13516 and 13517?

BACKGROUND

Penal Code Sections 13516 and 13517 require POST to prepare guidelines establishing standard procedures which may be followed by police agencies in the detection, investigation, and response to sexual assault cases and cases in which a minor is a victim of an act of abuse, neglect, sexual abuse, or sexual exploitation (see Attachment A for these laws). The law requires POST to establish guidelines which include procedures for determining whether or not a child should be taken into protective custody as well as minimizing the number of times a child is interviewed by law enforcement personnel. In addition to required Basic Course training reflecting these procedures, Penal Code Section 13516(c) was amended in 1986 to require officers assigned to investigative duties which include the handling of cases involving the sexual exploitation and sexual abuse of children to successfully complete a course for specialists within six months of the date of assignment.

The Investigation of Child Abuse and Neglect Manual was published by POST in 1980 and the Guidelines for the Investigation of Sexual Exploitation and Sexual Abuse of Children Manual was published in 1983. The third existing manual, Advanced Sexual Assault Investigation, was published in 1978.

Changes in the laws pertaining to child abuse investigation along with the recommendations put forth by the Attorney General's Commission on the Enforcement of Child Abuse Laws (CECAL) pointed out the need for POST to update and revise the child abuse guidelines and curriculum. To remain consistent, the sexual assault investigation guideline document was also scheduled for updating.

At the October 1985 Commission meeting, approval was granted to hire a Management Fellow Consultant to direct the child abuse update/revision project. Sergeant Thomas Hood of the Berkeley Police Department was employed by POST on December 1, 1985 to coordinate this effort. An advisory committee was selected and comprised of representatives from the following organizations: Office of the Attorney General, Crime Prevention Unit; Office of Criminal Justice Planning; State Office of Child Abuse Prevention, Department of Social Services (State and County);

Probation Department; County District Attorney's Office, training presenters; and experts from various law enforcement agencies (practitioners and instructors). (See Attachment B for a list of Advisory Committee members.)

### ANALYSIS

The California Legislature passed and/or amended a number of laws pertaining to child abuse/sexual abuse that became effective in 1986. Recent changes in law:

- o Allow peace officers to apply to a magistrate for authority to have x-rays taken of child abuse victims without parental consent.
- o Require POST to establish procedures for minimizing the number of times a child abuse victim is interviewed by law enforcement personnel.
- o Expand the definition of those persons required by law to report child abuse.
- o Amend various laws pertaining to child pornography and child sexual exploitation.
- o Amend the child abuse reporting requirements.
- o Expand the definitions pertaining to various forms of sexual battery.

All of the above changes have been incorporated in POST's revised investigative guidelines.

The Attorney General's CECAL Report contained five recommendations relating specifically to POST and child abuse investigations by law enforcement personnel. The recommendations are that:

1. POST develop standardized protocols for local law enforcement agencies on the investigation of child physical abuse, sexual abuse, and neglect.
2. POST update and expand the child abuse training unit in the Basic Academy Course for new officers. The basic training should be directed toward detection, investigation, and reporting. Basic training should be supplemented by advanced officer training and special courses.
3. POST periodically update its child abuse training materials, including "Investigation of Child Abuse and Neglect" and "Guidelines for the Investigation of Sexual Exploitation and Sexual Abuse of Children."

4. The Attorney General and POST ensure compliance with mandatory training requirements of Penal Code Sections 13516 for officers assigned as investigative specialists in sexual assault and exploitation cases.
5. The Attorney General and POST develop a protocol for investigating abuse in a child day care facility.

The proposed revised guidelines have considered and addressed all the above law changes and recommendations of the CECAL Report except #4. For the Commission to assume any enforcement role of this type would need additional review and approvals.

The updated POST child abuse investigation guideline document incorporates all the child abuse investigation into one document instead of two. The updated guideline documents present the information needed to conduct child abuse/sexual assault investigations in such a format that the reader can follow a step-by-step process. The guidelines are general and designed to provide order and continuity to law enforcement investigations. The documents are divided into chapters. Each chapter addresses a particular phase of the investigation from the perspective of law enforcement. The sequence of the guidelines in each chapter follows the normal progression of events from the receipt of the initial report to the completion of the case summary for the prosecuting attorney. After an outline of general investigative procedures, the Guidelines for the Investigation of Child Physical Abuse and Neglect, Child Sexual Abuse and Exploitation Manual covers specific topics such as neglect, physical abuse, sexual abuse/exploitation, interview/interrogation techniques, and community child care facilities are addressed in more detail.

The Guidelines for Sexual Assault Investigation Manual presents general investigative procedures along with a chapter on interview and interrogation techniques. Each topical chapter is designed to work in harmony with the initial chapter on general investigative procedures. Each documents appendix contains reference material that may assist in clarifying subjects discussed in the guideline chapters.

The above guidelines are written in permissive language. Some of the guidelines are referenced to the applicable legal statute. These documents, because of their volume, are not attached. Copies have been distributed to the Commission under a separate cover.

The curriculum for the Basic Course has been updated and revised to reflect the changes made in the child abuse guideline document. Substantial changes have been made to unit guides in support of the learning goal and performance objectives in this area. The performance objectives were not modified except to change the name of one of them to make it consistent with the child abuse guideline document. A copy of the unit guide containing the child abuse investigation performance objectives is available upon request.

The Child Abuse Investigation course outline, which is for investigators specializing in child abuse, has been updated and expanded upon. Each of

the major subject headings in the course outline are more detailed. This expansion of the course outline is consistent with the information found in the guideline documents. The course continues to be certified at 24 hours minimum. Therefore, it is proposed that Commission Procedure D-7 relating to Approved Courses be revised to reflect this curriculum. See Attachment C for proposed revised Commission Procedure D-7 which can be revised without a public hearing.

Because these guidelines are permissive, there should be no SB 90 (state-mandated local programs) costs to local government.

These recommended guidelines and curriculum changes are submitted to the Commission for approval. It is requested that they become effective immediately.

#### RECOMMENDATIONS

Approve the revised child abuse/sexual assault investigative guidelines and curriculum to become effective immediately.



## Commission on Peace Officer Standards and Training

Sex Crime Investigation

P.C. 13516

(a) The commission shall prepare guidelines establishing standard procedures which may be followed by police agencies in the investigation of sexual assault cases, and cases involving the sexual exploitation and sexual abuse of children including police response to, and treatment of, victims of these crimes.

(b) The course of training leading to the basic certificate issued by the commission shall, on and after July 1, 1977, include adequate instruction in the procedures described in subdivision (a). No reimbursement shall be made to local agencies based on attendance on or after that date at any such course which does not comply with the requirements of this subdivision.

(c) The commission shall prepare and implement a course of training of specialists in the investigation of sexual assault cases, child sexual exploitation cases, and child sexual abuse cases. Officers assigned to investigation duties, which include the handling of cases involving the sexual exploitation or sexual abuse of children, shall successfully complete that training within six months of the date the assignment was made.

(d) It is the intent of the Legislature in the enactment of this section to encourage the establishment of sex crime investigation units in police agencies throughout the state, which units shall include, but not be limited to, investigating crimes involving the sexual exploitation and sexual abuse of children.

Child Abuse & Neglect Training

P.C. 13517

(a) The Commission shall prepare guidelines establishing standard procedures which may be followed by police agencies in the detection, investigation, and response to cases in which a minor is a victim of an act of abuse or neglect prohibited by this code. The guidelines shall include procedures for determining whether or not a child should be taken into protective custody. The guidelines shall also include procedures for minimizing the number of times a child is interviewed by law enforcement personnel.

(b) The course of training leading to the basic certificate issued by the Commission shall, not later than July 1, 1979, include adequate instruction in the procedures described in subdivision (a).

(c) The Commission shall prepare and implement an optional course of training of specialists in the investigation of cases in which a minor is a victim of an act of abuse or neglect prohibited by this code.

(d) The Commission shall consult with the State Office of Child Abuse Prevention in developing the guidelines and optional course of training.

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Commission Procedure D-7  
Approved Courses

7-2 Standards For Approved Course Content and Minimum Hours:  
(Existing)

Penal Code Section 13517  
Child Abuse and Neglect  
(Certified course; requirement  
satisfied by the Basic Course;  
optional Technical Course.)

- A. Detection
- B. Investigation
- C. Response
- D. Procedures for determining  
whether or not a child should  
be taken into protective  
custody.

(Proposed)

Penal Code Section 13517  
Child Abuse Investigation  
24 hours

- A. General Child Abuse Investigative Procedures
- B. Child Neglect and Emotional Abuse/Deprivation
- C. Physical Child Abuse
- D. Sexual Abuse and Exploitation of Children
- E. Interview and Interrogation Techniques
- F. Community Child Care Facilities
- G. Course Critique and Student Evaluation

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>In-Service Driver Training Study</b>		Meeting Date <b>July 24, 1986</b>
Bureau <b>Training Delivery Services</b>	Reviewed By <b>Glen Fine</b>	Researched By <b>Darrell Stewart</b> <i>DR</i>
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval <b>7-7-86</b>	Date of Report <b>June 27, 1986</b>
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report           Financial Impact		<input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Commission approve the concept of "Driver Awareness" training as a primary means of addressing in-service driver training needs?

BACKGROUND

The Commission has been concerned for a number of years about in-service driver training. Over the years a number of courses have been certified to address in-service driver training, but they have been primarily developed by a few local agencies with sufficient resources. This limits the number of courses and places them primarily in urban areas. A statewide approach has never been addressed.

With the award of an Office of Traffic Safety Grant on January 1, 1985, several studies were initiated by staff to address statewide driver training problems and issues. Part of this overall effort was the study of "in-service" driver training.

The study began by using an extensive computerized literature search to identify current and past in-service driver training programs nationwide. An In-Service Driver Training Committee was developed to provide advice and guidance. The committee was composed of driver training experts from agencies and colleges throughout California. A wide variety of input was deemed necessary. Several on-site visits were made by project staff to agencies that had in-service programs perceived to be effective.

ANALYSIS

All data collected, and discussions with the advisory committee, indicate that addressing in-service driver training needs requires a multi-faceted approach. One type of training course will not meet the needs of all agencies and officers. In addressing the various types and levels of needs, two distinct types of training courses were identified. They are Driver Awareness and Driver Training-EVO (Emergency Vehicle Operations).

The Driver Awareness Course has been fully developed by staff and an advisory committee. The course has been tested on a limited basis by two agencies, Los Angeles County Sheriff's Department and Bakersfield Police Department.

The concept of the Driver Awareness Course is to encourage departments to regularly retrain all employees who drive department vehicles with a purpose to re-emphasize the hazards of law enforcement driving, and teach the techniques and skills needed to avoid collisions and injuries.

To accomplish the concept, a number of factors had to be taken into consideration. First, the amount of time expended on the training had to be limited due to costs in personnel time. Secondly, to handle the potential volume of trainees involved, the training had to be presented locally and without extensive facilities. And, thirdly, to be effective, the training had to have agency supervisors involved and a commitment from agency management.

If an agency is not committed to improving employee driving and reducing accidents by requiring proper day-to-day supervision, driver training courses are of limited value. Therefore, the concept of directly involving agency supervisors as the trainers was developed. Chief administrators approving such programs, and assigning supervisors to teach them, are indirectly making a commitment to closer supervision of employee's driving habits. The supervisors involved in the training develop their expertise in the subject and increase their personal interest in proper day-to-day driving techniques of their subordinates.

Staff and the advisory committee designed a curricula for an eight-hour Driver Awareness Course that can be presented in a format which includes lecture and behind-the-wheel practical exercises (see Attachment A). The curricula is flexible to adjust the hours of these two training formats. Because of the potential volume of officers to be trained, an instructor's course was designed to train local agency supervisors how to establish a Driver Awareness Course within their agency, teach the lecture, and manage the practical exercises. The proposed Driver Awareness Instructor's Course is now 32 hours in length, but may be shortened after pilot testing (see Attachment B).

Delivery of the Driver Awareness Course can be done at agencies of all sizes, or at community colleges. However, when community colleges provide the training, it is critical that at least one supervisor or manager from each participating department be involved as an instructor or instructor's aide. The connection of local agency involvement should not be broken. This is also true if a larger department is providing the training to a smaller department.

The Driver Training, EVO Course (Emergency Vehicle Operation) is a continuation of the presently certified courses titled In-Service Driver Training. There are currently six of these courses certified statewide under POST Plan IV. The current courses range between 16 and 24 hours. The courses include lecture and practical driving experience designed to improve skill development. Continuation of the certified courses is for students who need more extensive skill development in accident avoidance, pursuit driving, skid recovery, and moderate speed precision driving.

Requests have been received in the past from CAPTO and other groups to change reimbursement on "behind the wheel" in service courses from Plan IV to Plan III to cover the tuition. At this time it is believed that the courses should remain under Plan IV due to the potential costs, decreasing revenue, difficulty in demonstrating their effectiveness, and the need for further study being conducted by Training Program Services Bureau.



It is proposed that the Driver Awareness Course be certified as a POST Plan IV and the Driver Awareness Instructor's Course, to assure properly trained presenters, be certified as POST Plan III.

It is estimated, over the next four years, that up to 60 agencies may develop their own Driver Awareness Courses for certification. It is also estimated that up to 20 community colleges will develop such courses for certification. Some agencies and community colleges will want to incorporate the eight-hour Driver Awareness Course curricula into their currently certified Advance Officer Courses. In these cases, there will be little or no fiscal impact if the number of Advanced Officer Course hours and reimbursable students remain stable.

Estimating costs for a fully developed statewide Driver Awareness Program over the next several years is difficult, as this will depend on a number of variables, plus the development and implementation time of local agencies and colleges. Considering full statewide involvement in four years, using current cost data adjusted for inflation, the yearly projected costs will be:

<u>Course</u>	<u>Projected Yearly Students</u>	<u>Projected Yearly Cost</u>
Driver Awareness	15,000	\$240,000
Driver Awareness Instructor's	90	32,000
		Total \$272,000

This report only addresses in-service driver training. It does not include Basic Course Driver Training, or include driving simulators or other technology. However, this study has been fully integrated with the long-term driver training study being conducted by Training Program Services Bureau.

To begin implementation of the Driver Awareness Program, staff seeks Commission approval of the concept. With approval of the concept, staff will proceed with certification of the Driver Awareness Courses.

#### RECOMMENDATIONS

1. Approve the concept of Driver Awareness training as set forth in this report.
2. Continue to restrict Driver Training--EVOC to reimbursement Plan IV.
3. Approve Driver Awareness Instructor's Course as Plan III.

DRIVER AWARENESS COURSE CURRICULUM  
SUGGESTED COURSE TOPICAL OUTLINE

MINIMUM HOURS - 8

PURPOSE

Increase awareness in driving techniques and provides participants the opportunity to further develop and improve their basic skills required for effective driving.

BACKGROUND

Using a grant from the Office of Traffic Safety this course was developed by the California Commission on Peace Officer Standards and Training (POST) and a Committee of driver training experts and law enforcement agency managers.

TOPICAL OUTLINE

Classroom

(2-4 hours)

- 1.0 Introduction
  - a. Components of defensive driving
  - b. Faulty driver attitudes
  - c. Most frequent types of accidents
  - d. Fatigue
  - e. Seat belts
- 2.0 Vehicle Operation Factors
  - a. Traffic conditions
  - b. Stopping distance conditions
  - c. Speed
  - d. Components of total stopping distance
- 3.0 Code 3
  - a. Vehicle pursuit policies and practices
  - b. Caution over emergency warning devices
- 4.0 Vehicle Operations Liability
  - a. Exemptions under the Vehicle Code
  - b. Use of red light and siren under the Vehicle Code

- c. Personal Liability
- d. Liability factors driving Code 3

**5.0 Vehicle Inspection**

- a. Vehicle inventory
- b. Safety inspections

**6.0 Maneuvering Course Exercises**

(4 - 6 hours)

- a. Offset Lane
- b. Turn-around
- c. Steering course/serpentine
- d. T-driveway
- e. Parallel parking
- f. Bootleg turn

# DRIVER AWARENESS INSTRUCTOR'S COURSE

## TOPICAL OUTLINE

MINIMUM HOURS - 32

MAXIMUM ENROLLMENT - 16

### PURPOSE

This course is designed to teach agency supervisors how to manage, set up, and present the Driver Awareness Course within their own agency.

### BACKGROUND

Using a grant from the California Office of Traffic Safety, this course was developed by the California Commission on Peace Officer Standards and Training (POST), and a committee of driver training experts and law enforcement managers.

### TOPICAL OUTLINE

Day One:

- 1.0 Introduction (1 Hour)
- a. Objectives: to provide the students with the background, knowledge, and skills to present the Driver Awareness Course at their respective agencies.
  - b. Reasons for the course
    - Liability of officers and agencies
    - Officer safety
    - Awareness of driving problems
    - Reduction of accidents
    - Maximum participation
    - Improve driving abilities
  - c. Overview of the Presenter's Course
  - d. Teaching assignments for the following day
- 0 Students will take the 8-hour Driver Awareness Course. (The same course these students will be presenting in their respective agencies, but condensed into seven hours.) (7 Hours)

## Day Two:

Day two will be divided into two parts, which will include a classroom portion as well as the driving portion, and will run simultaneously. Half of the class will be in the classroom and the remaining half will be at the maneuvering exercises. At midday the two groups will change places.

### 3.0 Classroom Session (4 Hours)

#### a. Lecture on teaching skills

- Use of visual aids
- Presenting the material
- How to give a good presentation

#### b. Student lecture

Students will have been given a section to lecture on the previous day and each will be required to give a 10-15 minute presentation. The class will then be able to ask questions and the instructor will be there to assist in answering questions. This will help the students in answering many common questions.

### 4.0 Maneuvering Exercises (4 Hours)

#### a. The students will practice all of the following exercises:

- Offset Lane
- Turnaround Maneuver
- T-Driveway
- Steering Course/Serpentine
- Parallel Parking
- Bootleg Turn

#### b. Student/Instructor Ratio

4 students/1 instructor

#### c. Role playing assignments for the following day.

## Day Three:

This day will be spent on the driving course. The students will be placed into four groups of four. One student will act as the instructor and the other three will act as students. These roles will shift throughout the day so that each student will be in the instructor mode for all six of the maneuvering exercises. As an instructor, each student will demonstrate each exercise to the other students, and will drive the course extensively which will improve their performance and their instructing capabilities.

### 5.0 Instructor/Student Practice (8 Hours)

Day Four:

Day four will be eight hours of lecture and will address management issues regarding the design and presentation of the Driver Awareness Course.

6.0 Design and Management of the Program (8 Hours)

a. Safety and Control

Speed/Horseplay  
Obstructions  
Keep area clear  
Proper supervision  
Use of seat belts  
Vehicle and equipment condition  
Communications  
First Aid kit/Fire extinguisher/Hospital location

b. Choosing a Site

Adequate classroom  
Flat surface  
Poles, curbs  
Permits/Approvals  
Proximity to students  
Problems of residential areas  
Types of sites

c. Course Design

Cross traffic in exercises  
Examples of course layouts  
Core exercises  
Optional exercises  
Problems with experimental designs  
Marking of cones to reduce set-up time  
Size of cars

d. Format and Hours

Eight hours minimum  
Recommended minimum for lecture - two hours  
Flexibility in extending

e. Equipment/Resources/Materials

Vehicles: Number and condition  
Power steering fluid  
Cones 12", 18", 24" delinators, spray paint  
Clipboards, visual aids, flipcharts, evaluation instruments

f. Scheduling

Frequency  
Records of training  
Prioritizing employees

Notification of students  
Problems of weather, holidays, special events.  
Contingencies of back-up instructors, weather problems, alternative sites, back-up vehicles, and towing of citizen vehicles.

g. Instructor/Student Ratio

Variables to consider  
Training and recycling

h. Evaluations/Documentation

Each student should be evaluated  
Objective vs. subjective evaluation  
Needed improvement defined  
Students that need improvement should be recycled or scheduled into additional courses.

i. Documentation at Agency

Names  
Evaluations  
Dates and times  
Instructors  
Qualifications  
Lessons plans  
Agency accident analysis

j. Presenter's (Supervisor's) Legal Responsibilities

Vicarious liability  
Supervision of day-to-day driving  
Discipline in correcting driving problems  
Negligent retention





Table 1: Comparison of Scores Achieved by Job Applicants and Academy Cadets on POST Reading and Writing Tests

		1983/84	1984/85	1985/86
Job Applicants	Average Score	49.4	48.8	46.9
	Percent Scoring Below Recommended Minimum	16.4	17.5	21.7
Academy Cadets	Average Score	49.9	51.3	50.8
	Percent Scoring Below Recommended Minimum	12.8	9.8	10.7

A further breakdown of the scores for academy cadets is shown in Table 2. Scores are shown for three different groups: affiliated students (all of whom were required to pass reading and writing tests as a condition of employment); nonaffiliated students who were screened for admittance into the academy on the basis of reading and writing tests; and nonaffiliated students who were not previously tested. The results show a decline in test scores for affiliated students over the previous year; slight but continued improvement in the test scores of nonaffiliated students who were prescreened on reading and writing tests; and a continued downward trend in the scores for those nonaffiliated students who were not prescreened.

Table 2: Comparison of Scores Achieved by Affiliated and Nonaffiliated Academy Cadets on POST Reading and Writing Tests

		1983/84	1984/85	1985/86
Affiliated Students	Average Score	50.9	53.0	51.4
	Percent Scoring Below Recommended Minimum	10.2	5.5	9.9
Nonaffiliated Students - Previously Tested	Average Score	48.2	51.1	51.4
	Percent Scoring Below Recommended Minimum	17.5	12.4	5.8
Nonaffiliated Students - Not Previously Tested	Average Score	45.0	44.9	43.2
	Percent Scoring Below Recommended Minimum	25.9	24.4	31.2

As the Commission will recall, one of the critical needs identified last year was that of prescreening nonaffiliated students. Accordingly, POST contacted all community college affiliated academies and encouraged that such prescreening be conducted using either the POST tests or other tests. As a result, all but 4 of the 18 community college affiliated academies are now prescreening open-enrollment students, and all but 3 of the academies that are conducting prescreening are using the POST tests. The apparent success of this effort is reflected in the far right hand column of the second row of Table 2, which shows improvements in scores for prescreened nonaffiliated students to the point where scores for this group are comparable to those for affiliated students. A finding which is not directly reflected in Table 2 is that while scores for nontested open-enrollment students continue to be poor, fewer such students are being accepted for training. Fifty-two percent of the open-enrollment students POST tested last year had not been prescreened. This compares to 28.7 percent for the current fiscal year.

#### Use of POST Tests

The number of agencies using the POST tests for employment purposes during the fiscal year was 117; 114 agencies in the POST Regular Program, and 3 agencies in the POST Specialized Program. As has historically been the case, use of the tests continues to be fairly uniform across all agency size categories.

As mentioned previously, the number of academies using the POST tests increased during the year. Thirteen academies are now using the tests to assess non-affiliated students, as compared to 10 last year. The tests were administered a total of 40 times by the 13 academies.

While overall the number of agencies and academies using the tests increased only 12 percent, there was a 21 percent increase in the number of tests administered, owing in large part to the first time use of the tests by the State Department of Justice.

#### Cutoff Scores Used on POST Tests

Agencies and academies continue to set cutoff scores at or above the POST recommended minimum of 37. The average cutoff score used by agencies during the past year was 41.9 which compares to an average score of 43.0 for the previous year. Two agencies set cutoff scores below 37, resulting in the continued eligibility for employment of a total of 3 individuals. The average cutoff score used by academies was comparable to the year before (39.7 vs. 40.2). No academies used a cutoff score below the POST recommended minimum of 37.

#### Testing Scoring Turnaround Time on POST Tests

The average time for scoring and mailing of test results has been reduced significantly. For the most recent six months, the average turnaround time was 2.48 working days. This compares to an average of 4.4 working days for a comparable time period in 1985. Furthermore, with the recent change to the use of Federal Express mail, on average, agencies should be receiving test score results within 4 working days of receipt of the completed answer sheets in Sacramento.

## Summary and Conclusions

Overall, the reading and writing abilities of future officers (academy cadets) remained essentially unchanged from the previous year, marking the first time in three years that annual improvement has not occurred. The difference in average test scores between job applicants (46.9) and academy cadets (50.8), however, was greater than ever during FY 85/86, owing in large part to the continued decline in test performance by job applicants (See Table 1). Thus, by this benchmark, some progress was made during the current year.

Within the academy cadet group, there was a slight decline in the scores of affiliated students. Improvement occurred among prescreened nonaffiliated students. Furthermore, POST's efforts to encourage increased prescreening of nonaffiliated students met with considerable success, resulting in more than a 40% reduction in the proportion of open-enrollment students who are not prescreened.

Use of the POST tests by agencies and academies increased 12 percent over the previous year, with 11 of the 14 academies that prescreen open-enrollment students now using the tests.

Both employing agencies and academies continue to routinely set minimum cutoff scores on the POST tests at or above the POST recommended minimum of 37 (average cutoff score for employing agencies was 41.9; average cutoff score for academies was 39.7). Thus, there continues to be no need to mandate a minimum cutoff score on the POST tests.

The average turnaround time for scoring and mailing of results on the POST tests has been reduced from 4.4 working days to 2.48 working days.

## Discussion

In total, results for the year are probably best interpreted as indicating that the effect of POST's reading and writing regulation during the year was one of maintaining current levels of proficiency among new officers at a time when the proficiency levels of job applicants continued to decline. While less than totally satisfactory, such results would not appear to warrant any changes of a substantive nature with respect to current Commission policies. On the other hand, the manner in which the impact of the regulation has been monitored over the past three years, that of administering the POST reading and writing tests to all academy trainees for six months out of the year, has proved to be extremely beneficial, and results for the current year would suggest that such monitoring should be continued during the upcoming year.

## RECOMMENDATION

Maintain current policies with regard to entry-level reading and writing requirements with the understanding that a progress report will be presented to the Commission at its July 1987 meeting.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Contract Approval - Revision of POST Medical Screening Manual		Meeting Date July 24, 1986
Bureau Standards and Evaluation	Reviewed By	Researched By John Berner <i>yes</i>
Executive Director Approval <i>Mouman C. Boehm</i>	Date of Approval 7-7-86	Date of Report July 7, 1986
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report           Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Award of contract for revision of POST Medical Screening Manual for California Law Enforcement.

BACKGROUND

The POST Medical Screening Manual for California Law Enforcement is a resource document which is intended to assist local agencies in making job-related and legally defensible medical inquiries and decisions as part of the entry-level employment process. The document is used extensively by the overwhelming majority of agencies in the POST program.

The manual was published in 1977 and is greatly in need of revision due to legal and medical developments which have occurred since that time. The legal and medical expertise needed to undertake such revision does not exist at POST.

In recognition of the need to receive ongoing legal and medical consultation, with revision of the medical manual being but one example, approval was granted in the form of a 1985/86 Budget Change Proposal for the expenditure of up to \$45,000 annually to obtain such services under contract. Monies for the proposed contract for revision of the medical manual would be offset against this budget item for FY 86/87.

ANALYSIS

A Request for Proposal (RFP) for revision of the medical screening manual was drafted and issued on May 8, 1986. Products and services called for under the RFP include the following:

- o The collection of physical ability and work environment data from incumbent patrol officers at a series of workshops held throughout the state;
- o A thorough review of the relevant handicap discrimination laws, regulations and case law;
- o Development of a revised compendium of medical standards/guidelines designed specifically for evaluating an individual's ability to perform as a patrol officer;

- o Development of revised medical history/examination forms;
- o Training for local agency physicians and administrators on the use of the documents and associated procedures developed under the contract.

An additional provision of the RFP calls for POST staff to have access to the services of a nationwide network of physicians and occupational health specialists to respond to medical employment inquiries for a period of one year following completion of the above work.

Few firms exist that can readily provide the combined legal and medical services called for by the RFP, and only one firm, Occu-Med, Inc., responded. Two other firms which appear to be qualified to do the work declined to submit a bid, citing lack of sufficient funds.

A contract review committee comprised of POST staff and representatives of the State Personnel Board (including the Chief Medical Officer) reviewed the Occu-Med proposal, and questioned representatives from Occu-Med via a conference call on June 27, 1986. The committee found the proposal to be acceptable. Based upon this determination it is recommended that POST contract with Occu-Med, Inc. for the desired medical manual revisions. The amount of the proposed contract is \$34,000.

#### RECOMMENDATION

Authorize the Executive Director to sign a contract with Occu-Med, Inc. in the amount of \$34,000 for revision of the POST Medical Screening Manual for California Law Enforcement.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title San Francisco Patrol Special Officers		Meeting Date July 24, 1986
Bureau Executive Office	Reviewed By	Researched By Michael C. DiMiceli <i>di</i>
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 7-9-86	Date of Report
Purpose: <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report            Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Review of options for Commission's recognition of San Francisco Patrol Special Officers.

BACKGROUND

In March 1986, the San Francisco City Attorney, George Agnost, sent to POST Executive Director Norman Boehm, a letter stating, "... it is my conclusion that Patrol Special Officers are ... San Francisco ... police officers and peace officers within the meaning of Section 830.1 ... of the Penal Code ..." The letter concluded; "If POST does not announce its intention to train Patrol Specials ... the City will file a lawsuit against POST seeking appropriate relief."

The issue was placed on the agenda and considered by the Commission at the April 1986 meeting.

In attendance at the meeting and providing testimony on the issue were:

- o Mr. George Agnost, San Francisco City Attorney, and staff;
- o Commander Richard Klapp, representing Chief of Police Frank Jordan;
- o Dr. David Sanchez, President, San Francisco Police Commission; and
- o Steven Diaz, Attorney, representing San Francisco Patrol Special Officers Association.

Mr. Agnost repeated his conclusion that patrol special officers are 830.1 P.C. peace officers, like the "regular" members of the department. Accordingly, he contended, the patrol specials must be accepted and trained by POST. Dr. Sanchez and Mr. Diaz supported this position.

Commander Klapp described the conflicting position of Chief of Police Jordan, and the endorsement of that position by San Francisco Mayor Diane Feinstein. The position of Chief Jordan is that patrol special officers do not have the same status as regularly sworn San Francisco police officers. Further, the Chief of Police recommended the patrol special officers be designated as auxiliary or reserve, as described in 830.6 P.C.

At the conclusion of the testimony, the Commission considered the issue in executive session. Following the executive session, the Commission passed a motion directing additional study of the issue with a staff report of other options at the July 1986, meeting. Prior to the motion for a study of other options, there was an expression, without motion, of the Commission's inability to recognize the Patrol Special Officers as 830.1 P.C., peace officers based upon the evidence received.

### ANALYSIS

The study was structured to review the Patrol Special Officer, Assistant Patrol Special Officer, and Civil Service Q-2 Police Officer positions. The analysis included recruitment, selection, training, rules, procedures, duties, supervision and management, conduct and discipline. The study included personal interviews, examination of documents and files, visits to police district stations, and "ridealong" with Patrol Special Officers.

For the purposes of the study and analysis, the Patrol Special Officer and the Assistant Patrol Special Officer are considered to be equivalent positions. The assistant performs the same function and provides the same services as the PSO for whom he works. Where the study noted differences in the positions, the report describes those differences.

### Summary of the Patrol Special Officer

Simply described, the Patrol Special Officer (PSO) provides, for the most part, security and traffic enforcement services to paying customers within an assigned geographic territory, or beat. (The PSO acquires a beat subject to approval by the San Francisco Police Commission.) The transfer of ownership of a beat from one PSO to another is the result of a negotiated contract of sale between the two individuals, reviewed by the Legal Section of SFPD, and approved by the Police Commission. Within the assigned beat, the PSO may solicit customers, define the services and working conditions with the individual customer, and accept payment for services directly from those customers. In addition, the PSO may petition the Chief of Police for the appointment of Assistant Patrol Special Officers (APSO) to assist in providing the contract services on the beat. The PSO sets the working conditions, defines the duties, provides direct supervision, and pays the wages, including the required contributions to state and federally-administered benefit programs, for each assistant working the beat.

The City of San Francisco is entirely "covered" by 65 distinct patrol beats; the boundaries of each beat are subject to the approval of the Police Commission. Information available from SFPD identifies 31 beat owners, Patrol Special Officers, and 66 Assistant Patrol Special Officers. Approximately 10 beats are worked by the owner, without assistance. Most owners employ assistants to provide service during the required hours. In some instances a reciprocal agreement between beat owners provides coverage of two or more beats. An assistant may work for several beat owners, on a number of different beats. Some beat owners and assistants work part-time on the beat and work in other occupations at the same time. In some cases a beat has been passed from father to son by contract or as a portion of an estate. Two officers are reputed to be third generation specials; one beat has been owned and worked by the same family since 1929.

A variety of services may be performed for each customer. The hours of coverage, or service, the monthly fee for services, and the specific services to be performed are included in the negotiated agreement between the beat owner and each customer.

The PSO may, at his discretion, respond to SFPD radio assignments within his beat, or take action on incidents occurring in his presence.

Among the Patrol Special Officers, there is disagreement about the scope of the duties, responsibilities, and actions that are appropriate for their position.

#### Summary of Applicable Laws, Rules, and Policies

No legal opinions or interpretations of law are presented in this summary; such opinions and interpretations are beyond the scope of the study. Pertinent law, and internal rules and policies, as written, are described.

The Patrol Special Officer is treated differently in the law, and rules and policies of SFPD, from the Q-2 Police Officer. The term, "regular member," for example, is a commonly used and understood reference to a civil service appointed police officer and clearly distinguishes that officer from a Patrol Special Officer.

The Patrol Special Officer and another position, Special Police Officer, are described in separate sections of the San Francisco City Charter.

Charter Section 3.536, describes the Patrol Special Officer. This section does not specifically define the employment status nor peace officer status of the PSO. Assistants are not mentioned in this section, or any other.

A Special Police Officer position is described in Charter Section 3.535. The chief of police may appoint this officer upon the petition of any person. The officers shall be subject to all of the rules of the department. This is the same process by which an Assistant Patrol Special Officer is appointed. The files of some assistants include a certificate of appointment entitled "Special Police Officer". This certificate however, apparently has not been used for several years. The City Attorney was, at the time of our conversation, uncertain if this section specifically provides the authority for the assistants.

The charter does not include the PSO in the civil service, health service, or retirement systems. The charter provides worker's compensation benefits to the PSO in limited situations. Section 8.515 states:

"Every patrol special police officer ... shall be entitled under this section, to the benefits of such compensation law, if injured while performing regular city and county police duties, which shall include only duties performed while preventing the commission of a crime, or while apprehending the person ... committing such crime, and shall not include duties of any character performed for private employers either on or off the premises of such employers...." (emphasis added).



Both the Penal Code, and the Business and Professions Code discuss the PSO.

Penal Code Section 12031, prohibits carrying a loaded firearm on the person or within a vehicle in public and describes the specific exemptions to this section. Subsection (b)(1) exempts peace officers listed in Section 830.1 or 830.2. Subsection (c) exempts persons who have completed "a regular course in firearms training" approved by POST including: "(1) Patrol special officers..." The language of 12031(c)(1) is nearly verbatim the language contained in the charter at Section 3.536. The assistant patrol special officer is neither mentioned by title nor described in this section.

Section 7521, Business and Professions Code, defines the classes of business required to be licensed by the Department of Consumer Affairs. Included in this section are the private investigator and private patrol operator. Section 7522 describes specific exemptions to the license requirement. Subsection (e) exempts "Patrol special officers..." The language of 7522(e) is nearly verbatim the language contained in the charter at Section 3.536. The assistant patrol special officer is neither mentioned by title nor described in this section. Subsection (k) exempts peace officers who work off-duty in certain situations. The subsection specifically requires however, a peace officer to be licensed to operate as a private investigator or private patrol operator.

In 1970, SFPD extracted from the Manual of Rules a group of rules, policies and procedures applicable to the PSO and created a specific manual for their use. The Manual of Rules and Procedures for Patrol Special Officers and Assistant Patrol Special Officers of the San Francisco Police Department was adopted by resolution of the commission in September 1970. The rules and procedures are in effect today, as modified by orders issued later by the Chief of Police. The rules include:

- 1.80(2) In any advertising or solicitation of accounts, written or verbal, Patrol Special Officers are to affirmatively state that they are not members of the regular San Francisco Police Department and that the services they offer are in addition to patrol provided by regular members of the Police Department. They are also to affirmatively state that contracts for their services are strictly voluntary.
- (3) In any advertising or solicitation of accounts, written or verbal, Patrol Special Officers are not to state or imply that there are crime conditions in any area beyond the ability of the regular Police Department to control.
- 3.405 Shall at all times preserve the peace, prevent crime, detect and arrest offenders and enforce all criminal laws and penal ordinances.
- 3.407 Shall observe the terms of his contractual relationship with the person who subscribes to his services. He shall assume an obligation to enforce the law, preserve the peace, and protect life and property in all cases involving the direct and immediate interest of the person or persons who solicit his services for a consideration.

- 3.411 Shall summon a regular member, or make courteous and proper referral, whenever a person asks him to accept a report of a police incident.
- 3.413 Shall call the attention of a regular member to all incidents requiring police attention that confront him during his duty tour, except those which he has properly disposed of through his own action.
- 3.427 Shall be subject to the orders of the senior regular member present when involved in police duty.
- 9.37 Shall be considered negligent if he fails to discover any illegal entry into premises of his clients where evidence of such illegal entry could be observed by the exercise of due care.

General Order No. 100, issued in June 1973, states:

"It is Department policy that Patrol Specials and their Assistants have a primary responsibility for the protection of the persons and property of those people who engage them in private contract, and they are to be discouraged from engaging in any general exploratory police work. This particularly applies to moving traffic work and general field interrogation activity."

#### Summary of Duties

Patrol special beats are located generally within the geographic boundaries of the SFPD district stations. Some beats however, overlap the boundaries of two stations. The PSO, and the assistants, report to work by signing a daily log kept in the station; they are expected to sign-off when the shift is ended. The specials do not attend the change-of-shift briefings in the station.

Regular police officers assigned to the station are deployed to foot beats or radio (sector) cars. A squad of officers is supervised by a patrol sergeant. The sergeants, including the desk sergeant ("station keeper"), report to a lieutenant watch commander. A schedule of shift and day off assignments is maintained at the station.

Station personnel are generally familiar with the patrol special beats and the officers. Although the rules (3.409) provide for a list of clients at each station, no comprehensive, current lists were found. Similarly, station personnel contacted during the study did not have a work or day off schedule for either the PSO or the assistants. Station personnel generally do not know what PSO or assistant will work on any given day; what beats each will work; or what services are to be provided to specific customers.

The services provided to the customer by the Patrol Special Officer include, but are not limited to:

- o Drop-in or drive-by patrol of the premises during the hours of operation;

- o Security check of the premises prior to closing; setting the intrusion alarm and closing the premises;
- o Security check of premises after hours; response to intrusion alarms;
- o Parking enforcement;
- o Mediation/resolution of customer disputes, including physical arrest as appropriate;
- o Removing loiterers/transients from the property; and
- o Security for storage areas, parking areas and vehicles.

No specific plan or program was identified for the regular and consistent review and supervision of the activities of the PSO by the patrol sergeants. Signing on and off-shift is not monitored and several discrepancies were noted during a review of the log sheets.

The amount of "police work" performed by the PSO is apparently left to the discretion, interest, and assertiveness of the individual officer. Although each PSO and assistant carries a police radio and is assigned a specific call number, they are not considered part of the patrol force for staffing and deployment nor are they routinely assigned to respond to calls for police service. The special may respond, at his discretion, to assist. Many apparently do, particularly if the assignment involves a customer. In addition, officers historically have initiated some action or response, at their discretion, to incidents occurring in their presence. The number and type of incidents in which a PSO initiates some action vary, based apparently on the interest and assertiveness of the individual officer.

The amount of original investigation and incident reporting required of the PSO is minimal, as described by policy and rule. In practice, the work appears to vary among the district stations. The SFPD automated records management system does not recognize the PSO as an "assigned officer" and accordingly, will not issue a report number directly to a PSO.

Alleged misconduct is investigated by SFPD in the same manner, whether the involved officer is a PSO or police officer. Compliments and commendations are handled in the same manner for both positions.

#### Summary of Options and Conclusions

The Commission has previously received considerable evidence regarding the case for recognition of patrol specials as regular 830.1 P.C. city police officers. The findings of the study presented in this report provide no new evidence in support of Commission certification of the Patrol Special Officer or the assistant as regular police officers. While many factors must be considered, of course, the findings here indicate that special officers are significantly different from, and limited in their duties when compared to, regular SFPD officers.

Other potential options include:

- o Recognition of the PSO as an auxiliary or reserve officer, described by 830.6 P.C., as suggested by Chief of Police Frank Jordan.

If SFPD designates the PSO and the APSO as 830.6 P.C. peace officers, the applicable provisions of 832.6 P.C. and POST regulations immediately attach. All of the officers, according to SFPD records, have completed 832 P.C. training and probably qualify as Level III reserves on that basis. Limitations on the use of Level III reserves, imposed by 832.6 P.C., may conflict with the duties of a PSO and create a problem of compliance for SFPD.

Thereafter, compliance with the requirements for training and use of the officers as Level I or Level II reserves becomes the responsibility of the City and County of San Francisco.

In any case, designation and appointment as any category of reserve officer is a matter that can only be acted upon by the proper local appointing authority. It is not within the Commission's scope of authority to make such a designation. The Commission can only react to designations made by appointing authorities of local agencies participating in the program. If the Patrol Special Officers and assistants are designated as reserve officers, a number of administrative questions and problems arise. Since, at this time, such designation is speculative, it seems appropriate to refrain from further analysis of this option.

- o Recognition of the PSO as a special class of peace officer, as described in other sections of the Penal Code.

Sections 830.2, through 831.6, P.C. describe various types and classes of peace officers. A limited review of those sections does not identify a classification that includes the PSO or the assistant. Accordingly, the PSO does not appear to derive peace officer status from any of the 830.2 through 831.6 P.C. sections.

The definition of the Patrol Special Officer as a special class of peace officer appears to be feasible only by legislative action. Considering the Commission's role in this issue, it is not appropriate to discuss the decisions of local officials regarding such legislation.

#### Conclusions:

The study supports the following conclusions:

- o The Patrol Special Officer is described separately and differently in the charter and in state law from a regular police officer of SFPD and a 830.1 P.C. peace officer. While

the PSO is mentioned or described specifically in the law, the assistant is not. Accordingly, the status, authority, and responsibility of the assistant is not clear. Their status is not well defined when compared with the patrol special.

- o The Patrol Special Officer has, historically, been treated differently from the regular police officer, in the rules, policies, procedures, and day-to-day activities of SFPD.
- o Disagreement exists among officials of the City and County of San Francisco, members of SFPD, and the Patrol Special Officers concerning the proper status, duties, and authority of the PSO and the assistants.
- o The determination of the specific legal designation of the peace officer status of the Patrol Special Officer apparently is outside the scope of the ministerial responsibilities with which the Commission is charged.

Accordingly, the issue presented by the City Attorney appears to require solution by judicial or legislative remedy.

- o No evidence was developed during the study to suggest reconsideration of the request of the City Attorney that the Commission accept the Patrol Special Officers as 830.1 P.C. peace officers for the purposes of certificates and training.

#### RECOMMENDATION

Decline to recognize the Patrol Special Officer as a peace officer defined in Penal Code Section 830.1. Because the Commission has no basis to define the status of this position, clarification of their status rests with City and County of San Francisco or legislative/legal action.

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07-08-86

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Management Fellow Contract		Meeting Date July 24, 1986
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval 7-7-86	Date of Report June 10, 1986
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report           Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the contract with Los Angeles County for the services of Lieutenant Howard J. Holts (POST Management Fellow), be extended for eight months (through June 30, 1987) at a cost of \$49,400?

BACKGROUND

At the July 1985 meeting, the Commission approved up to three contracts for up to one year's services of three consultants to serve as POST Management Fellows at a cost not to exceed \$210,000 for salary, fringe benefits, and travel/per diem expenses pursuant to the 1985-86 BCP on specialized training. Subsequently, a contract was entered into with the County of Los Angeles for one year's services of Lieutenant Howard Holts (Los Angeles County Sheriff's Department), beginning November 1, 1985 and concluding October 31, 1986. POST Management Fellow Holts was assigned to the Driver Training Study, which included developing a Long Range Plan for Driver Training and studying the feasibility of using a simulator for driver training.

ANALYSIS

Under a separate agenda item, a status report is provided on the driver training study and simulation system. The extension of this contract for eight months would permit continuity for the project until its conclusion. Extensive expertise and knowledge have already been acquired by Lieutenant Holts which would be extremely valuable to maintain for project continuity. In addition to monitoring the design phase contract, other activities would include further research/implementation into the Long Range Driver Training Plan, coordinating with potential funding sources, and assisting with contract monitoring of the Shoot/No-Shoot Firearms Training Simulator. The Management Fellow assigned to the latter project is scheduled to return to his agency October 1, 1986.

This extension request has been approved by both Los Angeles County Sheriff's Department representatives and Lieutenant Holts.

RECOMMENDATION

Approve an eight-month contract extension with the County of Los Angeles for the full-time services of Lieutenant Howard Holts at a cost of \$49,400.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title GRANT APPLICATION APPROVAL FOR DRIVER TRAINING SIMULATOR		Meeting Date July 24, 1986
Bureau Training Program Services	Reviewed By Harold Snow	Researched By Jim Holts
Executive Director Approval <i>Morgan C. Beelin</i>	Date of Approval 7-3-86	Date of Report June 10, 1986
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report    Financial Impact		<input type="checkbox"/> Yes (See Analysis per details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Commission authorize the Executive Director to submit funding applications to the federal government and other potential funding sources for design and development of a law enforcement driving simulation system?

BACKGROUND

The 1985/86 POST Budget contained a \$1.3 million augmentation for "Specialized Training for Peace Officers in Critical, Liability Causing Subjects," which includes a Driver Training Research Study. The two primary objectives of this research study are; 1) to develop a long range plan in regard to POST's role for law enforcement driver training that includes an analysis of alternatives, and 2) to research the state-of-the-art advancements in driving simulators or related technologies and determine the feasibility of POST's involvement in appropriate support of such enhancements. The research has been coordinated by a POST Management Fellow Consultant, Lt. Jim Holts, on contract from Los Angeles County. The research has been guided by an Advisory Committee (See Attachment A) of driver training experts.

This project received priority attention based on the perception that law enforcement traffic accidents are the source of extensive numbers of officer and citizen injuries, as well as a financial hardship to agencies. Statistics were gathered from nine agencies totalling 24,352 permanent officers (41% of the total 59,576 officers in the State). These statistics are shown in Attachment B. From these statistics it can be projected that of the 7,907 accidents occurring during 1984, approximately 1,408 officer were consequently injured, of which 404 were serious and 92 were permanently disabling. These calculations are slightly higher for injuries to citizens (1,699 injured). One officer was killed, while seventeen citizens lost their lives. Approximately 31% of these accidents resulted in suits against the local agencies, with \$1,780,000 paid in settlements and \$13.5 million pending settlements. These figures, combined with the \$2.85 million required to maintain and repair the damaged police vehicles, make continued efforts to reduce the accident rate a high priority.

## ANALYSIS

POST currently devotes considerable attention to the driver training problem in law enforcement through certification and reimbursement of driver training at the basic academy and in-service levels. During the 1984-85 Fiscal Year, POST reimbursed \$470,255 for the training of 2,198 Basic Course recruits, while reimbursing \$27,572 for in-service, advanced training of 647 personnel. Although this is a sizeable commitment, more effort is considered essential to have any significant impact on the traffic accident problem. As such, a tentative long-range plan is being developed that provides a comprehensive approach for accident reduction, including the Driver Awareness Program, additional in-service courses, establishment of a Driver Training Resource Center, driver training facility development and others. A critical element of the plan calls for the development of a driver training simulation system. It is the belief of staff and the Driver Training Advisory Committee that such a system would have a significant impact in our ability to reduce traffic accidents among peace officers.

After extensive review of the existing technologies in simulation systems and consultation with simulator experts, it has been determined that a high quality simulation system would greatly enhance law enforcement driver training and fill the void of visual realism prohibited in current training. Although existing behind-the-wheel skill training will continue to be necessary until simulators have been validated, it is believed that simulator training will present the experiences of realistic street/freeway, day/night conditions, and other emergency driving situations with visual reality, including confrontations and impending collisions. Because simulator training is equally applicable to basic academy and in-service training, it is expected that pilot testing such training on various sub-groups will be conducted to determine the most effective trainee population. For example, pilot testing could suggest that simulator training focus on problem or potential problem drivers from the in-service and basic academy populations. It is expected that one simulator could provide meaningful training to as many as 5,000 trainees annually and still leave eight hours per day of simulator time for revenue-producing uses of the system.

Another projected use of simulators is the ability to objectively diagnose specific driving characteristics which statistically tend to cause accidents. Such diagnostic capabilities will permit the identification of the ten percent of law enforcement drivers who traditionally are involved in ninety percent of the accidents. This capability may be the single most significant factor in reducing the accident rate and liability risk.

The feasibility research of using simulators for driver training has reached a level where engineers and other experts from the simulation field must be involved to determine the precise capabilities of simulators in law enforcement driver training, and to provide the detailed technical specifications required to meet the training objectives. It is expected that this technical



**ANALYSIS** (Continued)

specification study will identify the options together with costs so that the Commission can move to the development phase with full understanding of the alternatives and expectations. This technical specification phase is typical of simulator projects in the industry. It is expected that this study could be accomplished within six to eight months, and cost between \$150,000 and \$300,000.

The Request For Proposal (RFP) to accomplish this Feasibility and Technical Specification Study (because of its large volume is available upon request) describes the general training objectives as:

- 1) To provide a realistic sensory environment for the training and testing of the driving skills learned in the behind-the-wheel courses, including confrontation with road and traffic hazard situations which tend to cause the law enforcement related accidents.
- 2) To provide a driving environment which will promote a more defensive attitude by making them aware of the need for vigilant attention to conditions which cause accidents through decision-making during realistic visual experiences.
- 3) To provide a safe but realistic environment for students to experience the limits of the vehicle and their driving capabilities to prevent such awareness under actual conditions.
- 4) To provide a mechanism for diagnosis of persons with poor driving traits which statistically result in law enforcement accidents, thus allowing awareness and more focused and effective remediation.

Among other uses for a simulator are determining the impact on law enforcement of changes in vehicle characteristics, such as front-wheel drive and emergency equipment modifications. It is envisioned that future uses of a simulator, once validated, will include most driver training activities and as a tool in the selection process.

After review of the state-of-the-art technologies in simulation systems, it is believed by the staff that the appropriate simulator for meeting these objectives will include such characteristics as a completely interactive computer-generated visual system in real-time with full frontal and rear mirror views, a motion system with at least three degrees of freedom, realistic vehicle environmental compartment including audio replications, and an instructor monitor station. The RFP provides a more detailed description of these requirements.

**ANALYSIS** (Continued)

The cost of the simulation system is difficult to project at this time due to the industry's protection of such proprietary information. The Feasibility and Design Specification Study will determine the required hardware and software for the first system, from which a close approximation of the costs can be calculated. Subsequent systems are expected to be one-half or less of the original unit price. The figures may be less than estimated due to the recent availability of off-the-shelf computer-generated visual systems, motion platforms and other advances in the industry. The potential for leasing out time on the simulator to other groups whose members operate emergency vehicles may also reduce POST's costs. Also, due to the industry's interest in breaking into the vehicle simulator market, other potential cost-saving alternatives may be made available.

Preliminary inquiries into alternate sources of funding have been made with positive results. It is possible that this simulation system may receive funding support from the Federal Highway Safety Administration and from the National Institute of Justice, both through grant processes. There are also indications that the Federal Law Enforcement Training Center is interested in a co-venture funding approach in development of the first simulator system. POST staff requests approval to formally apply for federal grant assistance and to further explore potential funding alternatives.

**RECOMMENDATIONS**

Authorize the Executive Director to seek out potential funding sources and submit grant applications as indicated for the simulation system.

**DRIVER TRAINING ADVISORY COMMITTEE**

LAW ENFORCEMENT REPRESENTATIVES

**JAMES FERRONATO**, Captain  
San Bernadino Sheriff  
Training Commander

**LORNE HARMON**, Coordinator  
Los Medanos College  
Administration of Justice

**JOHN KELLER**, Planner  
California Highway Patrol  
Long Range Planning Unit

**DOUGLAS ORR**, Sergeant  
California Highway Patrol  
Public Relations Unit

**BRUCE PFEFFERKORN**, Sergeant  
San Diego Police  
Driver Training Unit

**DICK REED**, Captain  
San Diego Sheriff  
Training Commander

**EDGAR SPRINGER**, Officer  
San Francisco Police  
Driver Training Unit

**JOE GARRISON**, Sergeant  
California Highway Patrol  
Field Operations - Fresno

**LARRY HOLLINGSWORTH**, Sergeant  
California Highway Patrol  
Driver Training Unit

**BUD MARKWITH**, Chief of Police  
City of Martinez  
Martinez Police Department

**RAYMOND OSTERHUES**, Sergeant  
Los Angeles Sheriff  
Driver Training Unit

**LOURN PHELPS**, Director  
San Joaquin Delta College  
Administration of Justice

**WILLIAM SMITH**, Sergeant  
Los Angeles Police  
Driver Training Unit

TECHNICAL REPRESENTATIVES

**MANUEL GONZALEZ**  
Technical Consultant  
Gonzalez Consultant Services

**AL GAGNE**, Director  
Flight Safety International  
Air Carrier Support Services

POST STAFF

**HAROLD SNOW**, Bureau Chief  
Training Program Services

**JAMES HOLTS**, Special Consultant  
Management Fellowship Program

**GENE CARTWRIGHT**, Senior Consultant  
Training Program Services

## CALIFORNIA LAW ENFORCEMENT TRAFFIC ACCIDENT STATISTICS

The following statistics are projections based on a survey of the nine law enforcement agencies listed below. These nine agencies employ 41% (24,352) of the total number of officers in the State. The statistics gathered from this survey were projected to the Statewide figures by calculating the numbers gathered as 41% of the total. These figures reflect the statistics for the year 1984.

	<u>STATEWIDE</u>
Total Number of Sworn Personnel	59,576
Emergency Police Vehicles	23,242
Accidents during 1984	7,907
Preventable Accidents	3,951
Unpreventable Accidents	3,956
Officers Injured in Accidents	1,408
Citizens Injured in Accidents	1,699
Officers Killed in Accidents	1
Citizens Killed in Accidents	17
Vehicles Disabled Over 5 days	420
Cost of Police Vehicle Repairs	\$ 2,844,000
Lawsuits Against Agencies	2,394
Approximate Amount Paid to Date	\$ 1,780,000
Amount Pending in Settlements	\$13,490,000
Average Payout per Lawsuit	\$ 7,306

The nine agencies used in the survey were:

California Highway Patrol	Los Angeles Police
San Francisco Police	Los Angeles Sheriff
San Bernadino Sheriff	Lodi Police
San Diego Police	Stockton Police
San Diego Sheriff	

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Determination of Eligibility to participate in the POST Specialized Program - L.A. College District</b>		Meeting Date <b>July 24, 1986</b>
Bureau <b>Compliance and Certificate Services</b>	Reviewed By	Researched By <b>D. Y. Allan <i>DYA</i></b>
Executive Director Approval <i>Morgan C. Beckus</i>	Date of Approval <b>7-3-86</b>	Date of Report <b>June 17, 1986</b>
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report           Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input checked="" type="checkbox"/> No		

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Los Angeles Community College District remain in the POST program while failing to meet minimum training standards over a long period of time?

BACKGROUND

The Los Angeles Community College District entered the POST Specialized Program April 16, 1971 after agreeing to adhere to the standards of selection and training established by the Commission.

Penal Code Section 13507 was amended in 1980 adding Sub-section (c) which defined a community college district as a "District" authorized by statute to maintain a police department.

As a result of this Legislation, the Los Angeles Community College District, by Resolution on October 21, 1981, reaffirmed its intent to adhere to the standards for recruitment and training established by the Commission and asked to be admitted to the POST Regular Program and receive reimbursement for training. The agency has not, however, been admitted into the Regular Program due to its failures to adhere to minimum standards for training.

On June 8, 1983, the Chief of the Compliance and Certificate Services Bureau met in Los Angeles with Al Reddick, the Director of Safety and Police Services, Captain Mays, and Captain Wolf for the purpose of discussing the eligibility of the agency to participate in the POST Reimbursement Program. Central to the discussion was a significant degree of non-compliance with POST training standards. District representatives were sure that basic training could be documented and that specified officers would be eligible for Basic Certificates. It was agreed that when the required basic training has been documented, the district would be recommended for reimbursement status providing an acceptable schedule is negotiated for completing the Advanced Officer Training and providing all other POST requirements for selection and training are met. A summary of the discussion and conclusions of the meeting was communicated in writing on June 14, 1983 to Tom Fallo, Vice Chancellor, Business Services.

A compliance inspection was conducted on October 5, 1983 in which it was determined that 25 officers were deficient in Advanced Officer Training, and two officers did not hold a basic certificate as required by Commission Regulations. These facts were communicated in writing to Vice Chancellor Thomas M. Fallo on October 13, 1983, with the indication that the basic certificate problem, which included Officer Edward Jackson should be corrected immediately.

In a subsequent compliance inspection on May 10, 1984 it was determined, among other deficiencies, that Officer Edward Jackson had not met the Basic Course Training Requirement. In a letter on May 18, 1984 to Albert L. Reddick, Director, Safety and Police Services, it was pointed out that this problem has been identified in prior correspondence and Officer Jackson should be scheduled immediately for the required training. It was further indicated that Commission Regulations require satisfaction of the requirements if the district is to remain eligible for participation in the POST program.

On May 15, 1986 a compliance inspection disclosed that the basic training deficiency of Officer Edward M. Jackson, hired on September 8, 1981, continues. Our communication to Captain Carl F. Mays, with a copy to Thomas M. Fallo, Vice Chancellor, Business Services, on June 10, 1986 identified the continuing problem of voluntary non-compliance with the Commission Regulations and invited representatives of the district to appear before the Commission and present evidence or testimony as to why the district should remain in the POST program.

#### ANALYSIS

Commission Regulation 1005(a)(4) requires every specialized officer to satisfactorily meet the training requirements of the Basic Course within 12 months from the date of appointment as a regularly employed specialized peace officer.

Commission Regulation 1010(a) provides that to be eligible for participation in the POST program, a jurisdiction or agency must adhere to the minimum standards for selection and training as defined in Regulations 1002, 1005, and 1009 for every peace officer employed by the jurisdiction or agency.

Commission Regulation 1010(b) further provides that a jurisdiction or agency shall be ineligible to participate if it has in its employ any specialized peace officer hired after its entry into the Specialized Program who has not acquired the Basic Certificate within six months after date of completion of 12-months of satisfactory service from the date first hired as a peace officer.

The District's Safety and Police is not complying with minimum standards for training of officers as the Basic Training Requirement has not been met by the officer mentioned above. While the officer concerned is older than most officers and apparently has some physical disabilities, no action to rectify the matter has been taken over the last four years. Other major compliance problems within the agency have been resolved.

Our desire has been to assist the agency in meeting our standards and maintaining eligibility for certification. However, the agency's failure to attain a status of compliance over a long period of time suggests that compliance will not occur in the future.

Therefore, as a result of voluntary non-compliance with minimum standards, the Los Angeles Community College District is probably ineligible for participation in the POST program.

Commission Regulation 1010(c) provides that; if the Commission finds that the standards have not been adhered to, it must, beginning with a date determined by the Commission, reject all of the jurisdiction's or agency's requests for services or benefits. A jurisdiction or agency may be reinstated in the program and again become eligible for participation when, in the opinion of the Commission, the jurisdiction or agency has demonstrated that it will adhere to the prescribed standards. The period during which the jurisdiction or agency shall remain ineligible for service or benefits shall be at the discretion of the Commission.

RECOMMENDATION

As a result of long-standing voluntary non-compliance with the Commission Regulations, the Los Angeles Community College District be declared ineligible for services and benefits and be removed from the POST Specialized Program.

MAR 16 1991  
AUG 12 91

AUG 26 91

# Memorandum

o : Honorable Commissioners

Date : July 8, 1986

Robert Wasserman, Chairman  
Finance Committee

From : **Commission on Peace Officer Standards and Training**

Subject: Report of the Finance Committee

The Finance Committee of the Commission met at 1:00 p.m. on July 8, 1986 in Los Angeles and makes the following observations and recommendations:

1. The FY 1986/87 budget, totaling \$34,916,000, was adopted by the Legislature and signed by the Governor. The budget is down from the actual \$41,456,000 the Commission had last year because last year's budget included a substantial amount of reserves that had accumulated and were made available during the year. Approximately \$3,360,771 is carried over to this fiscal year to pay for claims generated last year but received by POST this year.
2. Penalty Assessment revenues are a combination of surcharges on traffic fines, criminal fines and accumulated interest on unused money. Revenues for FY 1986/87 are projected only fractionally higher than last year's.

The Finance Committee concurs with the action of the Long-Range Planning Committee to place inquiries with the appropriate agencies about the reasons the revenues are not up to expectations. (Possible reasons include fewer citations being written, judges not assessing fines and penalties in the amounts that they could or administratively not sending the money along in a timely fashion.) We recommend that appropriate state agencies conduct a review.

POST is projecting Penalty Assessment revenues for next year (FY 1987/88) of \$36,254,000. This is only 5% more than this year and is not sufficient to keep pace with increasing costs, so the study is important for us.

3. The volume of reimbursable trainees during FY 1985/86 has risen dramatically from 37,664 in FY 1984/85 to 45,577 in FY 1985/86. We project 49,395 for the current fiscal year (FY 1986/87).

We recommend a base salary reimbursement rate for FY 1986/87 of 40%. As in the past, this will allow sufficient revenues to permit the Commission to consider increases in salary percentage rates during the year, depending on training volumes and the flow of income. This policy of beginning the year



conservatively has proven highly successful. Last year, for example, this approach allowed the Commission to absorb significant increases in the number of trainees and lower revenue figures without facing a salary reimbursement rate reduction.

The Committee considered a beginning rate of 45%, but felt that the more cautious approach would be preferred. It is easier to award increases during the year than to run short because of too high a beginning rate.

4. The current reimbursement program is an accumulation of reimbursement policies adopted over the past 25 years. We recommend that staff prepare a report on technical corrections to the reimbursement structure to assure simplicity and equity in which courses are reimbursable under which plans. For example, there have been some instances where departments have asked for dual certification of a single course to qualify for salary reimbursement.
5. We recommend three Budget Change Proposals (BCPs) for FY 1987/88. The first is to make permanent an approved budgeted but temporary position to support the Basic Course Waiver process. This would be for a Staff Services Analyst position, with salary and benefits of \$30,000 per year.

Second, we recommend that the Commission continue the Peace Officer Killing Study by establishing a Center for the Study of Peace Officer Killings and uses of force. This would be supported by a Law Enforcement Consultant II and salary and administrative costs totaling \$98,000 (the amount approved in the budget last year). We recommend that this program have a three-year sunset from the Commission's standpoint so that the Commission would have the option of asking for a negative BCP, should we not wish to continue the program at that time.

Third, we recommend a position for analytical support for the Center for Executive Development. The volume of work requires a Management Services Technician position, with salary, benefits and expenses of \$35,000 per year.

As a footnote, BCPs for simulators and additional CAIVI units should be considered a year from now for FY 1988/89, assuming the conclusion of pilot testing, preparation of plans and specifications, and decisions on funding alternatives, etc.

6. Finally, the Committee reports that it has reviewed the financial audit conducted by the State Auditor. Members of the Committee have received an audit report. We advise that the recommendations by the auditor have been substantially complied with and that the auditor has been invited to return and double check the implementation of the recommendations.

# Memorandum

POST Commissioners

July 8, 1986

From : B. Gale Wilson, Chairman  
Long-Range Planning Committee  
**Commission on Peace Officer Standards and Training**

Subject: Report of the Long-Range Planning Committee

A meeting of the Long-Range Planning Committee was held on Tuesday, July 8, 1986 at the Hyatt Hotel at Los Angeles Airport. Present were myself, Commissioners Vernon, Wasserman, Montenegro, Ussery and Maghakian. Also present were Executive Director Norman Boehm and Bureau Chief John Berner.

## Overview of Directions for POST

### Financial Picture

A report was received showing recent Peace Officer Training Fund revenue history and projections. The revenues are not growing as projected earlier, possibly because of court administrative actions.

It was the consensus of the Committee that a recommendation be made to the Commission to authorize a letter to appropriate authorities outlining the problem and recommending audits or reviews to discover and correct the problem.

Staff was also instructed to investigate and determine whether the Gann revenue limitation applies only to General Fund agencies or agencies funded by other sources as well.

### Standards

A report was received on the effectiveness of the reading and writing test program, physical abilities testing and psychological screening and compliance.

#### Reading and Writing Testing

MOTION - Wasserman, second - Maghakian, carried unanimously to adopt the staff recommendation to continue current reading and writing testing policies, to instruct staff to continue to monitor results, and to report back in July 1987.

MOTION - Maghakian, second - Montenegro, carried unanimously to draft a letter to Bill Honig reflecting information POST has gathered regarding reading and writing skill levels (indicating the trend downward among job applicants).

### Physical Abilities Testing

It was the consensus of the Committee that, if subsequent data provides justification, the Commission should consider raising the requirements for physical abilities testing. No formal action was taken by the Committee at this time.

### Psychological Screening

It was reported that the Fair Employment and Housing Commission will be holding hearings to consider incorporating mental conditions into their handicap regulations. It was proposed that POST may wish to testify at that hearing.

### Training Methods Effectiveness Study

The Committee approved a concept proposed by the Executive Director relating to evaluating the effectiveness of various training methods. The Committee recommended that, beginning now and continuing over a period of several years, staff study the components of training, including matching the most effective methods of training with the subjects to be taught and considering instructor facilities and student learning capabilities as an overlay.

### Management Simulation Computer

The Long-Range Planning Committee received a report that to pursue the management simulation computer concept further would require additional expertise. It was the consensus of the Committee that an appropriate state-of-the-art gaming simulation capability would be invaluable to law enforcement.

MOTION - Maghakian, second - Wasserman, carried unanimously to recommend to the Commission that the Executive Director be authorized to engage the services of outside expertise in an amount not to exceed \$100,000, leading to the development of a project plan, specifications and cost estimates.

### Driver Training Plan

A progress report was made with no action or recommendations on the part of the Long-Range Planning Committee being indicated.

Report of Attorney General's Commission on Racial, Ethnic, Religious and  
Minority Violence

Several recommendations relating to POST and peace officer training were contained in the report of the Attorney General's Commission on Racial, Ethnic, Religious and Minority Violence. The Committee decided to take the recommendations under advisement and continuing study and will report back in the future as indicated.

Governor's Task Force on Toxics, Waste and Technology

The Commission considered the report of the Governor's Task Force on Toxics, Waste and Technology. It was the sense of the Committee that law enforcement training in these areas should be maintained and improved upon. The Committee took note that the Legislative Review Committee will be considering AB 49 (Elder) which will describe a legislative training program and will be reporting on the bill to the Commission at the July 24, 1986 meeting.

Victim/Witness Sensitivity

It was the consensus of the Long-Range Planning Committee that how law enforcement treats victims and witnesses is one of the keys to the continuing success and acceptability of the profession. The Committee will recommend to the Commission that it reaffirm, as a matter of policy, that sensitivity to victim's and witness' considerations and concerns become more and more a pervasive part of all training. The possibility of enhancing current specific training areas will also be proposed.

What is needed is a change of sensitivity and awareness of victim/witness needs. In a sense, if law enforcement were a business, victims and witnesses would be its customers.

Principles and Values

Commissioner Vernon expressed concern that the principles and values which under-grad and over-arch the law enforcement profession needed to be continually rediscovered, reemphasized and remembered. The Committee recommends principles be included in law enforcement training. Commissioner Vernon is prepared to give a report at the July 24, 1986 Commission meeting.

Commission on Peace Officer Standards and Training  
Legislative Review Committee Meeting  
April 24, 1986 - 9 a.m.  
Captain's Deck Dining Room  
Hilton Hotel, San Diego

AGENDA

1. Status Report
2. Reconsideration of Previous "Oppose" Position
  - o SCR 67 (Seymour) - Physical Fitness Program Standards
3. New Legislation
  - AB 49 (Elder) - Requires POST to offer a course or courses of instruction to peace officers on the subject of hazardous material law enforcement.
  - SB 1020 (Doolittle) - Exempts Constables whose offices are merged into a Sheriff's or Marshal's Department from meeting the POST requirements.
4. Open Discussion
5. Adjournment

Commission on Peace Officer Standards and Training  
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BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS -ACTIVE LEG

BILL NO	AUTHOR	TITLE	SUBJECT	POSITION	COMMENTS
AB 49	ELDER	HAZARDOUS MATERIALS: ENFORCEMENT	TRAINING	NOT CONSID	ACTIVE LEG
AB 1988	WATERS, N	CRIMINAL TRIALS AND INVESTIGATIONS	POST RELAT	NEUTRAL	ACTIVE LEG
AB 2156	KLEHS	PEACE OFFICER TRAINING.	TRAINING	SUPPORT	ACTIVE LEG
AB 2657	ELDER	MATERIALS MANAGEMENT TRAINING PROGRAM	TRAINING	NEUTRAL	ACTIVE LEG
AB 2702	LAFOLLETTE	HAZARDOUS SUBSTANCES: INCIDENT RESPONSE TRAINING	TRAINING	NEUTRAL	ACTIVE LEG
AB 2791	DAVIS, G	CHILDREN	TRAINING	NEUTRAL	ACTIVE LEG
AB 2916	STIRLING, L	MISSING AND ABUSED CHILDREN	TRAINING	NEUTRAL	ACTIVE LEG
AB 3883	HILL	FIREARMS	TRAINING	SUPPORT	ACTIVE LEG
AB 3945	SHER	CORRECTIONAL TRAINING AND RESEARCH	FUNDING	OPPOSE	ACTIVE LEG
SB 159	PRESLEY	ELECTRONIC SURVEILLANCE	TRAINING	SUPPORT	ACTIVE LEG
SB 1020	DOOLITTLE	COURTS	STANDARDS	NOT CONSID	ACTIVE LEG
SB 1374	KEENE	FINES AND FORFEITURES: CALIFORNIA HIGHWAY PATROL	FUNDING	NEUTRAL	ACTIVE LEG
SB 2463	RICHARDSON	CHILD WELFARE SERVICES: EMPLOYEE TRAINING	TRAINING	SUPPORT	ACTIVE LEG
SCR 52	DILLS	PENALTY ASSESSMENTS: TRAFFIC ASSESSMENTS	FUNDING	OPPOSE	ACTIVE LEG
SCR 67	SEYMOUR	PEACE OFFICER STANDARDS AND TRAINING	STANDARDS	OPPOSE	ACTIVE LEG

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 BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS - ACTIVE LEG  
 -----

SCR 53 PENALTY ASSESSMENTS: TRAFFIC ASSESSMENTS  
 DILLS

SUMMARY: THIS MEASURE WOULD REQUEST THE LEGISLATIVE  
 06/03/86 ANALYST TO ESTABLISH A COMMITTEE TO STUDY AND  
 REPORT TO THE LEGISLATURE REGARDING THE USE OF  
 PENALTY ASSESSMENTS ON TRAFFIC AND OTHER  
 VIOLATIONS AND TO REPORT TO THE CHAIRPERSON OF THE  
 SENATE JUDICIARY COMMITTEE AND THE ASSEMBLY PUBLIC  
 SAFETY COMMITTEE BY DECEMBER 31, 1987.

FISCAL

STATUS: ASSEMBLY DESK

SUBJECT	POSITION	COMMENTS
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FUNDING	OPPOSE	ACTIVE LEG

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 SCR 57 PEACE OFFICER STANDARDS AND TRAINING  
 SEYMOUR

SUMMARY: THIS MEASURE WOULD DIRECT THE COMMISSION ON  
 05/15/86 PEACE OFFICER STANDARDS AND TRAINING TO DEVELOP  
 ONE OR MORE PHYSICAL FITNESS PROGRAMS THAT MAY BE  
 USED BY LOCAL LAW ENFORCEMENT AGENCIES FOR  
 PURPOSES OF MAINTAINING THE NECESSARY LEVEL  
 OF PHYSICAL FITNESS SO THAT THE OFFICERS MAY  
 PERFORM THEIR SPECIFIED DUTIES AND MINIMIZE THE  
 RISK OF THE DEVELOPMENT OF HEART DISEASE.

FISCAL

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
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STANDARDS	OPPOSE	ACTIVE LEG

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 BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS - ACTIVE LEG  
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SB 1374 FINES AND FORFEITURES: CALIFORNIA HIGHWAY PATROL  
 KEENE

SUMMARY: THIS BILL WOULD ESTABLISH A PENALTY ASSESSMENT  
 06/24/86 OF \$1 FOR EVERY \$10 OR FRACTION THEREOF FOR  
 CRIMINAL OFFENSES, INCLUDING VEHICLE CODE OFFENSES  
 TO BE DEPOSITED IN THE CALIFORNIA HIGHWAY PATROL  
 EDUCATIONAL TRAINING FUND.

FISCAL STATE-MANDATED

NOTES: ADDS ANOTHER \$1 TO PENALTY ASSESSMENT FOR CHP

STATUS: ASSEMBLY COMMITTEE ON WAYS & MEANS

SUBJECT	POSITION	COMMENTS
FUNDING	NEUTRAL	ACTIVE LEG

-----  
 SB 2463 CHILD WELFARE SERVICES: EMPLOYEE TRAINING  
 RICHARDSON

SUMMARY: EXISTING LAW REQUIRES THE COMMISSION ON PEACE  
 06/30/86 OFFICER STANDARDS AND TRAINING TO PREPARE AND  
 IMPLEMENT AN OPTIONAL COURSE OF TRAINING OF  
 SPECIALISTS IN THE INVESTIGATION OF CASES IN WHICH  
 A MINOR IS A VICTIM OF AN ACT OF ABUSE OR NEGLECT  
 PROHIBITED BY THE PENAL CODE. THIS BILL  
 WOULD REQUIRE THE COMMISSION ON PEACE  
 OFFICER STANDARDS IN CONJUNCTION WITH THE  
 DEPARTMENT OF SOCIAL SERVICES, TO ESTABLISH A  
 TASK FORCE TO REVIEW AND ADAPT THE CURRICULUM  
 FOR THIS OPTIONAL KIND OF TRAINING PURSUANT TO  
 SPECIFIED GUIDELINES.

URGENCY FISCAL

CALENDAR: 07/07/86 IN ASSEMBLY--SECOND READING FILE--SENATE BILLS  
 # 29 10:30 A.M.

STATUS: ASSEMBLY COMMITTEE ON WAYS & MEANS

SUBJECT	POSITION	COMMENTS
TRAINING	SUPPORT	ACTIVE LEG

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 BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS - ACTIVE LEG  
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SB 159 ELECTRONIC SURVEILLANCE  
 FRESLEY

SUMMARY: THIS BILL WOULD AUTHORIZE THE INTERCEPTION OF  
 06/10/86 WIRE OR ORAL COMMUNICATIONS BY CERTAIN LAW  
 ENFORCEMENT OFFICERS UNDER SPECIFIED JUDICIAL  
 AUTHORIZATION PROCEDURES.

FISCAL STATE-MANDATED

NOTES: REQUIRES POST TO PROVIDE TRAINING

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

SUBJECT	POSITION	COMMENTS
TRAINING	SUPPORT	ACTIVE LEG

SB 1020 COURTS  
 BOCLITTLE

SUMMARY: EXISTING LAW, APPLICABLE ONLY TO COUNTIES OF THE  
 34TH, 43RD, 51ST, AND 54TH CLASSES, PERMITS THE  
 08/11/86 BOARD OF SUPERVISORS TO ABOLISH THE OFFICE OF  
 CONSTABLE AND TRANSFER THE DUTIES OF THE CONSTABLE  
 TO THE SHERIFF OF THE COUNTY. THIS BILL WOULD  
 EXTEND THIS AUTHORITY TO ANY COUNTY WITH A  
 POPULATION OF 200,000 OR LESS ACCORDING TO THE  
 1970 FEDERAL CENSUS, AUTHORIZE THE DUTIES OF THE  
 OF THE CONSTABLE TO BE TRANSFERRED TO EITHER THE  
 SHERIFF OR THE MARSHAL; AND REQUIRE THE  
 CONCURRENCE OF A MAJORITY OF THE JUDGES AFFECTED.

STATUS: GOVERNOR'S OFFICE

SUBJECT	POSITION	COMMENTS
STANDARDS	NOT CONSID	ACTIVE LEG

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 BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS - ACTIVE LEG  
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AB 3683 FIREARMS  
 WILL

SUMMARY: THIS BILL WOULD AUTHORIZE THE RELEASE OF FIREARMS  
 05/13/86 PURSUANT TO A COURT ORDER TO THE SHERIFF WHO SHALL  
 DELIVER THE FIREARMS TO A BASIC TRAINING ACADEMY  
 SO THAT THE FIREARMS MAY BE USED FOR INSTRUCTIONAL  
 PURPOSES IN COURSES CERTIFIED BY THE COMMISSION  
 ON PEACE OFFICER STANDARDS AND TRAINING. THIS  
 BILL WOULD ALSO REQUIRE THE SHERIFF TO COMPILE A  
 DESCRIPTION OF EACH FIREARM AND TO PROVIDE A  
 COPY OF THAT DESCRIPTION WITH THE DEPARTMENT OF  
 JUSTICE.

FISCAL STATE-MANDATED

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
TRAINING	SUPPORT	ACTIVE LEG

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 AB 3945 CORRECTIONAL TRAINING AND RESEARCH  
 SHER

SUMMARY: THIS BILL WOULD REDUCE THE PERCENTAGE OF MONEYS  
 06/16/86 IN THE ASSESSMENT FUND ALLOCABLE MONTHLY TO THE  
 DRIVER TRAINING PENALTY ASSESSMENT FUND FROM  
 29.73% TO 26.65%, WOULD INCREASE THE ALLOCATION  
 TO THE VICTIM-WITNESS ASSISTANCE FUND TO 11% AND  
 WOULD PROVIDE 2.08% GOING MONTHLY TO THE  
 CORRECTIONS RESEARCH FUND CREATED BY THE ACT.

FISCAL

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
FUNDING	OPPOSE	ACTIVE LEG

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BILL-FILE - COMMISSION ON POST-MASTER  
COMMENTS - ACTIVE LEG  
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AB 2791 CHILDREN  
DAVIS, G

SUMMARY: THIS BILL WOULD MAKE VARIOUS PROVISIONS RELATIVE  
06/16/86 TO MISSING CHILDREN.

FISCAL STATE-MANDATED

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
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TRAINING	NEUTRAL	ACTIVE LEG

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AB 2916 MISSING AND ABUSED CHILDREN  
STIRLING, L

SUMMARY: THIS BILL WOULD PRESCRIBE AND REVISE THE DUTIES  
06/26/86 OF LOCAL LAW ENFORCEMENT AGENCIES WITH RESPECT TO  
REPORTS INVOLVING MISSING MINOR, INCLUDING  
PROVIDING PARENTS OF A MISSING MINOR WITH A  
SUMMARY OF THE PROCEDURES AND RELIEF AVAILABLE.

FISCAL STATE-MANDATED

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
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TRAINING	NEUTRAL	ACTIVE LEG

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BILL-FILE - COMMISSION ON POST-MASTER  
COMMENTS - ACTIVE LEG  
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AB 2657 MATERIALS MANAGEMENT TRAINING PROGRAM  
ELDER

SUMMARY: THIS BILL WOULD ESTABLISH THE COMMISSION ON  
04/03/86 HAZARDOUS MATERIALS MANAGEMENT TRAINING WITHIN THE  
DEPARTMENT OF HEALTH SERVICES.

FISCAL

STATUS: ASSEMBLY COMMITTEE ON ENVIRONMENTAL SAFETY

SUBJECT	POSITION	COMMENTS
TRAINING	NEUTRAL	ACTIVE LEG

-----  
AB 2702 HAZARDOUS SUBSTANCES:  
LAFOLLETTE INCIDENT RESPONSE TRAINING

SUMMARY: THIS BILL WOULD REQUIRE THE OFFICE OF EMERGENCY  
07/02/86 SERVICES TO ESTABLISH THE CALIFORNIA HAZARDOUS  
SUBSTANCES INCIDENT RESPONSE TRAINING AND  
EDUCATION PROGRAM.

URGENCY FISCAL

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
TRAINING	NEUTRAL	ACTIVE LEG

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 BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS - ACTIVE LEG  
 -----

AB 2156                      PEACE OFFICER TRAINING.  
 KLEHS

SUMMARY:                      EXISTING LAW REQUIRES THE TRAINING OF PEACE  
 01/06/86                      OFFICERS AND TO ALLOW REQUIRED TRAINING TO BE  
                                  OBTAINED AT APPROVED INSTITUTIONS. IN LIEU OF  
                                  TRAINING AT AN INSTITUTION, THE COMMISSION IS  
                                  REQUIRED TO PROVIDE THE OPPORTUNITY FOR TESTING  
                                  OF THOSE PERSONS WHO HAVE ACQUIRED PRIOR  
                                  EQUIVALENT PEACE OFFICER TRAINING AND ARE UNDER  
                                  CONSIDERATION FOR HIRE BY AN AGENCY PARTICIPATING  
                                  IN THE PEACE OFFICER STANDARDS AND TRAINING  
                                  (POST) PROGRAM. THIS BILL WOULD DELETE THE  
                                  REQUIREMENT THAT PERSONS ELIGIBLE FOR TESTING  
                                  MUST BE UNDER CONSIDERATION FOR HIRE BY AN AGENCY  
                                  PARTICIPATING IN THE POST PROGRAM.

NOTES:                              TO BE AMENDED TO INCLUDE SECTION DELETING "UNDER C  
                                  CONDERATION FOR HIRE BY AGENCY IN POST PROGRAM" TO  
                                  TAKE ECWE

STATUS:                      CHAPTERED    84-23

SUBJECT	POSITION	COMMENTS
TRAINING	SUPPORT	ACTIVE LEG

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 BILL-FILE - COMMISSION ON POST-MASTER  
 COMMENTS - ACTIVE LEG  
 -----

AB 49 HAZARDOUS MATERIALS: ENFORCEMENT  
 ELDER

SUMMARY: THIS BILL WOULD ENACT THE LOCAL TOXICS ENFORCEMENT  
 06/30/86 AND TRAINING ACT OF 1986 AND WOULD ESTABLISH  
 WITHIN THE OFFICE OF CRIMINAL JUSTICE PLANNING A  
 PROGRAM TO PROVIDE GRANTS TO PROVIDE TRAINING FOR  
 PEACE OFFICERS, LOCAL PUBLIC HEALTH AND  
 ENVIRONMENTAL OFFICERS, AND LOCAL PUBLIC  
 PROSECUTORS AND TO ENHANCE LOCAL HAZARDOUS  
 MATERIALS ENFORCEMENT EFFORTS.

FISCAL

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

SUBJECT	POSITION	COMMENTS
TRAINING	NOT CONSID	ACTIVE LEG

AB 1988 CRIMINAL TRIALS AND INVESTIGATIONS  
 WATERS, M

SUMMARY: UNDER EXISTING LAW AND UNTIL JANUARY 1, 1989,  
 02/11/86 COUNTIES WITH A POPULATION OF 300,000 OR LESS MAY  
 RECEIVE REIMBURSEMENT FROM THE STATE, WITHOUT  
 REGARD TO FISCAL YEAR, OF 90% OF THE COSTS  
 INCURRED BY THE COUNTY FOR EACH HOMICIDE TRIAL OR  
 HEARING.  
 THIS BILL WOULD ALLOW A COUNTY WITH A POPULATION  
 OF 150,000 OR LESS TO OBTAIN REIMBURSEMENT, REVISE  
 THE AMOUNT OF REIMBURSEMENT THAT A COUNTY FOR ANY  
 AND ALL HOMICIDE TRIALS.

URGENCY FISCAL

NOTES: REQUIRES POST TO REVISE CHILD ABUSE GUIDELINES

STATUS: CHAPTERED 56-32

SUBJECT	POSITION	COMMENTS
POST RELAT	NEUTRAL	ACTIVE LEG

# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20145  
Sacramento, California 95820-0145

FILE OR SUBJECT Standards: Physical Fitness Program	AUTHOR Senator Seymour	BILL NUMBER SCR 67
SPONSORED BY County Supervisors' Association of California	RELATED BILLS	DATE LAST AMENDED 5-15-86

## BILL SUMMARY (GENERAL, ANALYSIS, ADVANTAGES, DISADVANTAGES, COMMENTS)

### General

Senate Concurrent Resolution 67 would:

1. Require the Commission on Peace Officer Standards and Training (POST) to develop and distribute one or more physical fitness programs that may be used by local law enforcement agencies to minimize the risk of heart disease.
2. Instruct the CHP and other appropriate state agencies to cooperate with POST in developing a model physical fitness program for use by local law enforcement agencies.
3. Require POST, in cooperation with the County Supervisors' Association of California and the League of California Cities, to create an advisory committee to assist POST in planning and development of the program or programs.
4. Indicate that the Legislature intends that POST's budget be augmented by an appropriate amount from the Peace Officer Training Fund to carry out the provisions of this Resolution.
5. Require POST to submit a report to the Legislature by January 1, 1989 concerning this program.

### Analysis

The proponents of this legislation indicate there is a need for local law enforcement to have available one or more physical fitness programs to reduce, among other benefits, the risk of heart disease. It is anticipated that this program could ultimately have some impact on the number of local law enforcement officers who retire prematurely with job-related illness or injury. The cost to local government for these early retirements is substantial.

Although the Commission has developed two publications in the past related to physical performance and conditioning, these manuals were not specifically designed to provide model physical fitness programs which could be used by local law enforcement agencies on an on-going basis. The latest document,

OFFICIAL POSITION <b>OPPOSE</b>			
ANALYSIS BY <i>Don Beauchamp</i>	DATE <i>5/20/86</i>	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Thomas C. Boehm</i>	DATE <i>5/2/86</i>	COMMENT	



titled "Basic Academy Physical Conditioning Manual", was developed primarily for use in the basic training course. The physical fitness programs called for in this Resolution would require additional research and development work by POST staff. It is estimated that the total cost to carry out the provisions of the Resolution would be approximately \$207,000, spread out over the two-year duration of the project.

#### Comments

Because of the demonstrated need for the on-going physical fitness of law enforcement officers, it is appropriate that the Commission be identified as the agency to develop model physical fitness programs which may be used by local agencies. Although this Resolution would require POST to accelerate its efforts to develop these new programs within a two-year time period, it is anticipated that this can be accomplished without undue hardship on current POST research projects and programs, if the additional funds are allocated in the budget process.

#### Recommendation

Based on the latest amended version of the Resolution, it would appear appropriate that POST remove its opposition to SCR 67.

AMENDED IN SENATE MAY 15, 1986

AMENDED IN SENATE MAY 1, 1986

**Senate Concurrent Resolution**

**No. 67**

**Introduced by Senator Seymour**

**February 26, 1986**

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**Senate Concurrent Resolution No. 67—Relative to the Commission on Peace Officer Standards and Training.**

**LEGISLATIVE COUNSEL'S DIGEST**

SCR 67, as amended, Seymour. Peace officer standards and training.

This measure would direct the Commission on Peace Officer Standards and Training to develop one or more physical fitness programs that may be used by local law enforcement agencies for purposes of maintaining the necessary level of physical fitness so that the officers may perform their specified duties and minimize the risk of the development of heart disease. It would direct other state agencies to cooperate in the development of that physical fitness program or programs, *resolve that the commission, in conjunction with specified organizations, create an a ~~12~~member advisory committee, specify legislative intent regarding augmentation of the 1986-87 and 1987-88 Budget Acts for purposes of this measure, and direct the commission to report to the Legislature on or before January 1, 1988, concerning the development of the program.*

Fiscal committee: yes.

1 WHEREAS, There is a recognized need for job  
2 ~~validated~~ physical fitness programs for local law  
3 enforcement officers in order to minimize the risk of the  
4 development of heart diseases; and

1 WHEREAS, Under current law, the Commission on  
2 Peace Officer Standards and Training is given the  
3 responsibility to raise the level of competence of local law  
4 enforcement officers which includes the development of  
5 physical fitness programs for training of local law  
6 enforcement officers; now, therefore, be it  
7 *Resolved by the Senate of the State of California, the*  
8 *Assembly thereof concurring,* That the Commission on  
9 Peace Officer Standards and Training shall develop one  
10 or more physical fitness programs that may be used by  
11 local law enforcement agencies ~~for purposes of~~  
12 ~~maintaining the necessary level of physical fitness so that~~  
13 ~~law enforcement officers may perform their specified~~  
14 ~~duties and will minimize the risk of the to, among other~~  
15 ~~things, minimize the risk of the development of heart~~  
16 ~~disease; and be it further~~  
17 RESOLVED, That the program or programs be  
18 printed and distributed to local law enforcement  
19 agencies for their use; and be it further  
20 *Resolved,* That the California Highway Patrol and  
21 other appropriate state agencies cooperate with the  
22 Commission on Peace Officer Standards and Training in  
23 the development of a model physical fitness program or  
24 programs for use by local law enforcement agencies; and  
25 be it further  
26 ~~RESOLVED,~~ That a ~~12/~~member advisory committee,  
27 consisting of six members, each appointed by the County  
28 Supervisors Association of California and the League of  
29 California Cities, be created to assist the Commission on  
30 Peace Officer Standards and Training in the planning  
31 and development of the program or programs; and be it  
32 RESOLVED, That the Commission on Peace Officer  
33 Standards and Training, in conjunction with the County  
34 Supervisors Association of California and the League of  
35 California Cities, shall create an advisory committee to  
36 guide the development of the program or programs; and  
37 be it further  
38 *Resolved,* That it is the intent of the Legislature in  
39 adopting this resolution that the appropriation contained  
40 in the 1986-87 and 1987-88 Budget Acts for the

1 Commission on Peace Officer Standards and Training be  
2 augmented by an appropriate amount from the Peace  
3 Officer Training Fund to carry out the provisions of this  
4 measure; and be it further  
5 *Resolved*, That the Commission on Peace Officer  
6 Standards and Training report to the Legislature on or  
7 before January 1, 1988, concerning the development of a  
8 program pursuant to this measure.

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# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20145  
Sacramento, California 95820-0145

TITLE OR SUBJECT	AUTHOR	BILL NUMBER
Constable: Exemption from POST Standards	Senator Doolittle	SB 1020
SPONSORED BY Regional Council of Rural Counties	RELATED BILLS None	DATE LAST AMENDED 6-11-86

## BILL SUMMARY (GENERAL, ANALYSIS, ADVANTAGES, DISADVANTAGES, COMMENTS)

Note: The comments in the Analysis are limited to that section of the bill that relates to the Commission on Peace Officer Standards and Training (POST).

### General

Senate Bill 1020 would:

1. Provide that the Board of Supervisors of a county with a population of less than 200,000 may, with voter approval, abolish the Office of Constable and require that these duties be performed by the Sheriff or Marshal.
2. Provide that sworn personnel of an abolished Constable's Office shall be exempt from meeting the requirements set by the Commission on Peace Officer Standards and Training (POST) when they are assimilated into an existing Sheriff's or Marshal's department.

### Analysis

The sponsors of the legislation feel that there is a need to provide statutory authority for small counties to consolidate the Office of Constable with either the Sheriff's or Marshal's Office. Because of the obvious threat that this type of merger could jeopardize the employment of the incumbent Constables and their Deputies, it is felt that some protections relating to salary, rank, benefits and relief from having to meet the higher POST selection and training standards were necessary in this enabling statute.

The sponsors indicate that there are about 40 Constable and Deputy Constables who could be affected if their counties chose to consolidate activities. It is anticipated that less than one half of the eligible counties would ultimately carry out such a merger, therefore, no more than 20 persons would be involved in any exemption from meeting POST standards. As provided for in current law, all peace officers (Constables, Sheriffs and Marshals included) would continue to meet the Government and Penal Code requirements relating to selection and training.

Although the total number of persons who may, in fact, be exempted from meeting the minimum selection and training standards of POST are minimal, the fact remains that a former Constable, whose office had been merged into a Sheriff's department, could be assigned to general law enforcement duties with as little as 40 hours of training and no street experience, should this proposal

## OFFICIAL POSITION

ANALYSIS BY <i>Don Blanchard</i>	DATE 7/1/86	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Behm</i>	DATE 7/1/86	COMMENT	

succeed. In addition, such a person would also be exempt from meeting the continuing professional training requirement of 24 hours of training every two years. If the former Constable were promoted to supervisor and/or manager, he or she would also be exempt from meeting the supervisory and management training requirements. The selection standards required for all peace officers in the POST program would also be waived.

Aside from the direct effect on Constables whose office has been abolished, this measure would set a precedent of exempting peace officers from meeting the minimum selection and training standards of POST. The precedent could set the stage for further such requests in the future. The Commission is of the opinion that such exemptions are not necessary, even in the case of agency merger, as evidenced by marshal/sheriff mergers which have taken place in recent years with no apparent need for a waiver of the standards.

#### Recommendation

Oppose that portion of SB 1020 which addresses the exemption from meeting POST standards.

AMENDED IN ASSEMBLY JUNE 11, 1986  
AMENDED IN ASSEMBLY MAY 20, 1986  
AMENDED IN ASSEMBLY MARCH 19, 1986  
AMENDED IN SENATE MAY 15, 1985

**SENATE BILL**

**No. 1020**

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**Introduced by Senator Doolittle**

March 7, 1985

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An act to amend Section 71603.3 of the Government Code, and to amend Section 5 of Chapter 32 of the Statutes of 1986, relating to courts.

LEGISLATIVE COUNSEL'S DIGEST

SB 1020, as amended, Doolittle. *Courts Constables*.

(1) Existing law provides for a constable in each judicial district in which a justice court is established. In proceedings in the justice court, the constable has all the powers and duties imposed by law upon the sheriff with respect to proceedings in the superior court.

Existing law, applicable only to counties of the 34th, 43rd, 51st, and 54th classes, permits the board of supervisors by ordinance to abolish the office of constable and transfer the duties of the constable to the sheriff of the county.

This bill would extend this latter authority to any county with a population of 200,000 or less according to the 1970 federal census, authorize the duties of the constable to be transferred to either the sheriff or the marshal, and require the concurrence of a majority of the judges affected; provided, that if the constable holds an elective office, such an ordinance shall become effective only upon the approval of the electors of the county; and further provided, that no member of the office of the constable shall lose salary, rank,

or benefits, and that sworn personnel shall be exempt from meeting Peace Officer Standards and Training requirements.

(2) *Existing law provides that certain small counties responsible for the cost of homicide trials may apply to the Controller for reimbursement, as specified, and states the intent of the Legislature that this reimbursement shall be available only for costs incurred involving activities undertaken following the filing, in superior court, of an indictment.*

*This bill would amend the latter provision to refer, instead, to costs incurred involving activities undertaken following the filing, in superior court of an information or an indictment. The bill would also declare that this change is declaratory of existing law.*

Vote: majority. Appropriation: no. Fiscal committee: no. State-mandated local program: no.

*The people of the State of California do enact as follows:*

1 SECTION 1. Section 71603.3 of the Government  
 2 Code is amended to read:  
 3 71603.3. Notwithstanding the provisions of Sections  
 4 71602 and 71603, the board of supervisors of a county with  
 5 a population of 200,000 or less according to the 1970  
 6 federal census, with the concurrence of a majority of the  
 7 judges affected, may by ordinance abolish the office of  
 8 constable and, instead, require that the duties of  
 9 constable be performed by the sheriff or marshal;  
 10 provided, that if the constable holds an elective office,  
 11 such an ordinance shall become effective only upon the  
 12 approval of the electors of the county; and further  
 13 provided, that no member of the office of the constable  
 14 shall lose salary, rank, or benefits, and that sworn  
 15 personnel shall be exempt from meeting ~~Peace Officer~~  
 16 ~~Standards and Training requirements~~ *the requirements*  
 17 *set by the Commission on Peace Officer Standards and*  
 18 *Training, in the event the office of constable is abolished*  
 19 *pursuant to this section.*  
 20 SEC. 2. Section 5 of Chapter 32 of the Statutes of 1986  
 21 is amended to read:



1 Sec. 5. With respect to the amendments set forth in  
2 Sections 2 and 4 of this act, the Legislature finds and  
3 declares the following:

4 (a) That Chapter 1469 of the Statutes of 1984 enacted  
5 provisions intended to accomplish each of the following  
6 objectives:

7 (1) Authorized, until January 1, 1989, a new procedure  
8 for additional state reimbursement for costs of homicide  
9 trials in counties with a population of 300,000 or less.

10 (2) Directed the Office of Planning and Research to  
11 undertake a study, in cooperation with specified public  
12 agencies, concerning this provision for reimbursement  
13 and to report to the Governor and the Legislature no  
14 later than July 1, 1987.

15 (b) That pending the study outcome there is an  
16 immediate need to provide further interim state  
17 assistance to small rural counties, with a population of  
18 150,000 or less, that are facing worsening fiscal crises and  
19 serious cash flow problems due to extraordinary costs of  
20 the investigation and prosecution of a rash of multiple  
21 homicides.

22 (c) That authorization, for an interim period, be  
23 provided by this act establishing a revised procedure for  
24 small rural counties allowing them to be eligible for  
25 additional reimbursement, payable on a regularly  
26 scheduled basis, to help relieve the onerous financial  
27 burdens suddenly encumbered by excessive costs of  
28 homicide cases over which the small counties have  
29 virtually no control.

30 (d) That the short-term fiscal relief provided by  
31 subdivision (b) of Section 15202 of the Government  
32 Code, as amended by Section 2 of this act, recognizes and  
33 is consistent with the fiscal and programmatic  
34 relationships and responsibilities between the state and  
35 small rural counties as they involve funding and criminal  
36 justice program delivery of partnership programs of local  
37 and statewide significance.

38 (e) That the short-term fiscal relief provided by  
39 ~~subdivision~~ subdivision (b) of Section 15202 of the  
40 Government Code, as amended by Section 2 of this act,

1 shall only be made available to the applicable counties for  
2 the costs incurred by them as set forth in that section  
3 involving activities undertaken following the filing, in the  
4 superior court, of an indictment or *information*.  
5 *SEC. 3. Section 2 of this act corrects a technical error*  
6 *in the law and does not constitute a change in, but is*  
7 *declaratory of, existing law.*

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COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
Organizational and Personnel Policies Committee  
Telephone Conference Call  
July 15, 1986

MINUTES

The Organizational and Personnel Policies Committee met via telephone conference call on July 15, 1986. Present were Commissioners Montenegro (Chairman) and Grande. Executive Director Norman Boehm was also present. The meeting was noticed to the public and no requests for attendance were received.

The following topics were discussed:

Policy Re Recognizing Retiring Law Enforcement Officials

At the April Commission meeting, the Commission asked that a policy be developed under which retiring law enforcement officials may or may not be recognized by the Commission. It was the consensus of the Committee that the following policy be recommended to the Commission for adoption:

In response to occasional requests, it is the policy of the Commission that exemplary law enforcement service be recognized and appropriate resolutions, letters or other forms of expression be presented to honorees at the time of retirement. The Chairman of the Commission and the Executive Director shall determine and issue the appropriate type of recognition, and shall advise the Commission as periodically indicated.

It is not the Commission's intent that the policy obligate the Commission to recognize all retiring law enforcement officials; it is meant to be used as a guideline when occasional requests are received for an expression of recognition to a retiring law enforcement official.

Executive Director's Vacation Allotment

Commission Regulation Section 1017 requires the Commission, at the first meeting of each fiscal year, after a review of the performance of the Executive Director, to assign vacation credits for that position for the fiscal year. The Commission has authorized the Executive Director 33 days of vacation per year, with a cumulative cap of 60 days.

It is the recommendation of the Committee that the current allocation be continued with no changes this year.

There being no further business, the meeting was adjourned.

Commission on Peace Officer Standards and Training  
Advisory Committee Meeting  
Hilton Hotel, San Diego  
July 23, 1986

AGENDA

Call to Order and Roll Call	Chair
Approval of Minutes of Previous Meeting	Chair
Announcements	Chair
Commission Liaison Committee Remarks	Commissioners
Sub-Committee Report: Advisory Committee Awards	Brown/Wiley
Sub-Committee Report Dispatcher Selection/Training Standards	Owens
Futures Issues Discussion	Chair
Commission Meeting Agenda Review	Staff
Advisory Committee Member Reports	Members
Open Discussion	Chair
Adjourn	Chair

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083POST ADVISORY COMMITTEE MEETING  
April 23, 1986  
POST Headquarters  
Sacramento, CaliforniaMINUTESCALL TO ORDER

The meeting was called to order at 10 a.m. by Chairman Mike Sadleir.

ROLL CALL OF ADVISORY COMMITTEE MEMBERS

Roll was called.

Present were: Michael Sadleir, Chairman, Specialized Law Enforcement  
Carolyn Owens, Vice-Chairman, Public Member  
Don Brown, Calif. Organization of Police and Sheriffs  
Ben Clark, Calif. State Sheriffs' Assoc.  
Derald Hunt, Calif. Assoc. of Administration of Justice  
Educators  
Ron Lowenberg, Calif. Police Chiefs' Assoc.  
Joe McKeown, Calif. Academy Directors' Assoc.  
William Oliver, Calif. Highway Patrol  
William Shinn, Peace Officers' Research Assoc. of Calif.  
J. Winston Silva, Community Colleges  
Gary Wiley, Calif. Assoc. of Police Training Officers

Absent were: Ray Davis, Calif. Peace Officers' Assoc.  
Barbara Gardner, Women Peace Officers' Assoc. of Calif.  
Jack Pearson, State Law Enforcement Management  
Mimi Silbert, Public Member

Commission Advisory Liaison Committee Members present:

Commissioner Glenn Dyer  
Commissioner Edward Maghakian  
Commissioner Alex Pantaleoni  
Commissioner Robert Wasserman

POST Staff present:

Norman Boehm, Executive Director  
Glen Fine, Deputy Executive Director  
Don Beauchamp, Assistant to Executive Director  
Ron Allen, Bureau Chief, Training Delivery Services North  
Darrell Stewart, Bureau Chief, Training Delivery Services South  
Imogene Kauffman, Executive Secretary

## APPROVAL OF MINUTES

MOTION - Hunt, second - Silva, carried unanimously to approve the minutes, as amended, of the January 21, 1986 Advisory Committee Meeting in San Diego.

## ANNOUNCEMENTS

The following announcements were made:

- The next meeting of the Advisory Committee will be July 23 at the San Diego Hilton Hotel in San Diego. The Commission meeting the following day will be the annual joint Advisory Committee and Commission meeting.
- Following adjournment of today's meeting, there will be a tour of the new POST facility for those members interested.

## SUB-COMMITTEE REPORT - PRIVATIZATION IN LAW ENFORCEMENT

Sheriff Clark, Chairman of the "Privatization in Law Enforcement" Sub-Committee, appointed at a previous meeting in response to a Commission assignment to look into this issue, presented his Sub-Committee's final report. After a review of the recommendations, the full Committee endorsed them and added another recommendation that the Commission consider utilizing a POST Management Fellow to conduct further study on this subject.

MOTION - Sadleir, second - McKeown, carried unanimously that the sub-committee report, "Privatization in Law Enforcement", be submitted to the POST Commission.

## SUB-COMMITTEE REPORT - DISPATCHER SELECTION/TRAINING STANDARDS

Carolyn Owens, Chairman of the Dispatcher Selection/Training Standards Sub-Committee, reported that all of the questionnaires her group had distributed had not yet been received. The work plan is that the sub-committee will convene before the next meeting to go over the material that had been received and prepare a report to the Advisory Committee for the July meeting. There was a request that the report be mailed to the Advisory Committee members for review prior to the July 23 meeting.

## COMMISSION MEETING AGENDA REVIEW

Norman Boehm, Executive Director, reviewed and discussed the Commission meeting Agenda for the April 24, 1986 Commission meeting.

## COMMITTEE MEMBER REPORTS

Calif. Police Chiefs' Association - Ron Lowenberg announced that the Cal Chiefs Training Committee, in cooperation with the CPOA Administrative Training Committee and the FBI, San Francisco, will be hosting a Media Relations Course in June in the Bay Area. This will be a pilot program. If anyone is interested, contact CPOA.

Calif. Academy Directors' Association - Joe McKeown stated that CADA is in the process of reorganizing into a North and South concept where they will be able to meet more often and cut down on the distance. They also will be having meetings separately from the Basic Course Consortium meetings in the future.

Calif. Organization of Police and Sheriffs - Don Brown stated that COPS will be seeking POST assistance, at no cost, in the passing of SB 1887, a bill to establish a task force responsible to develop a program dealing with stress and psychological disabilities.

Calif. Assoc. of Administration of Justice Educators - Derald Hunt reported on the CAAJE conference held April 17-18. Highlights of the conference were of the upcoming study of the two-year pre-service course curriculum; California Lottery anti-fraud procedures and techniques, and presentations on video tape training. Officers were elected for 1986-87, and Mr. Hunt was elected President.

Calif. Assoc. of Police Training Officers - Gary Wiley reported CAPTO had its State Board meeting the first week in April. Planning is proceeding for the Training Managers Conference in Santa Maria in October to bring together training managers to talk about new issues for training, new products that are out and new vendors.

#### Adjournment

There being no further business to come before the Advisory Committee, the meeting was adjourned at 12:30.



Imogene Kauffman  
Executive Secretary

## SUMMARY OF DISPATCHER STANDARDS SURVEY

questions--

1. Should POST be setting selection and/or training standards for all public safety (fire, police, paramedic, etc.) dispatchers?
2. Should POST establish selection standards for dispatchers employed by a law enforcement agency participating in the POST Program?
3. Should POST establish training standards for dispatchers employed by a law enforcement agency participating in the POST programs?
4. Should POST establish a Professional Certificate Program for law enforcement dispatchers?

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GROUP NAME	#1 (Standards of all)	#2 (Standards LE only)	#3 (Training)	#4 (Certificate)
WOPA	Yes	Yes	Yes	Yes
COPS	Yes	Yes	Yes	Yes
CAPTQ	NO	NO	NO	NO
FISH & GAME	NO	Yes	Yes	Yes
CAL CHIEFS	Standard-desirable Selection- hamper	Yes	Yes	Yes
CHP	Yes	YES	Yes	
ACAD. DIR.	NO	Yes	Yes	Yes
CAAJE	Yes	Yes	Yes	Yes
PUBLIC	No	Yes	Yes	Yes

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NOTE: Survey not returned:

Ben Clark (CSSA)  
 Ray Davis (CPOA)  
 Jack Pearson

Bill Shinn (PORAC)  
 Mimi Silbert (Public)  
 Win Silva (Comm. College)



N. Legislative Review Committee

Commissioner Block reported that the Committee met just prior to this session and recommended the following on current legislation:

MOTION - Wasserman, second - Maghakian, carried unanimously to adopt the following legislative positions:

AB 1911 (Stirling) - requires POST to conduct a study relating to the deaths of peace officers in violent confrontations. SUPPORT

AB 1338 (Johnston) - addresses training for public safety dispatchers. The POST Advisory Committee will study the issue of selection and training standards for public safety dispatchers and submit with recommendations to the Commission as to whether this would be an appropriate training and certification functional area for POST to become involved.

O. Ad Hoc Committee on Eligibility for Command College

Commissioner Wasserman reported that the Commission's Ad Hoc Committee met in Sacramento on May 10, 1985.

MOTION - Wasserman, second - Wilson, carried unanimously to adopt the following eligibility criteria; persons applying for admission to the Command College must:

1. Have completed the POST Management Course;
2. Occupy a law enforcement management position which demonstrably includes full-time permanent responsibility to supervise others whose duties include supervising other full-time permanent personnel. This is generally at the rank of lieutenant or higher;
3. Demonstrate the potential for an executive position; and
4. Demonstrate the ability to influence policy or impact the operation of the agency.

P. Organizational and Personnel Policies Committee

Commissioner Montenegro reported that the Commission's Organizational and Personnel Policies Committee met on July 25, 1985 in San Diego to consider the Executive Director's compensation package.

MOTION - Montenegro, second - Wilson, carried unanimously by roll call vote to add three days' vacation time to the Executive Director's present annual baseline; and to express support for the professional training and development needs of the Executive Director, with approval for the expenditure of up to \$5,000 per year for this purpose.



# California POLICE CHIEFS Association Inc.

2012 H STREET, SUITE 102  
SACRAMENTO, CALIFORNIA 95814  
TELEPHONE 916 446-7847

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#### COMMITTEE CHAIRPERSONS

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NOMINATING  
Leonard K. Herendeen  
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PUBLICATIONS  
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STANDARDS AND ETHICS  
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Piedmont

TRAINING  
Bert Wasserman  
Piedmont

DEVELOPMENT AND MEANS  
H. O. "Sonny" Davis  
Retired - Barstow

May 29, 1986

Commission on Peace Officer  
Standards and Training  
1601 Alhambra Boulevard  
Sacramento, CA 95816-7083

Attention: Robert L. Vernon  
POST Commission Chairman

Dear Mr. Vernon:

The California Police Chiefs' Association received the response from the Commission on Peace Officer Standards and Training asking that we comply with POST policy in submitting three names for consideration to fill one position on the POST Advisory Committee. The letter was in response to our letter dated February 21, 1986, indicating we were satisfied with Chief Ron Lowenberg's performance and desired only to have him considered as our representative on the POST Advisory Committee.

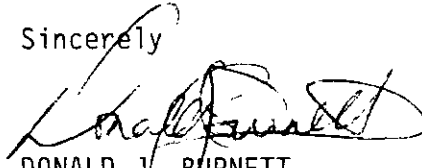
Your request was discussed at the California Police Chiefs' Association Executive Board Meeting on May 18, 1986. The Board is still desirous of having Chief Ron Lowenberg be our representative on the Advisory Committee. To satisfy your policy, Chief Roger Moulton, Redondo Beach, and Chief Craig Steckler, Piedmont, are also very worthy of consideration for appointment.

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Robert L. Vernon  
Page 2  
May 29, 1986

We look forward to your decision in the near future and continued consideration in the development of the law enforcement profession in the State of California.

Sincerely



DONALD J. BURNETT,  
Secretary  
California Police Chiefs'  
Association

cgr

cc: Chief Elwin "Ted" Cooke,  
Culver City Police Dept.

Chief Ron Lowenberg,  
Cypress Police Dept.

Chief Roger Moulton  
Redondo Beach Police Dept.

Chief Craig Steckler  
Piedmont Police Dept.



DEDICATED TO EXCELLENCE IN LAW ENFORCEMENT  
THROUGH EDUCATION AND TRAINING.

March 21, 1986

Norman C. Boehm, Executive Director  
Commission on Peace Officer Standards and Training  
1601 Alhambra Boulevard  
Sacramento, CA 95816-7083

Dear Dr. Boehm:

This is to acknowledge your request for Commission Advisory Committee Membership. Please continue with the representation of Mr. McKeown as our primary person. Our second nomination is Bob Kristic of Redwood Center, and our third choice is Norm Cleaver of Santa Rosa Center.

Thank you.

Sincerely,

Kestie A. Clark  
Chairman of C.A.D.A.

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COMMUNICATIONS SECTION

CALIFORNIA

ORGANIZATION OF

POLICE AND

SHERIFFS



☑ Southern California Office  
224 E. Olive Ave., Suite 301  
Burbank, CA 91502  
(818) 841-2222

☐ Northern California Office  
510 7th Street  
San Francisco, CA 94103  
(415) 861-5060

March 4, 1986

Robert L. Vernon, Chairman  
Commission on Peace Officer  
Standards and Training  
1601 Alhambra Boulevard  
Sacramento, CA 95816-7083

Dear Commissioner Vernon:

Pursuant to your letter of January 28, 1986, we submit the following three names, in order of preference, for consideration for appointment as COPS' representative on the POST Advisory Committee:

1. Don Brown, Burbank P.D.
2. Mike Scott, Daly City P.D.
3. Tim Chamberlain, Long Beach P.D.

If I can be of any further assistance do not hesitate to contact me.

Sincerely,

Al Angele, General Manager  
California Organization of Police and Sheriffs

aa

MAR 7 1 54 PM '86

COMMISSION ON POST



# CAUSE

California Union of Safety Employees

915 20th Street • Sacramento, CA 95814 • (916) 447-5262 • (916) 447-9111

Association of Conservation  
Employees

Association of Criminal  
Identification and  
Investigative Specialists

Association of Criminalists  
— DOJ

Association of Deputy  
Commissioners

Association of Motor Carrier  
Operations Specialists

Association of Motor Vehicle  
Investigators of California

Association of POST  
Consultants

Association of Special Agents  
— DOJ

California Association of  
Criminal Investigators

California Association of  
Deputy Registrars  
of Contractors

California Association of  
Food and Drug Officials

California Association of  
Fraud Investigators

California Association  
of Lifeguards

California Association of  
Regulatory Investigators  
and Inspectors

California Association  
Special Investigators

CHP — Radio Dispatchers  
Association

California Organization of  
Food and Agriculture  
Inspectors

California Organization of  
Licensing Registrars  
Examiners

California State Police  
Association

Fire Marshal's and  
Emergency Services  
Association

Fish and Game Wardens  
Protective Association

Hospital Police Association  
of California

Housing and Community  
Development Employees  
Association

State Employed Fire Fighters  
Association

State Park Peace Officers  
Association of California

March 13, 1986

Mr. Robert Vernon  
POST Commission Chairman  
1601 Alhambra Blvd.  
Sacramento, CA 95816-7083

Dear Mr. Vernon:

Thank you for your letter of January 28, 1986

The following three names are the people this association would appreciate being considered as a POST appointed representative to CAUSE to serve the next 3 year term. This list is prioritized as per your request.

Mike Sadleir Incumbent

John Thompson Association of Special Agents

Robert Keszler California Association of Criminal  
Investigators

If you have any comments or question, please feel free to contact me at 447-5262.

Sincerely,

Lewis R. Hayden  
CAUSE President

cc: Mike Sadleir  
John Thompson  
Robert Keszler

LRH/dw