

COMMISSION MEETING AGENDA  
April 23, 1987  
10:00 a.m.  
Sacramento Hilton Inn  
Eagle Room  
2200 Harvard Street  
Sacramento, CA 95815  
(916) 922-4700

CALL TO ORDER

FLAG SALUTE

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTIONS

APPROVAL OF MINUTES

- A. Approval of the minutes of the January 22, 1987 regular Commission meeting at Hyatt Islandia in San Diego.

CONSENT CALENDAR

B.1 Receiving Course Certification Report

Since the January meeting, there have been 27 new certifications and 4 decertifications. In approving the Consent Calendar, your Honorable Commission takes official note of the report.

B.2 Receiving Financial Report - Third Quarter FY 1986/87

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

B.3 Affirming Commission Policy Set by Action at January 22, 1987  
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.

At the last meeting, the Commission approved policy concerning the admission of persons from non-reimbursable law enforcement agencies to the Command College.

The policy is described fully in the report under this tab. In approving the Consent Calendar, your Honorable Commission affirms the policies as described.

B.4 Approving Resolution Commending Management Fellow John D. Kramer

In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending Sergeant John D. Kramer of the City of Fairfield Department of Public Safety for his service as a POST Management Fellow. Sergeant Kramer successfully concluded the study on California Peace Officers Killed in the Line of Duty.

B.5 Approving Resolution Commending Advisory Committee Member Raymond C. Davis

Raymond C. Davis, Chief of Police, City of Santa Ana has served as a member of the Advisory Committee since 1984. He is the representative from the California Peace Officers Association. In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending and thanking Chief Davis for his service.

B.6 Approving Resolution Commending Advisory Committee Member Jack Pearson

Jack Pearson has served as a member of the Advisory Committee for two separate terms. He has represented the Peace Officers Research Association of California and the Department of Personnel Administration. In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending and thanking Jack Pearson for his service.

B.7 Approving Resolution Commending Retiring Bureau Chief Gene DeCrona

Gene DeCrona came to POST as a retired Los Angeles Police Department Captain eleven years ago. He has made numerous contributions to law enforcement as a POST Consultant and Bureau Chief. He is now retiring from State Service. In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending and thanking Gene DeCrona for his service.

PRESENTATIONS

PRESENTATION OF RESOLUTION TO ADVISORY COMMITTEE MEMBER RAYMOND C. DAVIS

PRESENTATION OF RESOLUTION TO POST MANAGEMENT FELLOW JOHN D. KRAMER

PRESENTATION OF RESOLUTION TO RETIRING BUREAU CHIEF GENE DE CRONA

EXECUTIVE OFFICE

C. Report on Facilities and Equipment Needs Study - Potential for Capitalizing Needs by Way of a Bond Issue

On October 1986, the Commission initiated a study on training facilities and equipment needs statewide. The purpose of the study was to assess present training capabilities and future capital needs in light of the increasing trainee volume and complexity of the job. The draft of the

study, which includes the potential for seeking a statewide bond issue, has been reviewed by the Long Range Planning Committee and will be forwarded to the Commissioners prior to the Commission meeting. The matter is before the Commission for discussion with the Committee's recommendation to seek a \$300,000,000 General Obligation Bond Issue. This would be money separate from the POTF and be made available over a period of several years as development of the program proceeds.

At the heart of the proposal is to provide necessary facilities and equipment needed to reduce training time, increase retention, and improve relatedness of training to actual conditions. This is particularly important in the essential areas of weapons and driver training which have critical life, death and injury consequences. Included in the study are recommendations for new applications of existing technology to assist in training in these basic and critical law enforcement skills in ways simply not possible at present.

The study recommends that POST, agencies and community colleges and other trainers prepare plans to develop and provide facilities and equipment within a number of regional skills training areas statewide. These areas would provide comprehensive training in realistic training settings, using the most effective methods, techniques and physical facilities. Training in weapons, vehicles, SWAT, drugs, and other subjects would be done using mock sites, crime scene sets, simulators, and other specialized training approaches.

The bonding process will, of course, require approval of the Governor, the Legislature, and others to place an issue on a future ballot. If successful, implementation would need to be staged over several years. The public will benefit as a result of a successful program which would be a legacy of excellence and leadership in law enforcement training for many years to come.

If the Commission concurs that there is a need to move ahead with a plan to develop regional skills training areas throughout the State, the appropriate action would be a MOTION to authorize staff to seek legislation which will result in a \$300,000,000 bond issue being brought before the voters in 1988.

#### D. Report on Field Needs Survey Recommendations

The Field Needs Survey Report has been completed and forwarded to the Commissioners along with this agenda. Upon approval, the report will be made available to interested parties on request. A summary will be prepared and distributed to law enforcement agencies and training institutions. There are a number of recommendations that can be drawn from the report as outlined in the executive summary, ranging from requiring Instructor Development Training to POST providing assistance with recruitment.

If the Commission concurs, appropriate action would be a MOTION to approve the report and refer evaluation of the future potential of the views identified in the report to the Long Range Planning Committee.

## STANDARDS AND EVALUATION

### E. Report on Extending 270-Day Limit on Acceptance of Medical and Psychological Examinations - Recommendation to Schedule a Public Hearing for July 23, 1987

At the January 22, 1987 Commission meeting, the Sacramento Police Department requested a waiver to current Commission Procedure C-2-2, which requires that medical and psychological suitability examinations be conducted within 270 days of appointment as a peace officer for persons hired by Sacramento as Community Service Officers, and then upgraded to regular officer status typically within 18 months to two years from the initial hire date. Persons employed by the Sacramento Police Department as Community Service Officers must meet all POST entry-level requirements for employment as a peace officer, including current medical and psychological suitability screening requirements. Further, they attend a POST-certified basic course immediately upon employment as a Community Service Officer, and they work continuously on a half-time basis performing ancillary law enforcement related duties.

Upon hearing the testimony presented in conjunction with the waiver request in January, the Commission directed that staff further study the request and present a report at the April 23, 1987 Commission meeting which (1) details the extent to which the Sacramento Police Department's policies for hiring and upgrading Community Service Officers are unique; (2) includes possible waiver options to the current 270-day limit under limited circumstances; and (3) addresses the 270-day time limit in general, and proposes any modifications to the current requirement that appear warranted.

As detailed in the full report, the Sacramento Police Department's Community Service Officer program appears to be unique. No other agency was located that hires and upgrades civilian employees into peace officer positions in the same manner. Chief John Kearns, Sacramento Police Department, in personal correspondence to the Commissioners, has described the Sacramento CSO program. A copy of his letter to the Commissioners is included with the report under this tab.

Widespread support was found among the medical and psychological specialists contacted that the current 270-day time limit on the exams they conduct could be extended to one year. There was virtually no support for extending the time limit beyond one year. There was also consensus among the specialists that abbreviated medical and psychological update evaluations for persons who upgrade from civilian to regular officer or reserve officer to regular officer status within a department would suffice given certain circumstances.

Detailed in the report are five different options for action, ranging from making no changes to the current 270-day time limitation to the recommended option of extending the current 270-day requirement to one year and provided that "updated" medical and psychological suitability examinations are also conducted in those limited circumstances where an individual:

- (1) upgrades within the same department from civilian or reserve officer status to regular status; or
- (2) was screened for initial employment in accordance with POST's entry-level medical and psychological suitability requirements and the results of such initial examinations are available for review; or
- (3) has been continuously employed by the department and whose employment records are available for review.

Adoption of the recommended option would require a public hearing to modify and amend Commission Procedure C-2. Suggested language changes and additions are presented in the full staff report.

If the Commission concurs with the staff recommendation, the appropriate action would be a MOTION to schedule a public hearing for the July 23, 1987 Commission meeting for the purpose of modifying and amending Commission Regulation 1002 and Procedure C-2 to incorporate the provisions of the above recommended option.

#### TRAINING PROGRAM SERVICES

##### F. Report on an 80-Hour Re-Entry Training Course and Revisions to Three-Year Rule - Recommendation to Schedule a Public Hearing for July 23, 1987

Two years ago, the Commission established that all former officers re-entering law enforcement work with a three-year break in service must be retrained or pass the Basic Course Equivalency Exam. Work has also been proceeding on an 80-hour re-entry course as a third requalifying alternative. The re-entry training course would concentrate on legal changes and critical topics and skills. Testing would also be required. The training course would alleviate problems now being experienced in the equivalency testing process.

Technical changes consistent with the original intent of the "three-year rule" are also proposed to make clear that the rule concerns only appointments to and service in positions for which POST requires a basic course, and to provide a new exemption for disabled former officers reinstated to "light duty" positions. In addition, modifications are being proposed to add clarity to POST's requirement that candidates complete the entire BCW application/evaluation/testing process within two years from the date they start it. Proposed changes are described in the report under this tab.

If the Commission concurs, the appropriate action would be a MOTION to schedule a public hearing for July 23, 1987 to consider amendment of Regulation 1008, and PAM, Section D-11 to effect the following proposed changes:

1. Add an 80-hour re-entry course as an alternative means of requalification.

2. Require that the starting date for the three-year rule shall be determined from the last date of employment in a California peace officer position "for which a basic course is required."
3. Add an exemption for officers returning to "light" duty after being off due to injuries or illness.
4. Include technical changes clarifying the two-year time limitation for completing the Basic Course Waiver Process.

G. Recommendation to Schedule a Public Hearing for July 23, 1987 on Proposed Supervisory Course Curriculum Changes

As an annual routine curriculum update of the required Supervisory Course, staff and the course coordinators/instructors focused this year on the existing subjects of Legal Issues and Leadership. In addition, the need for a new subject on Values, Principles and Ethics has been reviewed as a result of previous Commission direction to consider treatment of these areas in existing mandated courses.

The current POST curriculum requirements for this course include considerable attention to legal and liability issues as part of various other subjects. A new subject of Liability Issues is recommended to be offset by dropping the legal content from existing subjects and reducing their hours correspondingly. It is also proposed that testing be added as a subject so that course presenters will conduct diagnostic testing to help assure subject mastery.

The proposed new eight-hour subject of Values, Principles and Ethics has been developed and is being recommended for addition to the course. A detailed description of this curriculum is provided under this tab. This is the Commission's first specific venture into this type of instruction in a direct manner, and improvements in this approach may need to be considered from time to time. In the future, the concept of providing the principles which underlie training and guide actions will be extended to other training. In this context, it relates more to personal and professional behavior.

This proposed change would increase the minimum course hours from 72 to 80. All existing courses are at 80 hours or more so there would be no fiscal impact upon POST or local agencies.

Revisions to Commission Procedure D-3 are subject to public hearing requirements. It is also recommended that the hourly designations for individual subjects listed in Commission Procedure D-3 be deleted to permit flexibility to react to changing curriculum needs as well as make this procedure consistent with the Management and Executive Development Courses. Therefore, if the Commission approves of these changes a public hearing would be scheduled for the July meeting.

If the Commission approves, the appropriate MOTION would be to approve a public hearing for July 23, 1987 to amend Regulation 1005 and PAM, Section D-3 to increase the minimum hours for the Supervisory Course from 72 to 80; to accommodate the addition of the topic Values, Principles and Ethics; and address Liability Issues; and to incorporate Testing.

## COMMITTEE REPORTS

### H. Report of Certificate Review Committee

Commissioner Wasserman of the Certificate Review Committee will report on the results of Committee meetings held in Ontario on April 2, 1987, and in Sacramento on March 10, 1987 and April 22, 1987.

### I. Finance Committee - Contracts Approval

At the January meeting, the Commission authorized negotiation of a number of contracts for training and other services. These contracts were reviewed and approved by the Finance Committee at its April 6, 1987 meeting in Newport Beach. Commissioner Wasserman, Chairman of the Finance Committee, will report the Committee's recommended approval of the following contracts and contract amendments.

1. Management Course Contracts -- Approval of Management Course contracts with five presenters consistent with the chart below is recommended for FY 1987/88:

<u>Presenter</u>	<u>Presentations</u>	
CSU - Humboldt	4	\$ 58,960.00
CSU - Long Beach	5	68,270.00
CSU - Northridge	3	38,631.00
CSU - San Jose	5	51,360.00
San Diego Regional Training Center	5	73,250.00
Total	<u>22</u>	<u>\$ 290,471.00</u>

(The 1986/87 amount is \$279,434.)

2. A contract with California State Polytechnic University, Pomona, for five presentations of the Executive Development Course is recommended for FY 1987/88. \$ 73,305.00  
(The 1986/87 amount is \$70,270.)
3. A contract with the San Diego Regional Training Center for Executive Leadership Training. The San Diego Regional Training Center serves as chief contractor for a variety of training activities of the Commission conducted by the Center for Executive Development. \$ 334,760.00  
(The 1986/87 amount is \$343,287.)
4. An Interagency Agreement with the Department of Justice Training Center to provide training in their areas of expertise is recommended. They will be training 4,933 students in 27 separate courses. They will offer 182 presentations in FY 1987/88. \$ 736,558.00  
(The 1986/87 amount is \$733,719.)

- |    |   |               |
|----|---|---------------|
| 5. | <u>A contract with Cooperative Personnel Services to administer the Basic Course Proficiency Examination for FY 1987/88.</u> CPS has done an adequate job in the past at a lesser cost than could be done by additional POST staff. Increased contract amount reflects a potential approximate 10% increase in the number of basic academy graduates. (The 1986/87 amount is \$26,273.) | \$ 29,492.00  |
| 6. | <u>Contracts with Cooperative Personnel Services to administer and score the POST entry-level reading and writing tests.</u> Increased contract amounts reflect an anticipated modest increase in the use of the tests. Billing rate increases over the current year average less than 2%. (Contract amounts for 1986/87 total \$157,673.)  | \$ 169,613.00 |
| 7. | <u>An Interagency Agreement with the State Controller for auditing services for FY 1987/88.</u> (The 1986/87 amount is \$80,000.)   | \$ 85,000.00  |
| 8. | <u>A computer services contract with Motorola Computer Systems, Incorporated, for maintenance of the Four Phase computer equipment is recommended.</u> (The 1986/87 amount is \$22,812.)  | \$ 25,092.00  |
| 9. | <u>A contract with the State's Teale Data Center allowing POST staff to utilize the Center's mainframe computer capabilities to perform complex data analyses that cannot be accomplished on the Four-Phase Systems equipment.</u> (The 1986/87 amount is \$89,000.)  | \$ 89,000.00  |

In addition to the contracts above, which were approved in concept in January, the following two proposed new contracts and one proposed contract extension are also recommended for approval by the Commission:

- |     |   |              |
|-----|---|--------------|
| 10. | <u>Contract for Test Development and Evaluation Services (in three parts)</u> | \$ 89,000.00 |
|-----|---|--------------|

Part 1--Peace Officer Physical Fitness

Concerns over the current pass point on the POST Physical Abilities Test are widespread, and the Commission directed last October that a follow-up study be conducted to evaluate whether sufficient job-relatedness evidence exists for raising the pass point. The study will involve follow-up evaluation of both test and field performance of recent academy graduates. Concurrent with this research, it is proposed that information germane to the lifetime fitness goal of the physical conditioning program also be collected.



## Part 2--Equating Test Scores

Software is needed to permit more accurate and expeditious equating of test forms and test scores across the various forms of the POST Reading and Writing Tests, the POST Proficiency Examination, and the POST Basic Course Waiver Examinations (Two). Once developed, such software will greatly enhance our capability to develop alternative test forms and to equate test scores across forms.

## Part 3--Development of New Basic Course Waiver Exams.

An alternative form to the Basic Course Waiver Examination is needed to allow for retesting of persons who fail the exam initially (currently they retake the same exam). In addition, a totally new test is needed to replace the current outdated Specialized Basic Investigators Course Waiver Exam.

A sole source contract with Cooperative Personnel Service (CPS) is requested because they have the technical expertise to perform the work; they are located in Sacramento; and POST has established a good working relationship with CPS over the years. CPS is a Joint Power Authority simplifying the contract process.

11. A contract with Arthur Young International for installation services associated with the new POST computer. As members of the Commission will recall, POST began the process to acquire a new computer system in December 1984. In addition to acquisition of hardware now underway, it will be necessary to contract for program conversion services. The services will include reprogramming, system debugging, and a host of technical support services. \$ 170,820.00

As the firm of Arthur Young International has been our consultant during this acquisition process, we recommend that they be given the contract to provide these consultive services for the installation and conversion to the new POST Management Information System Computer.

12. Recommendation for Extension of Contract for POST Management Fellow Jim Holts. At the July 1985 meeting, the Commission authorized the Executive Director to sign a contract to secure the services of a POST Management Fellow in order to research driver training issues including a long range driver training plan and the feasibility of a simulator. Subsequently, a contract was entered into with the County of Los Angeles to secure one year's service of Lieutenant Jim Holts of the Los Angeles County Sheriff's Department. Lieutenant Holts commenced work for POST in November 1985. At the July 1986 meeting, the Commission approved a request to extend this contract an additional eight months, through June 30, 1987.

\$ 100,000.00

The research provided by Lieutenant Holts has resulted in the Commission approving the Long Range Driver Plan and Driver Training Simulator Feasibility Report at the January 1987 meeting. Lieutenant Holts has developed considerable expertise on the driver training simulator which would be of significant value to POST in developing a request for proposal and monitoring the contract on Phase 2 - Driver Training Simulator, Feasibility and Technical Design Study (Front End Analysis). In addition to this assignment, if the Commission approves of his contract extension, he would also be assigned to (1) research the possibilities of securing federal or other funding assistance, (2) serving as the POST Project Coordinator to the Shoot/No-Shoot Simulator contract with the Los Angeles County Sheriff's Department, and (3) providing research assistance on the regional facilities/bond issue study.

If the Commission concurs, the appropriate action would be a MOTION to adopt the recommendation of the Finance Committee, approve the contracts as recommended, and authorize the Executive Director to sign them on behalf of the Commission. (ROLL-CALL VOTE)

J. Long-Range Planning Committee

Commissioner Wilson, Chairman of the Long Range Planning Committee, will report on the Committee meeting held in Newport Beach on April 6, 1987.

K. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, will report on the results of the Committee meeting held in Sacramento on April 23, 1987.

L. Advisory Committee

Carolyn Owens, Chairman of the POST Advisory Committee, will report on the results of the Committee meeting held in Sacramento on April 22, 1987.

OLD/NEW BUSINESS

M. Correspondence

1. Request from Frank Patino, President, Southern Chapter, California Law Enforcement Association of Records Supervisors, Inc. (CLEARS) to become member of the POST Advisory Committee.
2. Letter from R. Brian Kidney, Assistant Chief Clerk, California State Assembly, acknowledging receipt of POST study, "California Peace Officers Killed in Line of Duty".
3. Letter from Roland C. Dart, Dart Management Services, concerning awards program from the American Justice Institute.

N. Appointment of Advisory Committee Member

The terms of a number of Advisory Committee members will expire before the Commission's October meeting. As is its practice, the Commission considers nominations by constituent agencies at the April meeting with the honoring of departing members conducted at the July meeting. With the exception of the public members, three nominees have been furnished by each of the following organizations represented on the Advisory Committee:

- o California Highway Patrol
- o Community Colleges
- o California State Sheriffs' Association
- o Public Member
- o Public Member

In addition, the California Peace Officers Association has furnished a list of three nominees to fill the unexpired term of Chief Raymond C. Davis, who has submitted his resignation from the Advisory Committee effective April 23, 1987. This term will expire in September 1988.

O. Special Meeting

As recommended by the Finance Committee, a special Commission meeting for the purpose of awarding the computer contract is tentatively scheduled for Tuesday, May 26, 1987, at 11:00 a.m. in Burbank.

P. Report of the Nominating Committee

Commissioner Vernon, Chairman of the Nominating Committee, or his representative, will report on results of the Committee's recommendations for Commission Chairman and Vice-Chairman.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

July 23, 1987 - Bahia Hotel, San Diego  
October 22, 1987 - Hilton Hotel, Concord  
January 22, 1988 - Radisson Hotel, San Diego  
April 21, 1988 - Sacramento (To be Determined)

RECESS TO EXECUTIVE SESSION

San Francisco Patrol Special Officers Versus POST

The Commission will adjourn to executive session which, in accordance with Section 11126(q) of the Government Code, will be closed to the public. The purpose of the executive session is to discuss a legal action which has been filed by the San Francisco Patrol Special Police Officers Association.

RETURN FROM RECESS

ADJOURNMENT



**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**

1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

COMMISSION MEETING MINUTES

January 22, 1987  
Hyatt Islandia  
San Diego, California

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

Commissioner Robert Vernon led the Pledge of Allegiance.

ROLL CALL OF COMMISSION MEMBERS

A calling of the roll indicated a quorum was present.

Commissioners Present:

B. Gale Wilson, Chairman  
Robert Wasserman, Vice-Chairman  
Sherman Block  
Carm Grande  
Cecil Hicks  
Edward Maghakian  
C. Alex Pantaleoni  
Robert Vernon  
John K. Van de Kamp, Attorney General

Commissioners Absent:

Raquel Montenegro

Also Present:

Carolyn Owens, Chairman, POST Advisory Committee

Staff Present:

Norman C. Boehm	- Executive Director
Glen Fine	- Deputy Executive Director
Don Beauchamp	- Assistant Executive Director
Dave Allan	- Bureau Chief, Compliance & Certificate Services
John Berner	- Bureau Chief, Standards and Evaluation
Ted Morton	- Bureau Chief, Center for Executive Development
Otto Saltenberger	- Bureau Chief, Administrative Services
Harold Snow	- Bureau Chief, Training Program Services
George Williams	- Bureau Chief, Information Services
Vera Roff	- Executive Secretary

POST Advisory Committee Members Present:

Ron Lowenberg  
Gary Wiley

## VISITOR'S ROSTER

Pat Cameron, National City Police Department  
Alan Cotten, Southwestern College  
Michael George, Sacramento Police Department  
Mark Ippolito, Escondido Police Department  
Jim Kneebone, National City Police Department  
Dennis Kollar, San Diego Sheriff's Department  
Fred Penn, San Bernardino County Sheriff's Training Center  
Joan Schmidt, San Diego Marshal's Office  
Austin Smith, Golden West College  
Dan Spratt, Orange County Sheriff's Department  
Robert Sullivan, State Police Association  
Louis A. Trovato, Los Angeles Police Department  
Dan Wolf, Chula Vista Police Department

### A. Approval of Minutes of January 22, 1987 Commission Meeting

MOTION - Wasserman, second, Vernon, carried unanimously to approve the minutes of the October 23, 1986 regular Commission meeting at Griswold's Inn in Claremont.

### B. Approval of Consent Calendar

MOTION - Wasserman, second - Vernon, carried unanimously to approve the following Consent Calendar.

#### B.1. Receiving Course Certification Report

Since the October meeting, there have been 35 new certifications and one decertification.

#### B.2. Receiving Financial Report - Second Quarter FY 1986/87

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

#### B.3. Receiving Information on New Entry Into POST Specialized Program

The Ventura County Public Social Services Agency has met the Commission's requirements and has been accepted into the Specialized Law Enforcement Program.

### C. Public Hearing for Receiving Testimony on the Proposal to Allow Reimbursement for Non-Sworn Executives in Reimbursable Law Enforcement Departments Attending the Executive Development Course

The purpose of the public hearing was to receive testimony on the proposed amendments to Commission Regulation 1014 and Procedure E-1-3e and E-1-4a. The public hearing was held in compliance with the requirements as set forth in the Administrative Procedures Act to provide public input on the proposed changes.

A report was presented by the Executive Director which included a summarization of written testimony received from the following:

James G. Marshall, Ceres City Manager, stated support for the proposed amendment.

Dave Harris, Dixon City Manager, stated support for the proposed amendment adding that it would give broader perspective to police services and personnel.

Tom Clark, Kings County Sheriff-Coroner, stated support for the proposal. Sheriff Clark stated that law enforcement agencies benefit because of the talents and professional training of non-sworn employees. It would not be cost effective to assign peace officers in such positions.

Laurence R. Marshall, Oceanside Chief of Police, stated support for the proposal noting that with the increase in the employment of civilians throughout many law enforcement agency positions, it is imperative that appropriate training be available commensurate with these responsibilities.

Sherman Block, Los Angeles County Sheriff, stated support for the proposal. Sheriff Block also stated the changes would allow his department to fulfill the training needs of the individuals in his department who qualify and that it would enhance the overall quality of his executive staff.

John C. Smith, Mountain View Chief of Police, stated support for the proposal because he believes the proposed change is in the best interest of law enforcement.

Mel Nelson, Livermore Chief of Police, stated support for the proposal because his department strongly supports equitable training for all of its employees regardless of sworn or non-sworn status.

Ray Belgard, Watsonville Chief of Police, stated opposition to the proposal because the definition of executive position, as stated in Regulation 1001J, is limited and the proposed change would be discriminatory to smaller agencies and their middle management positions.

William M. Rathburn, Deputy Chief, Los Angeles Police Department stated support for the proposal because his department is committed to deploying highly qualified civilian personnel in executive positions; the proposal will assist in the achievement of this goal.

Joseph P. Bonino, civilian Commanding Officer of the Records and Identification Division, Los Angeles Police Department, also wrote in support of the proposal stating attendance of the Executive Development Course would assist in the development of himself and other non-sworn individuals holding executive positions. Mr. Bonino stated in his current assignment he is in charge of over 370 employees in various classifications, including sworn Lieutenants and below.

Charles Drescher, Civilian Commanding Officer of the Automated Information Division, Los Angeles Police Department, wrote in support of the proposal stating he and other non-sworn individuals holding executive positions would benefit from attendance of the Executive Development Course. Mr. Drescher stated in his current assignment he is in charge of over 80 employees in various classifications, including sworn sergeants and below.

Raymond E. Farmer, Rialto Chief of Police, wrote in support of the proposal stating (1) the proposal is a timely action because law enforcement agencies recognize the value of hiring and promoting non-sworn personnel into the management ranks; (2) the Executive Development Course will provide non-sworn command level staff with an understanding of the important issues impacting executive law enforcement decision making; and (3) reimbursement for attendance of the Executive Development Course will lessen budgetary insufficiencies for non-sworn training.

Following the staff report, the Chairman invited oral testimony. No one present indicated the desire to be heard.

The Commission heard staff response to the issue raised by Chief Belgard. Ray Belgard Watsonville Chief of Police, wrote that non-sworn executive positions as defined by the Commission, are a luxury reserved for large agencies. He suggested that these positions could be subordinate to Lieutenant positions in the Watsonville Police Department which he says has a total of 48 sworn personnel.

Staff recommended that the proposal made by Chief Belgard to extend attendance of the Executive Development Course to middle management positions such as Lieutenants not be adopted by the Commission because the proposal is not sufficiently related to this public hearing,

The hearing was closed and the following action was taken:

MOTION - Vernon, second - Wasserman, carried unanimously to approve revisions to Commission Regulation 1014, Training for Non-Sworn Personnel, and Procedure E-1-3; and amend and add new language to Procedure E-1-4 (see Attachment A).

D. Waiver of 270-Day Limit on Acceptance of Medical and Psychological Examinations - Request by Sacramento Police Department

The Commission received a request from the Sacramento Police Department that Commission Procedure C-2-2, which requires that "Physical and Psychological Suitability Examinations shall be conducted as specified in Government Code Section 1031(f) within 270 days before hire", be re-



examined and changed to accommodate the police department's procedure of hiring community service officers who are continuously employed prior to becoming regular police officers.

Following a staff report, Lt. Michael George, representative from the Sacramento Police Department, Personnel and Training Section, provided input on the issue. During the discussion it was pointed out that some agencies, as a matter of policy, use paraprofessional positions as a precursor to possible full time appointment as a peace officer. These agencies may meet all POST peace officer selection standards in filling paraprofessional positions. The Commission further discussed issues relating to waiving selection requirements for persons appointed as peace officers who had previously met these standards at the time of their initial appointment as paraprofessionals with the same agency. The Commission made the following motion:

MOTION - Van de Kamp, second - Wasserman, carried unanimously to request staff to: (1) prepare possible waiver options for persons who are employed in a non-sworn classification with a law enforcement agency after meeting all of the POST peace officer selection standards who are subsequently appointed into a sworn classification with the same agency; (2) further review of the 270-day limit generally; and (3) include these and other considerations in a report which the Commission can use in reviewing the policy options at a future meeting.

E. Basic Course Pre-Employment Academy Evaluation Report - Recommendation to Remove Sunset Provision from Southwestern and Napa College Academies

In January 1984, the Commission approved a three-year study for Southwestern Community College and Napa Valley College to conduct extended basic format courses. Staff reported that both pilot academies had invested considerable effort and resources in developing their programs and capability to offer basic training. Staff recommended that the Commission remove the Sunset provision.

MOTION, Maghakian, second - Hicks, carried unanimously to remove the certification sunset provision for the pilot extended format academies and continue certification subject to the annual POST re-certification process.

F. Recommendation to Approve a Marketing Agreement with Comsell, Inc. for the Computer/Video Interactive (CAIVI) PC 832 Course

At its October 1985 meeting, the Commission approved the award of a contract to develop, by early 1987, a CAIVI program which would be an additional means for delivering the training of peace officers as required by California Penal Code Section 832. In April 1986, the Commission directed staff to pursue the idea of entering into an agreement with vendors for the marketing of such a CAIVI program outside the State of California, and that POST would receive royalties from these sales.

Staff reported that the proposed agreement would be between POST and the contractor in the development of the PC 832 CAIVI program, Comsell, Inc., of Atlanta, Georgia. Contracting for marketing of the CAIVI program with the program developer is advantageous to the State and to POST, in that the developer has a greater incentive to develop and maintain the highest possible levels of quality to attract and retain interest in it.

MOTION - Vernon, second - Block, carried unanimously by ROLL-CALL vote to authorize the Executive Director to sign a contract with Comsell, Inc. to market and distribute the CAIVI program on PC 832 training.

G. Recommendation to Modify Basic Course Curriculum Re: Chemical Agents

Staff reported that the proposed changes are the result of a seminar conducted with subject-matter experts and basic course instructors during November 1986. The proposed curriculum changes are as follows.

Delete the current Learning Goal 7.19.3 "Use of Chemical Agents" and insert:

"Given a word picture of a situation that calls for the use of chemical agents, the student will select the most appropriate agent and device for the circumstances considering the following factors:

- A. Situation - e.g., individual, crowd
- B. Environment
- C. Amount of hazard
- D. Preparedness and capabilities
- E. Avenues of escape
- F. Legal aspects"

Delete Learning Goal 7.20.1 "Chemical Agent Simulation" and add 7.20.3:

"The student will experience the effects of a chemical agent."

MOTION - Pantaleoni, second - Maghakian, carried unanimously to: (1) change Learning Goal 7.20.0 (Chemical Agent Simulation ) by deleting one performance objective to eliminate redundancy; and (2) add a new performance objective requiring that students be personally exposed to the various chemical agents they may be authorized to use so as to experience the effects of these chemical agents. These changes will become effective April 1, 1987.

H. Recommendation to Increase Basic Course Waiver Skills Test Fee

In January 1986, the Commission approved a \$200 fee for the manipulative skills testing as part of the Basic Course Waiver Testing Process. When

the fee was initially established, costs could only be estimated. Staff examined these costs after a year of experience and found that the Testing Centers are actually expending \$300 or more on each candidate. However, because all direct costs are covered and there is a possibility that costs can be reduced to that level via efficiency improvements, it is recommended that the skills testing fee be increased from \$200 to \$300.

MOTION - Vernon, second - Wasserman, carried unanimously to approve a Basic Course Waiver Skills Test Fee increase from \$200 to \$300, effective immediately.

I. Recommendation to Continue Extended Format Basic Course Feeder System

At its April 1985 meeting, the Commission approved the continuation of a Golden West pilot program and approved a pilot "feeder system" program for Southwestern and Grossmont Colleges in San Diego County. Staff was directed to evaluate the pilot programs and report to the Commission in 1986.

Staff reported that both programs have operated under the guidelines established by the Commission. Evaluations have been completed and favorable results suggest that the programs should be continued.

MOTION - Hicks, second - Pantaleoni, carried unanimously to remove the pilot status and allow "feeder system" programs for Southwestern and Grossmont Colleges to continue.

J. Recommendation to Approve Report to Legislature Regarding Peace Officer Killing Study

Assembly Bill 1911 (Chapter 881, Statutes of 1985) directed POST to study the circumstances surrounding peace officer killings, develop guidelines for optional use of law enforcement agencies, and revise basic course curriculum as indicated by the study.

Staff reported that the report has been completed and upon Commission approval will be submitted to the Legislature. The guidelines and training recommendations are being developed and will be presented for Commission approval at a future meeting.

MOTION - Maghakian, second - Vernon, carried unanimously to approve the report and authorize its submittal to the Legislature.

K. Finance Committee

Commissioner Wasserman, Chairman of the Commission's Finance Committee, reported that the Committee met on January 6, 1987, via a telephone conference call, and reviewed proposed training and administrative

contracts planned for the upcoming fiscal year. The Finance Committee recommended approval for the Executive Director to negotiate the contracts. The Committee's final report and recommendations will be provided when contracts are brought back for action at the April Commission meeting. The proposed contracts included:

1. Management Course

This course is currently budgeted at \$297,289.00 for 22 presentations by 5 presenters:

California State University - Humboldt  
California State University - Long Beach  
California State University - Northridge  
California State University - San Jose  
San Diego Regional Training Center

Course costs are consistent with Commission guidelines, and performance by all five presenters has been satisfactory. Staff anticipates some increases over FY 1986/87 due to increased costs for instructors, coordination, facilities, and materials, although no additional presenters are planned for FY 1987/88.

2. Executive Development Course

This course is currently presented by California State Polytechnic University, Pomona, at a cost of \$70,270.00 for five presentations. Course costs are consistent with POST guidelines, and the performance of the presenter has been satisfactory. Staff anticipates some increases over FY 1986/87 expenses due to increased costs for instructors, coordination, facilities, and materials which may be allowable by tuition guidelines. Upon approval, a new contract will be negotiated for FY 1987/88.

3. San Diego Regional Training Center - Support of Command College and Executive Training

The San Diego Regional Training Center serves as the chief contractor for a variety of training activities of the Commission conducted by the Center for Executive Development. Curriculum development as well as instructional and evaluation costs for these training activities for FY 1986/87 came to \$343,287.00. Upon authorization, a new contract will be negotiated for FY 1987/88.

4. Department of Justice - Training Center

The Department of Justice, Advance Training Center, provides courses in the areas of special expertise of the Department of Justice. The training has been provided for almost a dozen years now under contract with POST. In FY 1987/88 Department of Justice will provide training in 26 technical courses. There will be a total of 199 separate presentations. The total cost is projected not to exceed \$775,000

through an Interagency Agreement with Department of Justice. Fiscal Year 1986/87 cost amounted to \$733,000.

5. Cooperative Personnel Services - Basic Course Proficiency Test

Cooperative Personnel Services (CPS) has administered the Basic Course Proficiency Test for POST for the past six years. CPS has demonstrated the ability to effectively administer this test at a cost that is lower than the cost would be for POST staff to administer and proctor the examinations.

The current year contract is for \$23,773. The proposed contract for FY 1987/88 is expected to be no more than \$29,000, and assumes a 15% increase in the number of graduating classes, as well as an average 7% increase in labor costs.

6. POST Entry-Level Reading and Writing

For each of the last three years, POST has contracted with Cooperative Personnel Services (CPS) and the State Personnel Board (SPB) to administer the POST entry-level reading and writing testing program. (The tests are made available free-of-charge to local agencies for screening purposes.) In addition, the same contractors have been used to administer the tests to all entering basic recruits for a six-month period to allow for evaluation of the impact of POST's reading and writing requirement. The overall quality and level of services provided by CPS and SPB over the years has been quite good.

Use of the tests by local agencies has increased steadily from year to year. POST's contracts for FY 85/86 totaled \$111,064. Current fiscal year contracts total \$157,673. The proposed contracts for FY 87/88 are expected to total no more than \$185,000. This estimate assumes a 15% increase in local agency use of the tests and an average labor cost increase of 7%.

7. State Controller's Office - Agreement for Auditing Services

Each year the Commission on Peace Officer Standards and Training has negotiated an Interagency Agreement with the State Controller's Office to conduct audits of selected local jurisdictions which receive POST reimbursement funds. The Commission approved an agreement not to exceed \$80,00 for the current fiscal year.

Approval is requested to negotiate a similar but slightly higher agreement not to exceed \$85,000 for Fiscal Year 1987/88.

8. Computer Services Contract - Four-Phase Systems, Inc.

The maintenance contract for the Four Phase equipment is currently \$22,812.00 per year. The maintenance costs for 1987/88 are projected to be no more than 10% over the current year for a maximum amount of \$25,092.00.

Approval is requested to negotiate a new maintenance contract for Fiscal Year 1987/88.

9. Computer Service Contract - Teale Data Center

POST has an Interagency Agreement with Teale Data Center (a state agency) for the current fiscal year in the amount of \$89,000. The agreement provides a computer link between POST's computer and the Data Center. This allows POST staff to use the Center's mainframe computer for complex jobs and the storage of large data files that are beyond the capacity of the Four Phase processor at POST.

It is proposed that authority be given to the Executive Director to negotiate an agreement with the Teale Data Center for Fiscal Year 1987/88 for an amount similar to the current year's cost.

MOTION - Hicks, second, Wasserman, carrier unanimously to approve the Finance Committee Report and authorize the Executive Director to negotiate the contracts.

L. Field Needs Survey Committee

Commissioner Maghakian, Chairman of the Field Needs Survey Committee, reported that the Committee met on January 19 and reviewed the staff report on the preliminary results of the survey.

MOTION - Maghakian, second - Wasserman, carried unanimously to accept the Field Needs Survey report and that recommendations for action to be brought to the Commission at an early future meeting.

M. Long-Range Planning Committee

Commissioner Wilson, Chairman of the Long Range Planning Committee, reported on the results of the Committee meeting held on January 21, 1987 in San Diego.

MOTION - Maghakian, second - Grande, carried unanimously by ROLL CALL vote to accept the following recommendations of the Long Range Planning Committee.

1. To review certificate issues following study of information from the Field Needs Survey. The Commission Chairman will appoint a committee of Commissioners to meet with representatives of law enforcement to obtain their input and to report back to the Commission with recommendations for action.

The Committee reaffirmed that Commission policy issues relating to certification should primarily be acted upon by the Commission rather than addressed legislatively. It was noted that this is a good faith effort on the part of the Commission.

2. To accept the driver training study report which finds driver simulators would be of great value in meeting otherwise unmet critical training needs and to authorize staff to prepare and issue an RFP that will result in the selection of a qualified vendor to conduct a preliminary analytical study at a cost not to exceed \$300,000.
3. To instruct staff to: (1) review and develop a regional training center concept with appropriate groups and associations for the purpose of developing a concept paper for the April Commission meeting; and, (2) to seek legislation which could be amended after the April meeting if the Commission decides to proceed with seeking a bond issue to capitalize such a program.
4. To authorize \$48,000 for hiring a POST Management Fellow, or other persons with appropriate expertise, to review promising programs relating to abating drug abuse by peace officers, including information on present technological capabilities. The findings of this effort could serve as reference for California law enforcement.

N. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, reported on the Committee meeting of January 22, 1987 in San Diego. The Committee recommended that the Commission approve the following positions on pending legislation:

1. SB 83 (Presley) - Electronic Surveillance Training - Support position.
2. AB 100 (Elder) - Hazardous Materials Training - Neutral position.
3. SB 138 (Presley) - P.C. 832 Training Course Testing - Support position.

On the issue of additional funding of the POST program, the Committee recommended that the Commission seek legislation to have funds that are currently allocated to the high school driver training fund from the Penalty Assessment Fund, but are not being utilized for this purpose, reallocated to the Peace Officer Training Fund. The Committee also recommended that POST seek to introduce a bill that could be used to authorize a bond issue to fund a skills training capital improvement program.

MOTION - Hicks, second - Wasserman, carried unanimously to accept the recommendations of the Legislative Review Committee.

O. Ad Hoc Committee on Command College

Commissioner Grande, Chairman of the Ad Hoc Committee on Command College, reported on the results of the Committee meeting of January 21, 1987 in San Diego. The Committee recommended the following policy regarding non-reimbursable agencies attending the Command College:

"Allow persons from non-reimbursable agencies to apply for admission to the Command College with a maximum of three students from this category for each Command College class. A tuition of \$3250 per trainee for the two-year course shall be charged to non-reimbursable agencies; the amount of the tuition charged should be reviewed annually." This policy takes effect for all classes beginning after January 22, 1987.

MOTION - Pantaleoni, second - Wasserman, carried unanimously to approve the recommendation of the Ad Hoc Committee on Command College regarding personnel from non-reimbursable agencies attending the Command College.

P. Advisory Committee

Carolyn Owens was welcomed as the new Chair of the POST Advisory Committee. Ms. Owens reported on the results of the January 21, 1987 Committee meeting in San Diego.

The Committee recommended that POST form an ad hoc committee comprised of presenters, law enforcement officials, and members from the Advisory Committee to coordinate input to the Commission's Advisory Committee's Hazardous Materials Training Sub-Committee that is working on training and certification issues arising out of AB 2702 (Statutes of 1986, Chapter 1503).

OLD/NEW BUSINESS

Q. Approving Resolution Commending Harold C. McKinney

MOTION - Wasserman, second - Maghakian, carried unanimously approving a resolution commending Harold C. McKinney for his service to California Law Enforcement upon his retirement as Sheriff of Fresno County.

R. Appointment of Nominating Committee

Chairman Wilson appointed Commissioner Vernon as Chairman and Commissioners Block and Hicks to serve as members of the Nominating Committee for Commission Officers. The Committee will make recommendations at the April Commission meeting.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

April 23, 1987- Sacramento Hilton Hotel, Sacramento  
July 23, 1987 - Bahia Hotel, San Diego  
October 22, 1987 - Hilton Hotel, Concord  
January 21, 1988 - San Diego (To be Determined)

ADJOURNMENT - 11:55 a.m.



## Commission on Peace Officer Standards and Training

## Commission Procedure E-1

## REQUIREMENTS FOR REIMBURSEMENT

## Purpose

1-1. Reimbursement Requirements: The purpose of this Commission procedure is to provide departments participating in the POST Reimbursement Program with general information about procedures to be followed in requesting reimbursement from the Commission on POST for expenditures in training personnel.

## Eligibility for Reimbursement

1-2. Eligibility: As provided in Sections 13507, 13510 and 13522 of the Penal Code, departments participating in the POST Reimbursement Program which, by formal agreement with the Commission, adhere to the standards for recruitment and training as established by the Commission, may be reimbursed from the Peace Officer Training Fund for allowable expenditures incurred for the training of their personnel in POST certified courses.

## Requirements Relating to Reimbursement

1-3. Specific Requirements: The following specific requirements relating to reimbursement are indicated in the Commission Regulations:

- a. Basic Course: As specified in Commission Regulation 1005(a).
- b. Supervisory Course: As specified in Commission Regulation 1005(b).

Reimbursement, when requested by the department head, will be paid under Plan II for expenses related to attendance of a certified Supervisory Course provided the trainee has been awarded or is eligible for the award of the Basic Certificate and is (1) appointed to a supervisory position or (2) will be appointed within 12 months to a first-level supervisory position or (3) is appointed to a quasi-supervisory position.

1-3. Specific Requirements (continued)

- c. Management Course: As specified in Commission Regulation 1005(c).

Reimbursement, when requested by the department head, will be paid under Plan II for expenses related to attendance of a certified Management Course provided the trainee has satisfactorily completed the training requirements of the Supervisory Course and the trainee is (1) appointed to a middle management position or (2) will be appointed within 12 months to a middle management position or (3) is appointed to a first-level supervisory position.

For approval of Reimbursement for non-sworn middle managers or higher attending a Management Course, see Commission Procedure E-1-4(a4).

- d. Advanced Officer Course: As specified in Commission Regulation 1005(d).
- e. Executive Development Course: As specified in Commission Regulation 1005(e).

Reimbursement, when requested by the department head, will be paid under Plan IV for expenses related to attendance of a certified Executive Development Course provided the trainee has satisfactorily completed the training requirements of the Management Course and is (1) appointed department head or to an executive staff position or (2) will be appointed within 12 months to a department head or to an executive staff position.

For approval of reimbursement for non-sworn personnel occupying an executive position and attending an Executive Development Course, see Commission Procedure E-1-4(a5).

- f. Field Management Training: As specified in Commission Procedure D-9.
- g. Team Building Workshops: A condition of certification of Team Building Workshops is the development by participants of an Action Plan for implementing results of the course. A copy of the Action

1-3. Specific Requirements (continued)

Plan must be received by POST within 90 days of completion of the Team Building Workshop before reimbursement for training expenses can be authorized.

1-4. General Requirements: General requirements relating to reimbursement are as follows:

- a. Training for Non-sworn and Paraprofessional Personnel: Reimbursement is provided for the training of non-sworn personnel performing police tasks and for paraprofessionals attending a certified Basic Course.
  1. The training shall be specific to the task currently being performed by an employee or may be training specific to a future assignment which is actually being planned.
  2. Non-sworn personnel may attend the courses identified in Section 1005(a)(b)(c)(d)(e), but reimbursement shall not be provided except as indicated in sub-paragraphs 3, ~~and 4~~, and 5 below.
  3. Paraprofessional personnel in, but not limited to, the classes listed below may attend a certified Basic Course and reimbursement shall be provided to the employing jurisdiction in accordance with the regular reimbursement procedures. Prior to training paraprofessional personnel in a certified Basic Course, the employing jurisdiction shall complete a background investigation and all other provisions specified in Section 1002(a)(1) through (7) of the Regulations.

Eligible job classes include the following:

Police Trainee  
Police Cadet  
Community Service Officer  
Deputy I (nonpeace officer)

1-4. General Requirements (continued)

4. A full-time, non-sworn employee assigned to a middle management or higher position may attend a certified management course and the jurisdiction may be reimbursed the same as for a regular officer in an equivalent position. Requests for approval shall be submitted in writing to POST, Center for Executive Development, at least 30 days prior to the start of the concerned course. Request for approval must include such information as specified in Section 1014 of the Regulations. Approval will be based on submission of written documentation that the non-sworn manager is filling a full-time position with functional responsibility in the organization above the position of first-line supervisor.

5. A full-time non-sworn employee assigned to an executive position as described in Section 1001(j) of the Regulations may attend a certified executive development course and the jurisdiction may be reimbursed the same as for a regular officer in an equivalent position. Requests for approval shall be submitted in writing to POST, Center for Executive Development, at least 30 days prior to the start of the concerned course. Request for approval must include such information as specified in Section 1014 of the Regulations. Approval will be based on submission of written documentation that the non-sworn executive is filling a full-time position with the functional responsibility in the organization equivalent to the rank of captain or above.

Reimbursement, when requested by the department head, will be paid the same as for a regular officer, provided the non-sworn employee has satisfactorily completed the training requirements of the Management Course.

6.5 Non-sworn persons performing police tasks who are to be assigned or are assigned to the following job classes are eligible, without prior approval from POST, to attend training courses, as provided

1-4. General Requirements (continued)

by Regulation Section 1014, that are specific to their assignments. Job descriptions shall be used to determine those positions eligible:

Administrative Positions  
Communications Technician  
Complaint/Dispatcher  
Criminalist  
Community Service Officer  
Evidence Technician  
Fingerprint Technician  
Identification Technician  
Jailer and Matron  
Parking Control Officer  
Polygraph Examiner  
Records Clerk  
Records Supervisor  
School Resource Officer  
Traffic Director and Control Officer

~~7.6.~~ Reimbursement for training which is not specific to one of the job classes enumerated in the above paragraph, must be approved by the Commission on an individual basis prior to the beginning of the course, providing such information as specified in Section 1014 of the Regulations.

- b. Reimbursement Will be Approved Only Once For Repeated Training: When a trainee has attended a course certified by the Commission, for which reimbursement has been legally paid, the employing jurisdiction may not receive reimbursement for repetition of the same course unless the course is authorized to be repeated periodically; for example, Seminars or Advanced Officer Courses and selected Technical Courses which deal with laws, court decisions, procedures, techniques and equipment which

1-4. General Requirements (continued)

are subject to rapid development or change. Exceptions or special circumstances must be approved by the Executive Director prior to beginning the training course.

- c. On-Duty Status: Section 1015(e) of the Regulations provides that reimbursement will be made only for full-time employees attending certified courses in an "on-duty" status or when appropriate overtime or compensatory time off is authorized. This does not preclude attendance of a POST-certified course, for which reimbursement is not claimed, on the employee's own time.
- d. Federal or Other Funding Programs: A jurisdiction which employs a trainee full-time, whose salary is paid by a source other than the employing jurisdiction, such as a federal grant or other outside funding source, is not eligible to receive POST reimbursement for the trainee's salary or other expenditures covered by the grant.
- e. Trainee Must Complete the Course: Within the provisions established by the Commission, a jurisdiction may receive reimbursement for training expenditures only when the trainee satisfactorily completes the POST-certified training course. Exceptions are the Basic Course, Motorcycle Training and courses designed to train the trainer.

The Executive Director is authorized administrative discretion to resolve situations of equity for partial completion of POST-certified courses (for example, allowing reimbursement when a trainee successfully completes a major portion of a course but for some reason, such as injury, is prevented from completing the entire course).

- f. A department requesting reimbursement of training expenditures shall, upon request of POST or the State Controller's Office, provide records that will demonstrate the agency incurred the requested expenditures for employees trained and that the expenses generally equated to on an annual basis the amount reimbursed by POST. These records must be retained for three fiscal years (current, plus two prior).

1-4. General Requirements (continued)

When records of a department indicate a gross disparity in the amount reimbursed annually versus the amount of expenses incurred annually for training, the head of that department should notify POST immediately to make adjustments.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Course Certification/Decertification Report</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Training Delivery Services</b>	Reviewed By <i>Ronald T. Allen by B. Sadler</i> <b>Ronald T. Allen, Chief</b>	Researched By <i>Suentes</i> <b>Rachel S. Fuentes</b>
Executive Director Approval <i>Mouman C. Boehm</i>	Date of Approval <b>4-1-87</b>	Date of Report <b>April 1, 1987</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 January 22, 1987 Commission meeting:

CERTIFIED

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
1. Advanced Officer, POST Specified	NCCJTES, Butte Center	Technical	III	\$ 62,208
2. Advanced Officer	Moorpark College	AO	IV	24,000
3. Management by Resources	Wolf/Corey Co.	Mgmt. Trng.	III	5,832
4. Dom. Violence - The New Police Response	Ventura College	Technical	IV	2,880
5. Res. Off. Level III, P. C. 832	San Diego Co. SD/ Southwestern Col.	P. C. 832	IV	-0-
6. Firearms Inst. Update	FBI, San Francisco	Technical	IV	7,818
7. Domestic Violence	Los Angeles Co. SD	Technical	IV	12,800
8. Dealing Effect. with the Public	Grossmont College	Technical	IV	1,000
9. Traffic Accident Inv.	San Francisco PD	Technical	II	19,152
10. Driver Training	San Bernardino Co. Sheriff's Dept.	Technical	IV	26,424
11. Homicide Inv.	Kern County Regional CJTC	Technical	II	24,960
12. New Diversity, Mgm. The Dilemma in Crim. Just. Sys.	Nat'l Conf. on Christians & Jews	Mgmt. Sem.	III	39,800



CERTIFIED - Continued

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
13. Homicide Symposium	Cal. D.A. Assn.	Technical	III	63,360
14. Leadership through Motivation, Ethics & Values	David Carey & Associates	Mgmt. Sem.	III	15,924
15. Leadership/Style Assessment & Impact	CPOA	Mgmt. Sem.	III	8,910
16. Drug Influence Recognition	NCCJTES, Sacto. Public Safety Ctr.	Technical	IV	12,672
17. Civil Process	Rio Hondo RTC	Technical	II	36,928
18. Bailiff and Court Security	Rio Hondo RTC	Technical	II	36,928
19. Managing Interpersonal Relationship	Wilson Learning Corp.	Exec. Trng.	III	10,648
20. Conflict Management	CPOA	Supv. Trng.	III	12,623
21. Bloodstain Pattern Analysis	NCCJTES, Sacto. Public Safety Ctr.	Technical	IV	5,040
22. Skills & Knowledge Modular Training	Lassen College	Technical	IV	16,800
23. Critical & Emerging Issues in Forensic Serology	DOJ Advanced Training Center	Technical	IV	9,500
24. Reserve Officer Level I, Module C	San Diego Co. SD/ Southwestern Col.	Reserve	IV	-0-
25. Reserve Officer Level II, Module B	San Diego Co. SD/ Southwestern Col.	Reserve	IV	-0-
26. Driver Awareness Instructor Course	Los Angeles Co. Sheriff's Dept.	Technical	III	18,400
27. ICS LE Train the Trainer	San Bernardino Co. Sheriff's Dept.	Technical	III	36,864

DECERTIFIED

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
1.	Supervisory Course	San Francisco City College	Supv. Course	II	-0-
2.	Emergency Preparedness	CSTI	Technical	III	-0-
3.	Evidence Tech. Adv.	NCCJTES, Redwood Center	Technical	IV	-0-
4.	Driver Training, In-Service	AODD	Technical	IV	-0-

TOTAL CERTIFIED 27

TOTAL DECERTIFIED 04

TOTAL MODIFICATIONS 66

810 courses certified as of 03/31/87  
153 presenters certified as of 03/31/87

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Financial Report - Third Quarter 1986-87</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Administrative Services</b>	Reviewed By <b>Otto H. Saltenberger</b>	Researched By <b>Staff</b>
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval <b>4-21-87</b>	Date of Report <b>April 17, 1987</b>
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.

This report provides financial information relative to the local assistance budget through March 31, 1987. Revenue which has accrued to the Peace Officer Training Fund is shown as are expenditures made from the 1986-87 Budget to California cities, counties and districts.

COMPARISON OF REVENUE BY MONTH

This report, shown as Attachment 1, identifies monthly revenues which have been transferred to the Peace Officer Training Fund. Through April 15, 1987, we have received \$25,067,940. The total is \$1,434,057 (5%) less than anticipated on a straight line projection (see Attachment 1A) and is a decrease of \$38,157 compared to the same period last year.

NUMBER OF REIMBURSED TRAINEES BY CATEGORY

This report, identified as Attachment 2, compares the number of trainees reimbursed this fiscal year with the number reimbursed last year. The 39,291 trainees is a 37% increase over the 28,614 trainees reimbursed during the first three quarters of last fiscal year.

REIMBURSEMENT BY CATEGORY OF EXPENSE

This report, identified as Attachment 3, compares the reimbursement paid by course category so far this year with the amount reimbursed last fiscal year. Reimbursement to date is \$17,265,150 which represents a \$2,346,260 (12%) decrease compared to the similar period last fiscal year. The difference is due to the current year beginning salary rate of 40% as compared to last year's higher salary rate of 60% for basic course attendees and 70% for other eligible courses. Reimbursement at last year's salary rate would have amounted to reimbursement of approximately \$22.5 million. Attachment 3A shows the status of the local assistance budget as of March 31, 1987.

ANALYSIS

The training volume for the first nine months of this fiscal year continues to be significantly higher in comparison to last fiscal year. Conversely, revenue generation to the Peace Officer Training Fund has not materialized as expected. Notwithstanding straight line revenue projections, it appears that current year revenue will approximate last fiscal year, and sufficient budgeted resources should be available to accommodate the resultant revenue/expenditure gap without salary reimbursement reduction. Inquiries into the flattened and erratic nature of revenue receipt are being pursued, and staff continues to carefully monitor the revenue picture.

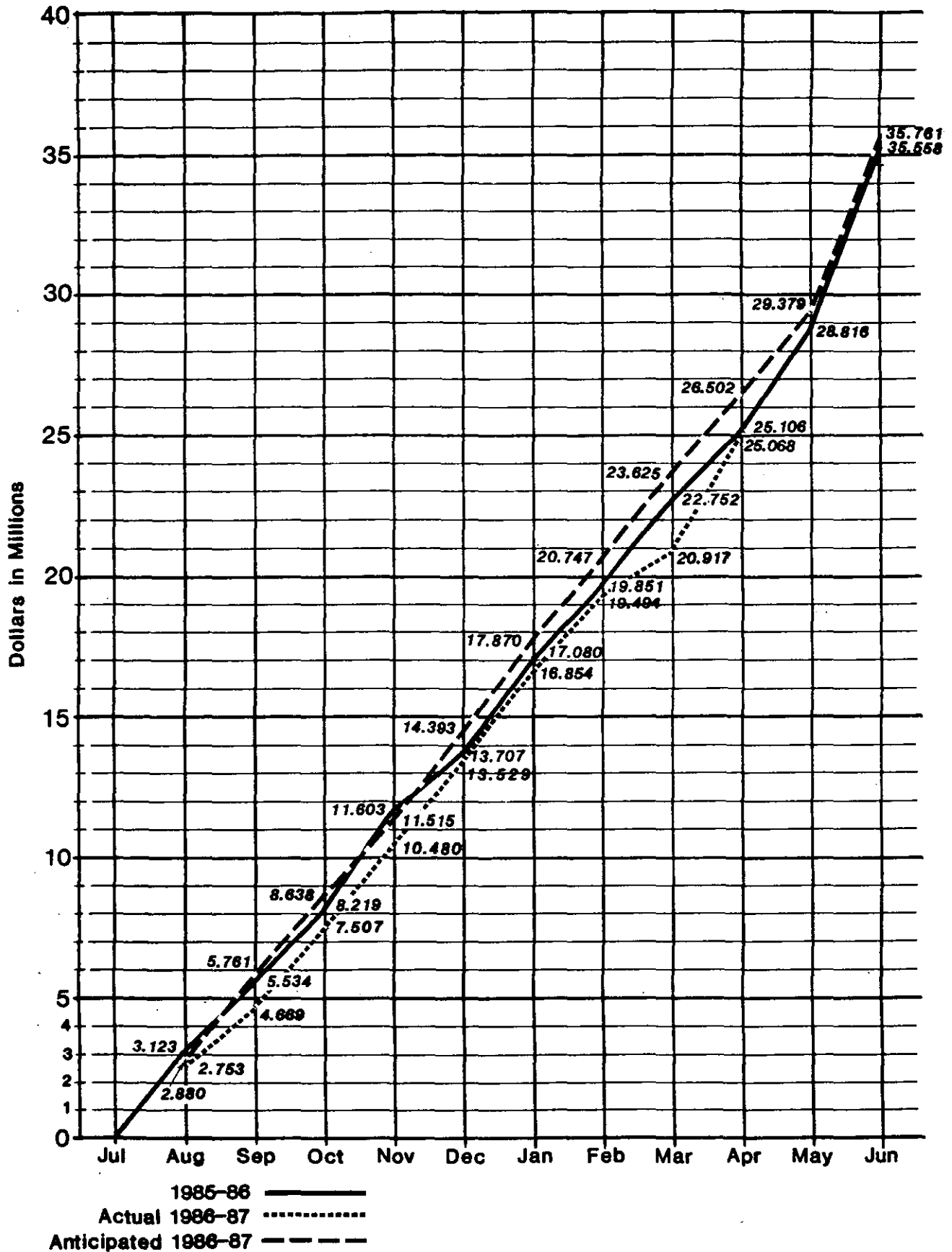
Comparison of Revenue by Month

Fiscal Years 1985-86 and 1986-87

April 15, 1987

Month	<u>1985-86</u>		<u>1986-87</u>		Penalty Assessment Fund	Other	Total	Cumulative Total
	Monthly Total	Cumulative Total	Cumulative Monthly Estimated					
July	\$ 1,953	\$ 1,953	\$ 0	\$ 0	\$ 1,746.00	\$ 1,746.00	\$ 1,746.00	
Aug	3,121,380	3,123,333	2,880,333	2,749,900.00	964.00	2,750,864.00	2,752,610.00	
Sep	2,411,149	5,534,482	5,760,666	1,914,448.00	2,078.00	1,916,526.00	4,669,136.00	
Oct	2,684,994	8,219,476	8,637,999	2,832,476.00	5,601.00	2,838,077.00	7,507,213.00	
Nov	3,383,759	11,603,235	11,515,332	2,969,590.00	3,010.00	2,972,600.00	10,479,813.00	
Dec	2,104,191	13,707,426	14,392,665	3,042,488.00	6,773.00	3,049,261.00	13,529,074.00	
Jan	3,372,296	17,079,722	17,869,998	2,938,621.00	385,843.00	3,324,464.00	16,853,538.00	
Feb	2,771,153	19,850,875	20,747,331	2,636,018.00	4,116.00	2,640,134.00	19,493,672.00	
Mar	2,900,774	22,751,649	23,624,664	1,419,875.00	3,025.00	1,422,900.00	20,916,572.00	
Apr	2,354,448	25,106,097	26,501,997	4,151,368.00	---	4,151,368.00	25,067,940.00	
May	3,710,328	28,816,425	29,379,330					
Jun	6,741,575	35,558,000	35,761,000					
	<u>\$35,558,000</u>	<u>\$35,558,000</u>	<u>\$ 35,761,000</u>	<u>\$24,654,784.00</u>	<u>\$413,156.00</u>	<u>\$25,067,940.00</u>	<u>\$25,067,940.00</u>	

**Comparison of Revenue by Month**  
**Fiscal Years 1985-86 and 1986-87**  
 Also shows Projected Revenue for 1986-87



## COMMISSION ON POST

## Number of Reimbursed Trainees by Category - For Claims Processed

March 1987

Course Category	1985-86			1986-87		
	Actual Total For Year	Actual July-March	% of Total	Projected Total For Year	Actual July-Mar.	% of Projection
Basic Course	2,833	2,118	.75	3,000	2,042	.68*
Advanced Officer Course	11,374	6,454	.57	11,586	10,643	.92
Supervisory Course (Mandated)	917	654	.72	1,048	688	.66
Supervisory Seminars and Courses	1,651	1,021	.62	1,950	1,159	.60
Management Course (Mandated)	405	283	.70	389	265	.69
Management Seminars and Courses	1,657	1,024	.62	1,800	1,215	.68
Executive Development Course	539	370	.69	597	330	.56
Executive Seminars and Courses	305	189	.62	325	404	1.25
Job Specific Course	7,158	4,570	.64	7,500	4,635	.62
Technical Skills and Knowledge Courses	17,996	10,757	.60	19,500	16,157	.83
Field Management Training	125	104	.84	150	24	.16
Team Building Workshops	523	409	.79	600	579	.97
POST Special Seminars	868	637	.74	875	1,129	1.29
Approved Courses	46	24	.53	75	21	.28
Totals	46,397	28,614	.62	49,395	39,291	.80

\*Includes trainees for Basic Training received in 86-87 F.Y.,  
but paid from 85-86 F.Y. funds

1099B/06/  
04/06/87

COMMISSION ON POST  
REIMBURSEMENT BY COURSE CATEGORY

Course Category	<u>1985 - 1986</u>		<u>1986 - 1987</u>	
	Total For Year	Actual July - March	March*	Actual July - March*
Basic Course	\$11,313,547	\$ 8,500,403	\$ 959,364	\$ 6,233,155
Specialized Basic Investigators Course	-0-	-0-	-0-	-0-
Advanced Officer Course	3,968,152	2,190,199	461,258	2,377,461
Supervisory Course (Mandated)	1,127,084	812,921	98,062	645,215
Supervisory Seminars and Courses	442,447	285,547	44,623	365,527
Management Course (Mandated)	725,875	502,861	87,788	349,847
Management Seminars Courses	885,050	542,252	109,336	609,788
Executive Development Course	531,761	347,797	31,853	264,171
Executive Seminars and Courses	79,157	40,002	29,996	139,590
Job Specific Course	5,307,050	3,391,580	369,103	2,618,152
Technical Skills and Knowledge Courses	4,310,253	2,666,580	460,026	3,295,892
Field Management Training	43,012	35,673	410	8,184
Team Building Workshops	207,553	167,580	6,146	208,109
POST Special Seminars	173,917	125,032	16,648	144,850
Approved Courses	6,136	2,983	141	5,209
Totals	\$29,120,994	\$19,611,410	\$ 2,674,754	\$17,265,150

\* Includes Funds Charged to 85-86 FY for Basic Training

## COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

## 1986-87 LOCAL ASSISTANCE BUDGET

As of March 31, 1987

	<u>Allocated</u>	<u>Expended</u>	<u>Balance</u>
AID TO LOCAL GOVERNMENT:			
Course Reimbursement @ 40% Salary Reimb.	\$25,568,634	\$14,393,800	\$11,174,834
Carry over from FY 85-6	<u>3,345,158</u>	<u>2,871,350</u>	<u>473,808</u>
Sub-Total, Reimbursements	\$28,913,792	\$17,265,150	\$11,648,642
OTHER:			
Training Contracts	1,908,000	1,844,587*	63,413
Letters of Agreement	325,000	231,861	93,139
Room Rental	30,000	28,671	1,329
Reserve for Contingencies	<u>235,366</u>	<u>0</u>	<u>235,366</u>
Sub-Total, Other	\$ 2,498,366	\$2,105,119	\$ 393,247
Total, All Categories	<u>\$31,412,158</u>	<u>\$19,370,269</u>	<u>\$ 12,041,889</u>

\*Includes encumbrances



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Policy Affirmation</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Information Services</b>	Reviewed By <i>[Signature]</i> 3-4-87	Researched By <i>Georgia P. P. P.</i> Georgia P. P. P.
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval <b>3-5-87</b>	Date of Report <b>March 4, 1987</b>
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

A policy statement is being resubmitted to the Commission; the policy was adopted by the Commission at its regular meeting on January 22, 1987.

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:

Non-Reimbursable Agencies Attending the Command College

Allow persons from non-reimbursable agencies to apply for admission to the Command College with a maximum of three students from this category for each Command College class. A tuition of \$3,250 per trainee for the two-year course shall be charged to non-reimbursable agencies; the amount of the tuition charged should be reviewed annually. This policy takes effect for all classes beginning after January 22, 1987.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Resolution - Sergeant John D. Kramer		Meeting Date April 23, 1987
Bureau Executive Office	Reviewed By	Researched By <i>(D)</i> Gene DeCrona
Executive Director Approval <i>Memoran C. Boelner</i>	Date of Approval <i>9 March 87</i>	Date of Report March 3, 1987
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

Commission Resolution for Sergeant John D. Kramer.

Background

At the October 1985 meeting, the Commission approved the appointment of a POST Management Fellow for the purpose of researching the causes of peace officers being killed during the course of their employment. This study was initiated by legislation requiring the Commission to conduct a study and report its findings to the Legislature by December 31, 1986.

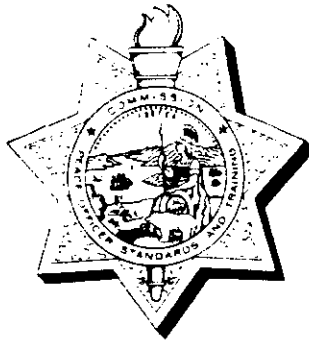
A contract was subsequently entered into with the City of Fairfield for the services of Sergeant John D. Kramer. Sergeant Kramer has served full time with POST from March 1, 1986 through February 28, 1987.

Analysis

The California Peace Officers Killed in the Line of Duty Study has been completed and submitted to the Legislature as required. Sergeant Kramer's applied energy, enthusiasm and dedication to the completion of the project for the benefit of all law enforcement should be commended.

Recommendations

Approve the attached Resolution for Sergeant John D. Kramer.



*Resolution* OF THE  
*Commission on Peace Officer Standards and Training*  
STATE OF CALIFORNIA

WHEREAS, John D. Kramer is a Sergeant with the City of Fairfield Department of Public Safety; and

WHEREAS, He served the Commission on Peace Officer Standards and Training in the capacity of a POST Management Fellow, full time from March 1, 1986 through February 28, 1987 and

WHEREAS, He was the Project Manager of the California Peace Officer Killing Study which involved researching the causes of peace officer killings and the development of the report submitted to the Legislature and law enforcement agencies; and

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

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

WHEREAS, The results of his work will be of benefit to law enforcement officers throughout California, now therefore be it

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

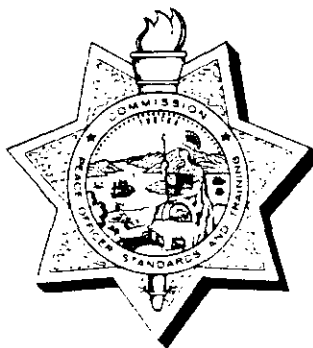
FURTHER RESOLVED, That the Commission extends its best wishes for continued service to California law enforcement.

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

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

\_\_\_\_\_  
April 23, 1987

\_\_\_\_\_  
*Date*



*Resolution* OF THE  
*Commission on Peace Officer Standards and Training*  
STATE OF CALIFORNIA

WHEREAS, Raymond C. Davis has served the people of California and the Nation with a most distinguished career in law enforcement for over 32 years, and

WHEREAS, Raymond C. Davis has occupied a leadership position as a California Chief of Police for over 22 years, and

WHEREAS, Raymond C. Davis has earned a place of special eminence in his profession, not only in California but nationally and internationally, and

WHEREAS, Raymond C. Davis has been a most ardent supporter of the Commission on Peace Officer Standards and Training and of the law enforcement profession throughout his career, and

WHEREAS, Raymond C. Davis has effectively served as a representative of the California Peace Officers' Association on the Advisory Committee of the Commission on Peace Officer Standards and Training since 1984; now

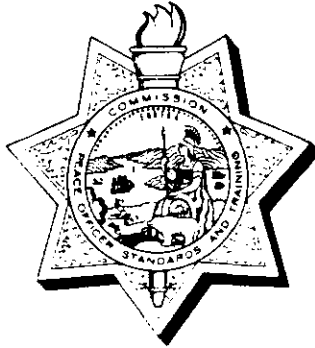
THEREFORE, BE IT RESOLVED, that the members of the Commission on Peace Officer Standards and Training do hereby commend Chief Raymond C. Davis for his outstanding service and dedication to law enforcement and the Commission; and

FURTHER, BE IT RESOLVED, that the members of the Commission on Peace Officer Standards and Training express their appreciation for the inspiration and leadership he provided during his career and extend to Chief Raymond C. Davis best wishes for a pleasurable and rewarding retirement.

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

*William A. Bedine*  
\_\_\_\_\_  
*Executive Director*

April 23, 1987



*Resolution* OF THE  
*Commission on Peace Officer Standards and Training*  
STATE OF CALIFORNIA

WHEREAS, Jack Pearson has served as a member of the Advisory Committee of the Commission on Peace Officer Standards and Training (POST) on two occasions, the initial appointment being made in 1980; and

WHEREAS, Jack Pearson has effectively represented the Peace Officers Research Association of California in his first term of office and State Management in his current term; and

WHEREAS, he has demonstrated leadership and diligence in his service as a member of the POST Advisory Committee; and

WHEREAS, California law enforcement has benefited greatly from his advice and counsel; now

THEREFORE, BE IT RESOLVED, that the members of the Commission on Peace Officer Standards and Training (POST), do hereby commend Jack Pearson for his outstanding service and dedication to California law enforcement; and

BE IT FURTHER RESOLVED, that the Commission extends best wishes to Jack Pearson in his future endeavors.

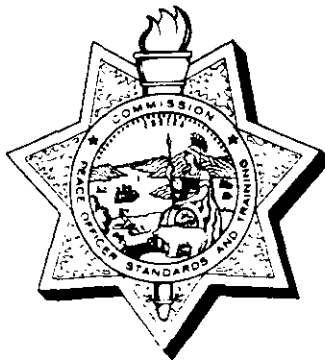
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*Chairman*

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*Executive Director*

April 23, 1987



*Resolution* OF THE  
*Commission on Peace Officer Standards and Training*  
STATE OF CALIFORNIA

WHEREAS, Gene DeCrona served the Los Angeles Police Department with distinction for 26 years and retired with the rank of Captain; and

WHEREAS, Gene DeCrona has given eleven years of meritorious service to California law enforcement as a staff member of the Commission on Peace Officer Standards and Training; and

WHEREAS, Gene DeCrona has for six years served the Commission as a Bureau Chief, effectively managing differing programs of the Commission; and

WHEREAS, Gene DeCrona has represented the Commission and law enforcement on numerous special projects and assignments; and

Whereas, Gene DeCrona has gained the respect and good will of all whom he has encountered during an outstanding career of dedication and service to law enforcement; now

THEREFORE, BE IT RESOLVED, that the members of the Commission on Peace Officer Standards and Training do hereby commend Gene DeCrona for his dedicated and effective service and offer their personal and best wishes upon this occasion of his retirement.

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*Chairman*

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*Executive Director*

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title <b>Study of Training Facilities and Equipment Needs</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Executive Office</b>	Reviewed By	Researched By <b>Darrell Stewart</b>
Executive Director Approval <i>Morgan C. Bohm</i>	Date of Approval <b>April 7, 1987</b>	Date of Report <b>April 1, 1987</b>
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

Should the Commission seek a statewide bond issue to fund needed law enforcement training facility and equipment capital needs?

BACKGROUND

At the October 23, 1986 meeting, the Commission directed staff to prepare a comprehensive study of training facilities and equipment needs and to investigate potential funding sources.

Soon after this study began, it became apparent that a State general obligation bond issue was a possible alternative source to fund facilities and equipment. It was also discovered that a bond bill had to be to legislative counsel by February 6, and introduced in the Legislature by March 6, if an attempt were to be made to put a bond proposal before the electorate in 1988. Because of these legislative time lines, the issue was discussed verbally with the Long-Range Planning Committee on January 21, 1987, and the chairman of that committee reported to the full Commission the next morning at the regularly scheduled meeting. Staff was directed to take action to obtain a "spot" bill to keep legislative options open, and to make contact with legislators and appropriate local and state officials to discuss law enforcement training and funding needs.

This report is the study requested by the Commission, and a detailed concept report on how the Commission might appropriate and disburse funds for capital development projects for training facilities and equipment.

ANALYSIS

Staff has studied training facilities and equipment needs which local training agencies and colleges cannot afford to build or purchase due to their budget limitations.

For a complete review, read the study titled "Study of California Law Enforcement Training Facilities and Equipment Needs". A draft copy was mailed to each Commissioner prior to the meeting. The final copy will be completed upon approval of the Commission.

The study thoroughly covers the volume of recent training innovations to reduce training time and costs per topic mastered, and increase training quality, effectiveness, and subject-matter retention. It reviews the different types of innovative training equipment, methods and techniques being employed in a few locations around the state.

The study delves into a regional skill center concept, as an efficient and effective approach to providing needed skill training statewide.

The conclusions of the study summarized are:

- There is a need to increase practical application training of certain skills.
- More equity is needed statewide in availability of training resources.
- The facilities and equipment needed are generally beyond the financial capabilities of individual agencies and colleges to provide.
- Regionalized use of specialized facilities and equipment (skill centers) can maximize cost effectiveness and training potential.
- The State General Obligation Bond Process appears to be a funding source.
- POST is an appropriate organization to coordinate statewide efforts to develop regional skills centers.

#### RECOMMENDATION

Proceed with efforts to obtain State bond funding by developing the necessary contacts and procedures, and form the regional and state committees to pursue development of regional skill centers, as set forth in the staff report titled "Study of California Law Enforcement Training Facilities and Equipment Needs".



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Review of Current 270 Day Time Limitation on Acceptance of Medical and Psychological Examinations		Meeting Date April 23, 1987
Bureau Standards and Evaluation	Reviewed By	Researched By John Berner <i>JB</i>
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval 4-1-87	Date of Report April 1, 1987
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 modify the current requirement that physical and psychological suitability examinations be conducted within 270 days of employment as a peace officer?

BACKGROUND

The Sacramento Police Department, on September 24, 1986, requested that Commission Procedure C-2-2, requiring that "Physical and Psychological Suitability Examinations shall be conducted as specified in Government Code Section 1031(f) within 270 days before hire," be re-examined and changed to accommodate the police department's procedure of hiring Community Service Officers who are continuously employed prior to becoming Regular Police Officers. (See Attachment A.)

Speaking on behalf of the Sacramento Police Department at the January 22, 1987 Commission meeting, Lieutenant Michael George testified that Sacramento Community Service Officers:

- 1) are required to meet all POST entry-level selection requirements at the time of hire,
- 2) attend the POST-certified Sacramento Police Department's Basic Course immediately upon hire,
- 3) receive field training upon completion of basic training,
- 4) are designated by the department as Non-designated Level I Reserves, although they generally do not function as such, but rather perform ancillary law enforcement-related activities which do not require peace officer status,
- 5) are continuously employed under the supervision of a Sergeant for a minimum of 20 hours per week, and
- 6) typically upgrade to Regular Officer within 18 months to 2 years from initial employment as a Community Service Officer (80% upgrade within 18 months; 95% within 2 years).

Lieutenant George testified further that approximately 30 Community Service Officers per year are upgraded to Regular Officer status.

Under current POST regulations, those Sacramento Community Service Officers who upgrade after 270 days from initial hire must again undergo medical and psychological suitability examinations prior to appointment as Regular Officers. The Sacramento Police Department believes such examinations are unnecessary given that identical exams were performed at the time of initial employment as a Community Service Officer and that Community Service Officers are trained and continuously employed as described above.

Upon hearing the staff report and Lieutenant George's testimony at the January Commission meeting, the Commission directed that further study be undertaken and that the staff report back at the April 23, 1987 Commission meeting. Specifically, the Commission directed that staff:

- 1) Contact other agencies in an attempt to ascertain the extent to which the Sacramento Police Department's personnel policies and procedures with regard to hiring, training, and upgrading civilian personnel into sworn positions are unique;
- 2) Prepare possible waiver options to the current 270 day limit that are specific to those situations where an individual upgrades from a non-sworn to a sworn position within a given law enforcement agency, and the individual: (1) was required to meet POST's entry-level medical and psychological suitability requirements at the time of initial hire; and (2) is continuously employed by the agency up to the time of transition from non-sworn to sworn status;
- 3) Review the 270 day time limit requirement in general, and propose any modifications to the current requirement that appear warranted.

#### ANALYSIS

Findings Specific to the Sacramento Police Department's Request For Waiver:

- John Wooster of the City of Sacramento Personnel Department concurred with Lieutenant George's estimate, that in recent years about 30 Community Service Officers per year have upgraded into full-time entry-level peace officer positions.
- Dr. Joe Newton, who performs the psychological suitability evaluations for the Sacramento Police Department, confirmed that he performs the same evaluations and uses the same employment criteria for Community Service Officer candidates as he does for peace officer candidates.

- Sacramento's selection and training requirements for Community Service Officers appear to be unique. No other agency was located that hires and upgrades civilian employees into peace officer positions in the same manner. Among those agencies contacted, the Concord Police Department's practices come the closest. Concord uses a job classification very similar to Sacramento's Community Service Officer, and persons employed in this job classification are hired with the intent that they will become peace officers upon attaining the age of 21 and obtaining 12 college units. As with the Sacramento Community Service Officer, during this time they work 20 hours a week and perform ancillary law enforcement duties. Unlike in Sacramento, persons employed in this job classification are sent to basic training upon reaching age 21, etc., rather than at the time of initial civilian employment. Admittance to the academy is contingent upon passing a psychological suitability examination, an updated background investigation, and an updated medical examination. Sergeant Bob Johnson indicated this approach is working well for Concord.

Based on the contacts made with other departments, it appears that the prevailing practice is to hire civilians using one set of standards, and to apply POST's requirements when and if a civilian employee desires to become a sworn officer.

#### Related Findings:

A number of prominent psychologists, and specialists in occupational medicine were contacted to solicit their professional judgments as to the appropriateness of the current 270 day time limitation on medical and psychological exams. Each was asked to address the current requirements from the standpoint of an appropriate timeframe within which the initial examination be conducted, as well as the need for subsequent evaluation upon upgrading from civilian to peace officer status (or similarly, from Reserve Officer to Regular status) within an agency.

Medical Examinations. The professionals contacted were in general agreement that the current 270 day limitation, when applied to the initial employment examination, could appropriately be extended to one year. Support for extending the time period beyond 1 year was not found.

With respect to the need for re-examination upon change in employment status within a given agency, those contacted were in general agreement that such an examination was warranted, if over 1 year had transpired since the initial examination, but less than a complete new medical examination would generally be necessary provided that:

- 1) The initial medical evaluation was conducted in conformance with POST requirements;
- 2) The results of such medical evaluation were available; and
- 3) The individual had been continuously employed by the department from the time of initial hire.

In addition to providing some measure of assurance that the individual is capable of performing full-time duties, the requirement that the individual be continuously employed by the department was considered important to the establishment of a sufficient work history against which inquiries could be made. Concerns were expressed that there be no breaks in employment.

Recommendations with respect to the specific nature of an "updated" medical examination varied, with the exception that all those contacted felt the updated medical should include a recent medical history. Some felt that this would be sufficient, given no indication of a recent significant medical history. Others indicated that absent a recent significant medical history, additional medical evaluation might be warranted based on the number of years since the initial examination and the individual's age upon upgrading to the new position.

Psychological Suitability Examinations. As with medical examinations, those psychologists contacted were in concurrence that the time period within which the initial pre-employment psychological suitability examination is conducted could be extended up to but not beyond one year. The published research findings that were located which address the topic of the test-retest reliability of the most commonly-used psychological tests, while far from conclusive, are generally supportive of such an extension.

Professional judgments concerning the need to re-evaluate an individual's psychological suitability for transition from civilian to Regular Officer or Reserve Officer to Regular Officer status within a department were consistent only in that all agreed that some sort of re-evaluation was warranted if the initial evaluation had been conducted over one year ago. Beyond this, opinions varied dramatically as to how extensive the re-evaluation should be, with some advocating that at a minimum the psychologist review the individual's work history for indications of psychological or emotional difficulties or concerns; others advocating that at a minimum such a review be combined with a clinical interview; and still others advocating a complete re-examination, including psychological testing, for all persons who upgrade after 1 year.

Options:

Option 1: Make No Changes To The Current 270 Day Requirement.

The primary argument in favor of this option is administrative convenience, since any change in the current 270 day time limitation will require a public hearing. Such convenience, however, is far outweighed by the consensus expressed by the physicians and psychologists contacted as to the appropriateness of extending the time limit to one year. While such an extension will do little to assist the Sacramento Police Department, it will be of benefit to a number of other agencies that at times experience some difficulty in meeting the current 270 day requirement.

Option 2: Extend The Current 270 Day Limit to One Year. Such an action is consistent with current medical and psychological opinion. As stated above, it would alleviate some of the difficulties being experienced by some other departments, but be of little benefit to the Sacramento Police Department.

Option 3: Extend the Current 270 Day Limit to 18 Months or Two Years.

None of the professionals contacted favored an extension of the current 270 day requirement beyond one year. Given that approximately 80% of Sacramento's Community Service Officers are appointed to regular status within 18 months of initial hire and that 95% are appointed within 2 years of initial hire, either time extension would alleviate the Sacramento Police Department's concerns to a considerable extent. (Albeit a lesser percentage would qualify under either time extension, since the time period covered under either extension would begin on the date(s) of initial medical and psychological evaluation, and not on the date of initial employment as a Community Service Officer.)

Option 4: Waive the Current 270 Day Requirement in Those Limited Circumstances Where An Individual:

- a. Upgrades Within the Same Department From Civilian or Reserve Officer Status to Regular Status,
- b. Was Screened For Initial Employment in Accordance With POST's Entry-Level Medical and Psychological Suitability Requirements,
- c. Has Been Continuously Employed By the Department.

While this option would accord the Sacramento Police Department its requested waiver, adoption of such a policy would contradict the recommendations of those professionals contacted, all of whom expressed the need for some sort of follow-up evaluation under the above stated conditions if more than one year had lapsed since the time of initial evaluation. Furthermore, in the presence of such professional opinion, adoption of this option (as well as option 3) would appear to conflict with the presumption of timeliness that is associated with current legal requirements for evaluating the physical, mental and emotional fitness of peace officer candidates.

Option 5: Extend the Current 270 Day Requirement to One Year and Permit "Updated" Medical and Psychological Suitability Examinations in Those Limited Circumstances Where An Individual:

- a. Upgrades Within the Same Department From Civilian or Reserve Officer Status to Regular Status,
- b. Was Screened for Initial Employment in Accordance with POST's Entry-Level Medical and Psychological Suitability Requirements and the Results of Such Initial Examinations Are Available For Review,
- c. Has Been Continuously Employed By the Department.

This option is fully consistent with the information provided by the experts contacted. Furthermore, with respect to medical examinations, it is fully consistent with the current practice among many law enforcement agencies to conduct less than a complete medical examination when one goes from Reserve Officer to Regular Officer status.

While falling short of the requested waiver, adoption of this option would partially address the concerns of the Sacramento Police Department in that less than total new psychological evaluations would be required of those Community Service Officers who upgrade after 1 year from the date of initial examination. Further, the requirement of an updated medical examination is consistent with current City of Sacramento policy that any person who changes civil service classification undergo an upgraded medical evaluation. However, such updates are currently performed by other than licensed physicians, and thus the city would experience some additional costs.

Finally, inherent in this option is a considerable degree of latitude with respect to the specific nature of medical and psychological "update" exams. However, in the absence of a general consensus among the experts in this regard, it would appear that POST's requirements for such "update" exams, by necessity, would have to be quite general.

Adoption of Option 5 would require a public hearing to modify and amend Commission Procedure C-2 (see Attachment B), and could be achieved via the following language changes and additions:

Change Commission Procedure C-2-2 to read:

Physical and Psychological Suitability Examinations: The physical and psychological suitability examinations shall be conducted as specified in Government Code 1031(f) within ~~270~~ days 1 year before hire.

Addition of Commission Procedure C-2-9, to read as follows:

Updated Physical and Psychological Suitability Examinations: Physical and Psychological Suitability Examination updates, as opposed to totally new and complete re-examinations, may be conducted in those instances where an individual:

- a) upgrades within the same department from civilian or reserve officer status to regular status;
- b) was screened for initial employment in accordance with all above provisions of Commission Procedure C-2, and the results of such examinations are available for review; and
- c) has been continuously employed by the department since the time of initial employment.

Each such examination update shall be conducted by a qualified professional as defined in Government Code 1031(f), and shall include, at a minimum:

- a) a review of previous examination findings;
- b) a review and evaluation of work history and job-relevant life history while with the department for indicators of potential changes in physical or psychological status; and the conduct of more extensive examination and assessment when warranted by the findings of such review; and

- c) verification in writing by the qualified professional as to the individual's continued physical or psychological suitability for employment as a peace officer, a copy of which shall be retained by the department.

RECOMMENDATION

It is recommended that the Commission schedule a public hearing for the July 23, 1987 Commission meeting for the purpose of modifying and amending Commission Procedure C-2 as specified above.





## CITY OF SACRAMENTO

DEPARTMENT OF POLICE  
HALL OF JUSTICE  
813 - 6TH STREET

SACRAMENTO, CALIFORNIA 95814  
TELEPHONE (916) 449-5121

JOHN P. KEARNS  
CHIEF OF POLICE

September 24, 1986

Ref: 9-58

Norman C. Boehm, Executive Director  
Commission on Peace Officer Standards and Training  
1601 Alhambra Blvd.  
Sacramento, California 95816

Dear Mr. Boehm:

On September 19, 1986, Ray Bray, a Senior Consultant from POST, visited the Sacramento Police Department. Part of that visit focused on the backgrounding process of our new officers, particularly the physical and psychological examinations. These new police officers had been community service officers employed by this department, and they were transitioned into the position of police officers. In examining our process, Mr. Bray stated that he felt that we were not up to standard when it came to our physical and psychological examinations for these new employees.

The POST Administrative Manual under Commission Procedure C-2 Subsection 2-2 states that "physical and psychological suitability examinations shall be conducted as specified in Government Code Section 1031(f), within 270 days before hire."

The Government Code Section 1031(f) states that those examinations must be conducted, there is no reference to the time period for those examinations.

The situation at hand is this; the Sacramento Police Department has, for the past eleven years, hired community service officers and transitioned those persons into the police officer positions. The selection, testing and training process has been identical to our standard set for hiring of police officers. We have been conducting psychological examinations for all candidates since 1979.

In other words, when a person is hired as a community service officer, every standard established by POST and the government code is fulfilled. After a community service officer has been with the department for at least one year, we change their status to that of a police officer. Herein lies the problem. The POST standard says that a physical and psychological must be completed within 270 days.

## Commission on Peace Officer Standards and Training

POST Administrative Manual

COMMISSION PROCEDURE C-2  
Revised: January 24, 1985

Procedure C-2 was incorporated by reference into Commission Regulation 1002(a)(7), on April 15, 1982 and revised and incorporated with Commission Regulation 1002(a)(7) on October 18, 1984. A public hearing is required prior to revision of this directive.

## PHYSICAL AND PSYCHOLOGICAL SUITABILITY EXAMINATIONS

## Purpose

2-1. Physical and Psychological Suitability Examinations: This Commission procedure implements the physical and psychological suitability examinations requirements established in Section 1002(a)(7) of the Regulations. The purpose of the physical examination is to select personnel who are physically sound and free from any physical condition which would probably adversely affect their performance as a peace officer. The purpose of the psychological suitability examination is to select personnel who are free from any mental or emotional condition which might adversely affect their performance as a peace officer. The POST "Medical Screening Manual," or its equivalent, should be followed in conducting the physical evaluation. The "POST Psychological Screening Manual," or its equivalent, should be followed in conducting the psychological suitability evaluation.

## Procedure

2-2. Physical and Psychological Suitability Examinations: The physical and psychological suitability examinations shall be conducted as specified in Government Code Section 1031(f) within 270 days before hire.

2-3. Medical History: Each candidate must supply to the examining physician a statement of the medical history of past and present conditions, diseases, injuries or operations.

2-4. Vision and Hearing: The hiring authority shall establish minimum standards for hearing, color vision and visual acuity, and is responsible for determining that each candidate meets those standards.

2-5. Physician's Findings and Record: The physician shall record findings of the examination on appropriate forms and shall note thereon, for evaluation by the appointing authority, any past or present physical conditions, diseases, injuries, operations, or any evidence or indications of mental conditions displayed by the candidate which should be further evaluated by competent professionals. The completed form(s) shall be retained by the local jurisdiction.

2-6. Psychological Suitability: Peace officer applicants shall be judged to be free from job-relevant psychopathology, including personality disorders, as diagnosed by a qualified professional, described in Government Code Section 1031(f). References which may be used in making this determination are identified in the "POST Psychological Screening Manual."

2-7. Psychological Suitability Examination: Psychological suitability shall be determined on the basis of psychological test score information which has been interpreted by a qualified professional. A minimum of two psychological tests shall be used. One must be normed in such a manner as to identify patterns of abnormal behavior; the other must be oriented toward assessing relevant dimensions of normal behavior.

2-8. Clinical Interview: All final recommendations to disqualify candidates for psychological unsuitability shall be based, in part, on a clinical interview conducted by a qualified professional. An interview shall also be conducted when objective test data are inconclusive.



# CITY OF SACRAMENTO

DEPARTMENT OF POLICE  
HALL OF JUSTICE  
813 - 6TH STREET

SACRAMENTO, CALIFORNIA 95814  
TELEPHONE (916) 449-5121

JOHN P. KEARNS  
CHIEF OF POLICE

John Van De Kamp  
Attorney General  
Post Commissioner  
3580 Wilshire Boulevard  
Los Angeles, CA 90010

March 12, 1987

OOC 3-27

Dear Attorney General Van De Kamp:

I would like to take this opportunity to express my appreciation for your consideration of our request for waiver of the 270 day rule for psychological and medical examinations for Community Service Officers. Given the circumstances of the selection process, training, duties and continuous employment of our Community Service Officers, it is quite obvious that conducting two backgrounds on the same individual is simply an extra burden for the taxpayer, both monetarily and in valuable police officer manhours.

Please let me explain the Sacramento Police Department's Community Service Officer Program.

## DEFINITION

The Community Service Officer position is an entry level peace officer training position. It is an exempt position, and a very important tool in the Department's affirmative action plans.

Community Service Officers are continuously employed for a minimum of 20 hours per week from date of hire. They must attend college and complete a minimum of six (6) units each semester during the regular school year. They perform most general law enforcement duties under the direct supervision of a regular police sergeant.

If they have performed satisfactorily, and have attained the age and educational requirements of the Sacramento Police Department, they are automatically transitioned to the position of police officer. The requirements for police officer for the City of Sacramento include being 21 years of age and completion of 60 semester units at an accredited college or university.

March 12, 1987

### REQUIREMENTS

Requirements for Community Service Officer for the Sacramento Police Department meet or exceed those requirements for regular sworn peace officers, as specified in the penal code and P.O.S.T. Administrative Manual.

### EXAMINATION PROCESS

The written examination is an entry level law enforcement examination which was developed by P.O.S.T. It is the same examination administered to police officer candidates.

The physical agility test was also developed by P.O.S.T. and is the same which is administered to police officer candidates.

Community Service Officer candidates must also undergo an oral examination.

If they are successful in the testing process, they must take and pass psychological, medical and polygraph examinations prior to employment with the Sacramento Police Department.

### BACKGROUND INVESTIGATIONS

Pre-employment background investigations for Community Service Officer candidates are identical to those for police officers. They meet or exceed the requirements in the P.O.S.T. Administrative Manual.

### TRAINING

Community Service Officers receive training identical to the training received by regular police officers. They must attend and meet all requirements of the Sacramento Police Academy, a 14 week live-in academy, in which they are trained for 727 hours in compliance with P.O.S.T. guidelines.

Upon graduation from the academy, they receive a minimum of 200 hours of field training with a field training officer.

They subsequently receive exactly the same advanced officer training and all other departmental training received by regular officers.

March 12, 1987

CONTINUOUS EMPLOYMENT

Community Service Officers are continuously employed from date of hire for a minimum of 20 hours per week.

They must complete six units of college credit each semester during the regular school year until they are upgraded to police officer or attain a baccalaureate, at which time their hours are expanded to 40 per week.

LENGTH OF TIME IN GRADE

Community Service Officers have been upgraded to police officer as early as two months after graduation from the academy and as late as 32 months (one only).

Eighty per cent are upgraded in less than 18 months from the date of hire.

Ninety-five per cent are upgraded within two years of date of hire.

As you can see Community Service Officers must meet or exceed all requirements and training as that which is required for peace officer in the State of California. Additionally, they are continuously employed under the supervision of a regular police sergeant from date of hire.

The Sacramento Police Department is in total agreement with the intent of state law and P.O.S.T. guidelines in regards to psychological and medical fitness for peace officers. We feel that we are in compliance with that intent.

We are not asking for an open-ended waiver of the 270 day rule. We are however, requesting that, given our circumstances, the rule might be expanded to accommodate our Community Service Officer Program.

Again, thank you for your consideration of this matter. Please do not hesitate to contact me for further information or clarification of any of the above information.

Sincerely,

  
JOHN P. KEARNS  
CHIEF OF POLICE

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Approving Revisions to The Three-Year Rule--Request For Public Hearing</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Training Program Services</b>	Reviewed By <b>Glen Fine</b>	Researched By <b>Hal Snow</b>
Executive Director Approval <i>William C. Becken</i>	Date of Approval <b>4-6-87</b>	Date of Report <b>March 9, 1987</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 a public hearing be approved to consider changes to the three-year break in service rule including adding an 80-hour re-entry course as an alternative for requalifying and other changes?

BACKGROUND

The Commission first established the three-year break in service rule for non-POST certificated persons in October 1982. The rule requires such persons to requalify by means of the Basic Course Waiver Examination or completing the Basic Course after separating from service as a peace officer for three years or more, or in the case of persons basic trained but who never became employed from the date of completing the academy. The rule was extended to certificated officers in January 1985. Effective January 1986, POST added a manipulative skills examination to the Basic Course Waiver Testing process.

After two years of experience with the rule applying to certificated officers and five years for non-certificated, some changes appear necessary to address the manner of requalification and exemptions for certificated officers. In establishing the re-entry rule for already basic-trained individuals, there was a presumption that the volume was so low that a re-entry training course was not feasible. Therefore, the two existing alternatives for requalifying were established--testing or repeating the Basic Course.

Experience with the rule has revealed an annual volume of 86 California trained applying for the BCW requalification process including 52 certificated and 34 non-certificated. Problems encountered with the present system of requalification include: (1) candidates having difficulty in passing the testing process (4% fail the written test initially and 48% fail the skills test initially) because of lack of availability of refresher training courses, (2) costs for the requalification process have been a concern to individual applicants and employing agencies, (3) because of the existing exemptions to the rule, some re-entering individuals have been eligible to re-enter while serving in peace officer positions for which there is little or no likelihood proficiencies would be maintained, (4) some officers have returned to "light" duty which does not require current proficiency, and (5) some BCW candidates have exceeded the existing two-year maximum time period in which to complete the requalification process due to lack of clarity in POST requirements.

Specific changes proposed for consideration include:

1. Adding an 80-hour re-entry course as an alternative to requalify under the three-year rule.
2. Require that the starting date for the three-year rule shall be determined from the last date of employment in a California peace officer position for which a basic course is required.
3. Add an exemption for officers returning to permanent "light" duty assignments after being off due to injuries or illness.
4. Other technical changes clarifying time limitations for completing various steps in the BCW process.

### ANALYSIS

Proposed Change #1--Add an 80-hour re-entry course as an alternative to the existing BCW testing for persons attempting to requalify under the three year rule. The relatively high non-POST reimbursable cost (\$391) for the BCW testing process, the difficulty for re-entering officers to successfully pass the manipulative skills examination, and the difficulty of re-entering officers to find available refresher training have suggested the need for POST to develop a re-entry course for requalifying returning officers. An 80-hour California Basic Training Requalification Course has been developed to serve this purpose. Content includes portions of the Basic Course which: (1) are most likely to have changed in the last three years, (2) critical manipulative skills related to officer survival or civil liability-causing which are most likely to experience reduced proficiency, (3) diagnostic testing for report writing, and (4) other critical subjects. See Attachment A for the course outline.

It is proposed that the course be POST-certified under reimbursement Plan IV--travel and per diem. Instructional costs for employed candidates would be reimbursed to the presenter under contract with POST. Non-employed trainees would pay their tuition directly to the presenter thus reducing costs to POST. Tuition is necessary due to the expected low volume of trainees/presentation and need to have multiple instructors for some blocks of instruction.

It is anticipated that the proposed re-entry training course will be effective in ensuring proficiency because training and testing are included in the course. It is also believed that this system will be much more acceptable to law enforcement, as it reduces costs and is a much more predictable outcome than the present testing requalification method. Of course, this proposal increases POST's reimbursement costs, but this appears justified since POST has mandated the three-year rule. The costs may be negated by fewer persons repeating the basic course for reimbursement. Also, staff believes the re-entry course will reduce the potential for liability associated with present testing and may reduce present staff workload related to scheduling of testing.

Proposed Change #2--Require that the starting date for the three-year rule shall be determined from the last date of employment in a California peace officer position "for which a basic course is required." Existing requirements in Commission Regulation 1008 (b) specify that the three-year rule will be determined from the last date of employment as a California peace officer. The term "California peace officer" encompasses many different classes and types of peace officers, some of which have no likelihood of the officer maintaining continuing basic training proficiencies, e.g., dog catcher, probation officer, etc. Therefore, it is proposed that the qualifier "for which a basic course is required" be added to assure basic trained individuals serve in peace officer positions which are likely to maintain their proficiencies, otherwise these individuals should be required to requalify after three years. It is also proposed that this regulation provision be amended to make clear that this rule does not apply to reserve peace officers appointed pursuant to Penal Code Section 830.6.

Proposed Change #3--Add an exemption for officers returning to permanent "light" duty assignments after being off for more than three years due to injuries or illness. Agencies from time to time reinstate former officers to light duty after a three-year or longer break because of some injury or illness. Sometimes the light duty assignments are temporary and in other cases long term. Light duty assignments, e.g., records, communications, etc., generally do not involve the officer performing general enforcement duties and, hence, there is no need for officers returning to light duty assignments on a permanent basis to requalify.

Proposed Change #4--Other technical changes clarifying time limitations for completing various steps in the Basic Course Waiver Process. Technical changes to Commission Procedure D-11 are being proposed to assure the total amount of time permitted to begin and complete the requalification process is two years. Current policy is to limit the process to two years but our written procedures are unclear. Some situations have arisen wherein agencies or applicants delay completing the process within a reasonable period of time, requiring POST to unnecessarily retain records indefinitely.

With the exception of the re-entry course, the above changes will have no fiscal impact upon POST and employing agencies. Should the Commission approve, a more complete report, including cost analysis and proposed language, would be provided at the time of public hearing.

#### RECOMMENDATIONS

Approve the scheduling of a public hearing at the July 1987 meeting to consider the following changes:

1. Add an 80-hour re-entry course as an alternative to requalify under the three-year rule.
2. Require that the starting date for the three-year rule shall be determined from the last date of employment in a California peace officer position for which a basic course is required.
3. Add an exemption for officers returning to permanent "light" duty assignments after being off due to injuries or illness.
4. Technical changes clarifying time limitations for completing the Basic Course Waiver Process.



## Commission on Peace Officer Standards and Training

## CALIFORNIA BASIC TRAINING REQUALIFICATION COURSE

## Course Outline

Course Description--This course is designed to meet POST's requirements for persons qualifying or requalifying by using the Basic Course Waiver Process. The content of the course includes portions of the Basic Course which are (1) most likely to change in a three-year period; (2) critical manipulative skills related to officer survival or civil liability-causing in areas which persons are most likely to experience reduced proficiency; (3) diagnostic testing for report writing; and (4) other related critical subjects. Testing to determine student proficiency shall be performed within each block of instruction. Presentation methodology shall include lectures, practical exercises, demonstrations and role-playing scenarios.

Legal Reference--Commission Regulation 1008, and Commission Procedure D-11.

Course Certification--POST Technical Course, Reimbursement Plan III. Reimbursement is provided for those trainees employed by an eligible law enforcement agency.

Course Hours--80

TOPICAL OUTLINE

<u>Topics</u>	<u>Hours</u>
* A. Course Overview/Orientation	1
B. Professional Orientation (Ethics)	2
C. Law (Update of Law Changes for Previous Three Years) (Annually Updated)	12
D. Laws of Evidence (Update of Evidence Changes for Previous Three Years) (Annually Updated)	4
E. Communications (Diagnostic Testing for Report Writing)	1
* F. Vehicle Operations (2 hrs. classroom, 8 hrs. behind the wheel)	10
* G. Force and Weaponry	12
H. Patrol Procedures	20
Patrol Hazards/Pedestrian Approach/ (4)	
Vehicle Stops	(2)
Telecommunications (2)	(6)
Officer Survival/Crimes-In-Progress (6)	(4)
Domestic Violence (4)	(4)
Search Restraint Devices/Prisoner (4)	
Transportation	
I. Traffic (Legal Update)	2
* J. Defensive Tactics	16
Total	80

\* Must pass, remainder will have diagnostic testing.

EXPANDED OUTLINE

A.	Course Overview	
B.	Professional Orientation	
	Ethics	1.3.0
	Unethical Behavior	1.4.0
C.	Law (Update)	
	Introduction to Law	3.1.0
	Crime Elements	3.2.0
	Intent	3.3.0
	Parties to A Crime	3.4.0
	Defenses	3.5.0
	Attempt/Conspiracy/Solicitation	3.7.0
	Obstruction of Justice	3.8.0
	Theft Law	3.9.0
	Extortion Law	3.10.0
	Embezzlement Law	3.11.0
	Forgery/Fraud Law	3.12.0
	Burglary Law	3.13.0
	Receiving Stolen Property Law	3.14.0
	Malicious Mischief Law	3.15.0
	Arson Law	3.16.0
	Assault/Battery Law	3.17.0
	Assault With Deadly Weapon Law	3.18.0
	Mayhem Law	3.19.0
	Felonious Assault Law	3.20.0
	Crimes Against Children Law	3.21.0
	Public Nuisance Law	3.22.0
	Crimes Against Public Peace Law	3.23.0
	Deadly Weapons Law	3.24.0
	Robbery Law	3.25.0
	Kidnapping/False Imprisonment Law	3.26.0
	Homicide Law	3.27.0
	Sex Crimes Law and Crimes Against Children	3.28.0
	Rape Law	3.29.0
	Gaming Law	3.30.0
	Controlled Substances Law	3.31.0
	Hallucinogens Law	3.32.0
	Narcotics Law	3.33.0
	Marijuana Law	3.34.0
	Poisonous Substances Law	3.35.0
	Alcoholic Beverage Control Law	3.36.0
	Constitutional Rights Law	3.37.0
	Laws of Arrest	3.38.0
	Local Ordinances	3.39.0
	Juvenile Alcohol Law	3.40.0
	Juvenile Law and Procedures	3.41.0
D.	Laws of Evidence (Update)	
	Concept of Evidence	4.1.0
	Privilege Communications	4.2.0
	Subpoena	4.4.0
	Burden of Proof	4.5.0
	Rules of Evidence	4.6.0
	Search Concept	4.7.0
	Seizure Concept	4.8.0
	Legal Showup	4.9.0

EXPANDED OUTLINE (continued)

## E. Communications (Diagnostic Testing for Report Writing)

Based upon a scenario students will be required to write a report. Results will be evaluated and provided to the student and employing agency.

## F. Vehicle Operations

Code 3	6.3.0
Vehicle Operation Liability	6.4.0
Vehicle Inspection	6.5.0
Vehicle Control Techniques	6.6.0
Stress Exposure and Hazardous Emergency Driving	6.7.0

## G. Force and Weaponry

Effects of Force	7.1.0
Reasonable Force	7.2.0
Deadly Force	7.3.0
Simulated Use of Force	7.4.0
Firearms Safety	7.5.0
Handgun	7.6.0
Shotgun	7.8.0
Handgun Shooting Principles	7.10.0
Shotgun Shooting Principles	7.11.0
Handgun/Day/Range	7.13.0
Handgun/Night/Range	7.14.0
Handgun/Combat/Day/Range	7.15.0
Handgun/Combat/Night/Range	7.16.0
Shotgun/Combat/Day/Range	7.17.0
Shotgun/Combat/Night/Range	7.18.0

## H. Patrol Procedures

Patrol "Hazards"	8.6.0
Pedestrian Approach	8.7.0
Interrogation	8.8.0
Vehicle Pullover Techniques	8.9.0
Unconventional Vehicle Stops	8.10.0
Felony/High Risk Pullover Field Problem	8.11.0
Telecommunications	8.13.0
Person Search Techniques	8.14.0
Vehicle Search Techniques	8.15.0
Building Area Search	8.16.0
Search/Control Simulation	8.18.0
Restraint Devices	8.19.0
Prisoner Transportation	8.20.0
Tactical Considerations/Crimes-In-Progress	8.21.0
Burglary-In-Progress Calls	8.22.0
Robbery-In-Progress Calls	8.23.0
Prowler Calls	8.24.0
Crimes-In-Progress	8.25.0
Domestic Violence	8.47.0

EXPANDED OUTLINE (continued)

I. Traffic (Legal Update)

Vehicle Registration and Driver License Law	9.3.0
Vehicle Code Violations	9.4.0
Alcohol Violations	9.5.0

J. Defense Tactics

Principles of Weaponless Defense	12.6.0
Armed Suspect/Weaponless Defense/ Weapons Retention	12.7.0
Baton Techniques	12.8.0
Baton Demonstration	12.9.0

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Supervisory Course Curriculum Changes--Request for Public Hearing</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Training Program Services</b>	Reviewed By <b>Glen Fine</b>	Researched By <b>Hal Snow</b>
Executive Director Approval <i>Norman C. Belton</i>	Date of Approval <b>3-25-87</b>	Date of Report <b>March 2, 1987</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 schedule a public hearing to consider changes to the Supervisory Course relative to curriculum content, increasing minimum hours from 72 to 80.

BACKGROUND

At the October 1986 meeting, the Commission directed staff to review all training mandates to determine the feasibility of adding curriculum on Principles, Values and Ethics. At a recent routine curriculum update seminar of Supervisory Course coordinators and instructors, this directive along with other course content was reviewed.

Current POST requirements for the Supervisory Course, see Attachment A for Commission Procedure D-3, specify the present minimum hours is 72. This minimum was adopted by the Commission in October of 1983 after a curriculum revision that provided a means for course presenters to include up to eight hours of locally determined subjects since the Commission has a policy of providing a maximum of 80 hours of Plan II reimbursement - salary, travel and per diem.

Input from law enforcement agencies and training course presenters reflects strong support for adding curriculum related to Values, Principles, and Ethics. The following is recommended: (1) increase minimum hours from 72 to 80, based upon adding eight hours of Values, Principles and Ethics; and (2) make other technical hourly changes to Commission Procedure D-3 that would consolidate all existing curriculum related to legal and liability issues into one identifiable topic of eight hours.

ANALYSIS

The Supervisory Course presenters enthusiastically endorsed the idea of adding Values, Principles and Ethics to the minimum curriculum content. As with all topics for the Supervisory Course, POST maintains a detailed Unit Guide outline of recommended learning goals, content and instructional methodology. A detailed outline (Attachment C) was developed for this topic which is considered a model

for other such training. The recommended learning goal is "The student will understand personal and organizational values and the supervisor's role in influencing individual behavior through ethical decision making.

Major content areas for the topic would include: (1) Definitions, (2) How Values Develop, (3) How Values Change, (4) What Subordinates Are Taught, (5) Supervisor's Role/Responsibility, (6) Implementation and Commitment. (See Attachment C.) The Unit Guide recommends various student participative activities, including scenarios on Failure to Arrest DUI Officer, Sexual Encounters On Duty, Dishonest Report Writing, Personal Business on Duty, Use of Narcotics, Gratuities and Condoning Excessive Force. Since this subject concerns attitudes and values, student interactivity is necessary to have impact.

The current POST content requirements for the course include considerable attention to legal and liability issues such as (1) Negligence in Appointment/Retention Assignment/Supervisory/Entrustment/ Training, (2) Criminal and Civil Process (3) Laws on Peace Officer Bill of Rights, Skelly Process, etc. (4) Processing Complaints, (5) Title VII Violations, and (6) Reducing Liability. Because there is need to minimize the potential for duplication and conflict, it is being recommended that all legal and liability content be consolidated into one identifiable topic of eight hours on Liability. If this change is approved, a workshop for instructors who teach this would be conducted to assist course presenters. Consolidating this legal curriculum would help ensure that it is taught by competent legal authorities and would logically precede other procedural topics, e.g., handling grievances. It is also recommended that Testing be added to the course subjects so that course presenters can diagnose instructional effectiveness.

For the 1985/86 Fiscal Year, the 21 POST-certified presenters offered 49 presentations graduating 1,150 trainees resulting in \$1,125,499 reimbursement. The above proposed changes would have no fiscal effect on presenters, local agencies, nor POST, as all existing courses are at 80 hours or more.

Revisions to Commission Procedure D-3 are subject to public hearing requirements. Commission Procedure D-3 currently specifies hours for individual subjects which necessitates a public hearing to change. In addition to adding the above subject, it is recommended the hours for individual subjects be deleted to permit flexibility for POST to periodically adjust hours as curriculum needs change and to accommodate presenter needs. POST would retain recommended hours for individual subjects in the expanded course curriculum documented "The POST Supervisory Course Curriculum." Removing the hourly designations would also make Commission Procedure D-3 consistent with similar POST-required courses (Management and Executive Development Courses - Commission Procedures D-4 and D-5). Therefore, if the Commission approves of these changes, a public hearing would be scheduled for the July meeting.

All of the course presenters participating in this developmental effort (17 of the 21) support these recommendations.

#### RECOMMENDATION

Approve a public hearing to revise to Commission Procedure D-3 that would: (1) delete hour designations for individual subjects, (2) increase minimum hours for the Supervisory Course from 72 to 80 to accommodate the addition of the subject Values, Principles and Ethics and (3) add the subjects of Liability Issues and Testing.

## Commission on Peace Officer Standards and Training

POST Administrative Manual

COMMISSION PROCEDURE D-3  
Revised: December 1, 1983

Procedure D-3 was incorporated by reference into Commission Regulation 1005 on April 15, 1982. A public hearing is required prior to revision of this procedure.

## SUPERVISORY COURSE

## Purpose

3-1. Specifications of the Supervisory Course: This Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(b) of the Regulations for Supervisory Training.

## Content

3-2. Supervisory Course Subjects: The Supervisory Course is a minimum of 72 hours (reimbursable up to 80 Hours) and consists of curriculum enumerated in the document "The POST Supervisory Course Curriculum". In order to meet local needs, flexibility in curriculum may be authorized with prior POST approval. The POST Supervisory Course Curriculum is organized under the following broad topic areas:

1.0	Introduction-Role Identification	4 hours	9.0	Planning and Organizing	4 hours
2.0	Leadership Styles	4 hours	10.0	Communication	6 hours
3.0	Assertive Leadership	4 hours	11.0	Training	8 hours
4.0	Employee Performance Appraisal	8 hours	12.0	Report Review	4 hours
5.0	Counseling	6 hours	13.0	Investigations	2 hours
6.0	Discipline	8 hours	14.0	Stress	4 hours
7.0	Employee Relations	4 hours	15.0	The Transition	2 hours
8.0	Administrative Support	4 hours			

Total Minimum Required Hours 72

## Commission on Peace Officer Standards and Training

POST Administrative Manual

COMMISSION PROCEDURE D-3  
\*Revised: December 1, 1983

Procedure D-3 was incorporated by reference into Commission Regulation 1005 on April 15, 1982. A public hearing is required prior to revision of this procedure.

## SUPERVISORY COURSE

## Purpose

3-1. Specifications of the Supervisory Course: This Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(b) of the Regulations for Supervisory Training.

## Content

3-2. Supervisory Course Subjects: The Supervisory Course is a minimum of ~~72~~ 80 hours (reimbursable up to 80 Hours) and consists of curriculum enumerated in the document "The POST Supervisory Course Curriculum". In order to meet local needs, flexibility in curriculum may be authorized with prior POST approval. The POST Supervisory Course Curriculum is organized under the following broad topic areas:

- Introduction-Role Identification
- Values, Principles and Ethics
- Leadership Styles
- Liability Issues
- Assertive Leadership
- Employee Performance Appraisal
- Counseling
- Discipline
- Employee Relations
- Administrative Support
- Planning and Organizing
- Communication
- Training
- Report Review
- Investigations
- Stress
- The Transition
- Testing



**Learning Goal 1.0** : The student will understand personal and organizational values and the supervisor's role in influencing individual behavior through ethical decision-making.

Unit Outline & Presentation	Objectives & Instructional Cues
<p>A. Definitions</p> <p>1. Terms</p> <p>a. values: those fundamental beliefs upon which decisions and conduct are based</p> <p>b. ethics: accepted rules of conduct governing an individual or group</p> <p>c. principles: ethical standards relied upon for guidance in decision-making</p> <p>2. Types of values</p> <p>a. personal: those individual beliefs which one (or a person) relies upon</p> <p>b. organizational: those collective beliefs which characterize an organization</p> <p>c. professional: those beliefs which are fundamental to and characterize a specific vocational group or discipline</p> <p>d. societal: those beliefs reflected by the norms of the greater community</p> <p>B. How Values Develop</p> <p>1. Personal</p> <p>a. collection of individual experiences (family, school, etc.)</p> <p>2. Organizational/professional/societal</p> <p>a. represents the collective values of the members and are particularly influenced by leaders and relevant environments</p> <p>C. How Values Change</p> <p>1. Personal</p> <p>a. change slower/less frequently</p>	<p>Recommend inter-rogatory process; have class verbally define prior to sharing POST definitions</p> <p>Recommend use of video "Morris Massey Series on Values"</p> <p>Allow appropriate time for discussion of video</p>



**Learning Goal 1.0** : The student will understand personal and organizational values and the supervisor's role in influencing individual behavior through ethical decision-making.

Unit Outline & Presentation	Objectives & Instructional Cues
<ul style="list-style-type: none"> <li>(4) organizational politics</li> <li>(5) demographic change</li> <li>b. factors that may affect individual or collective behavior               <ul style="list-style-type: none"> <li>(1) departmental policies</li> <li>(2) peer group influences</li> <li>(3) media</li> <li>(4) dilemma of the ethics taught vs. the ethics observed</li> <li>(5) external influences                   <ul style="list-style-type: none"> <li>(a) religious</li> <li>(b) political</li> <li>(c) family</li> <li>(d) cultural</li> </ul> </li> <li>(6) personal prejudices and biases</li> </ul> </li> <li>c. behavior or conduct that is inconsistent with organizational values               <ul style="list-style-type: none"> <li>(1) unequal enforcement</li> <li>(2) insensitivity to community concerns</li> <li>(3) polarization of employees within the work unit</li> </ul> </li> </ul>	<p>To facilitate class-room discussion, the instructor may use any of the following scenario topics:</p> <ul style="list-style-type: none"> <li>-failure to arrest an off-duty officer for DUI</li> <li>-sexual encounters on duty</li> <li>-dishonest report writing</li> <li>-personal business or duty</li> <li>-use of narcotics</li> <li>-gratuities</li> <li>-condoning/using excessive force</li> <li>-condoning/using abusive language</li> </ul>

**Learning Goal 1.0** : The student will understand personal and organizational values and the supervisor's role in influencing individual behavior through ethical decision-making.

Unit Outline & Presentation	Objectives & Instructional Cues
<ul style="list-style-type: none"> <li>d. making ethical decision               <ul style="list-style-type: none"> <li>(1) communicate organizational values</li> <li>(2) acceptable behavior                   <ul style="list-style-type: none"> <li>(a) reinforce</li> <li>(b) reward</li> </ul> </li> <li>(3) unacceptable behavior                   <ul style="list-style-type: none"> <li>(a) intervene</li> <li>(b) correct</li> <li>(c) follow-up and reinforce corrected behavior</li> </ul> </li> <li>(4) resources for decisions                   <ul style="list-style-type: none"> <li>(a) Code of Ethics</li> <li>(b) prior training</li> <li>(c) departmental policies and procedures</li> <li>(d) laws</li> <li>(e) Code of Professional Conduct</li> </ul> </li> </ul> </li> </ul>	<p>Instructor's Note: Depending on circumstances, other possible sources could be:</p> <ul style="list-style-type: none"> <li>-peers</li> <li>-superiors</li> <li>-counselors, etc.</li> </ul>
<ul style="list-style-type: none"> <li>G. Commitment to Ethics, Values and Principles           <ul style="list-style-type: none"> <li>1. Benefits               <ul style="list-style-type: none"> <li>a. maintain integrity of the profession</li> <li>b. maintain personal integrity</li> <li>c. command respect for the supervisor and the profession</li> </ul> </li> <li>2. Risks               <ul style="list-style-type: none"> <li>a. personal integrity</li> </ul> </li> </ul> </li> </ul>	<p>Cite specific current events examples</p>

**Learning Goal 1.0** : The student will understand personal and organizational values and the supervisor's role in influencing individual behavior through ethical decision-making.

Unit Outline & Presentation	Objectives & Instructional Cues
<ul style="list-style-type: none"> <li>b. support for the profession</li> <li>c. respect of:               <ul style="list-style-type: none"> <li>1 - peers</li> <li>2 - subordinates</li> <li>3 - community</li> <li>4 - superiors</li> </ul> </li> <li>d. political ramifications</li> <li>e. civil and criminal penalties</li> <li>3. social contract               <ul style="list-style-type: none"> <li>a. with community</li> <li>b. with self</li> <li>c. with superiors</li> <li>d. with subordinates</li> </ul> </li> </ul>	<p>Use handout titled "Making A Social Contract"</p>

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Management Course Contracts - Fiscal Year 1987/88		Meeting Date April 23, 1987
Bureau Center for Executive Development	Reviewed By	Researched By <i>Ted Morton</i> Ted Morton
Executive Director Approval <i>Moussa C. Behm</i>	Date of Approval 3/17/87	Date of Report March 9, 1987
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

Commission review and final approval of the Management Course contracts for Fiscal Year 1987/88. The total maximum cost is \$290,471.00 for 22 presentations.

BACKGROUND

Staff has met with each coordinator representing the five contract presenters for the Management Course. Staff has identified a need for 22 contract course presentations during Fiscal Year 1987/88.

ANALYSIS

Course costs are consistent with POST tuition guidelines. Required learning goals are being satisfactorily presented by each contractor. The Fiscal Year 1987/88 contract costs for 22 presentations will not exceed a total of \$290,471.00. The following costs have been agreed to by the presenters:

California State University - Long Beach Foundation 5 presentations	\$ 68,270.00
San Jose State University Foundation - 4 presentations	\$ 51,360.00
Humboldt State University - 5 presentations	\$ 58,960.00
San Diego Regional Training Center - 5 presentations	\$ 73,250.00
California State University - Northridge Foundation 3 presentations	\$ 38,631.00

Total cost of contract for Fiscal Year 1986/87 was \$279,434.00 for 22 presentations. The 3.9% increase in contract costs over 1986/87 are for instructors, site, and materials. A minimum number of 440 law enforcement middle managers will attend the 22 presentations during the Fiscal Year.

RECOMMENDATION

If approved, the action of the Commission will be to authorize the Executive Director to enter into contract agreements with the current five contractors to present 22 presentations of the Management Course during Fiscal Year 1987/88 not to exceed total contract costs of \$290,471.00.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Executive Development Course Contract FY 1987/88		Meeting Date April 23, 1987
Bureau Center for Executive Development	Reviewed By	Researched By <i>Ted Morton</i> Ted Morton
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 3/17/87	Date of Report March 9, 1987
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

This item is presented for Commission review and final approval of the Executive Development Course contract costs for Fiscal Year 1987/88. The total maximum cost is \$73,305.00.

BACKGROUND

Commission Regulation 1005(e) provides that every regular peace officer who is appointed to an executive position may attend the Executive Development Course, and the jurisdiction may be reimbursed provided the officer has satisfactorily completed the training requirements of the Management Course. Amendments to Regulation 1014 will include non-sworn executives under the reimbursement procedures following approval of the change by the Office of Administrative Law.

The single contractor for the Executive Development Course is Cal-Poly Kellogg Foundation, located on the California State Polytechnic University, Pomona campus. The Cal-Poly Kellogg Foundation has been under contract to present the course since October 1979. The 1986/87 contract was for \$70,270.00. The 4.3% increase in contract costs over 1986/87 primarily represents modest increases in instructors' salaries and site costs.

ANALYSIS

The presentation by the Cal-Poly Kellogg Foundation has been well received. The coordinators of the course have developed a special expertise in identifying law enforcement management needs and developing an excellent core of subjects and materials that meet the needs of the trainees. The instructors are recognized for their expertise in law enforcement management, futures thinking, culture-ethics-values, legal matters, education, and social and economic issues.

The contract provides for five presentations in Fiscal Year 1987/88. A minimum of 100 chiefs, sheriffs, and senior managers will receive training in the 80-hour course.

RECOMMENDATION

If approved, the action of the Commission would be to authorize the Executive Director to enter into contract agreements with Cal-Poly Kellogg Foundation for five presentations of the POST Executive Development Course for Fiscal Year 1987/88, at a maximum cost of \$73,305.00

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Contract for Command College and Executive Training		Meeting Date April 23, 1987
Bureau Center for Executive Development	Reviewed By	Researched By <i>Ted Morton</i> Ted Morton
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 3/17/87	Date of Report March 16, 1987
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

This is presented for Commission review and final approval of the Command College and Executive Training Contract for Fiscal Year 1987/88. Total maximum cost is \$334,760.00

BACKGROUND

Three classes have now graduated from the Command College. Class 8 will start June 22, 1987. Four classes are continuously in session. During the 1987/88 Fiscal Year, a total of twenty, four- and five-day workshops will be presented at Cal-Poly Pomona.

The contract will provide funds to present twenty Command College workshops, including site, materials, and facilitator and faculty costs. In addition, funds will be used for Independent Study Project Committee meetings and project grading; faculty advisors for evaluating students' intersession projects (homework); training for academic advisors; funds for continuous redesign of workshops, upgrading instruction (case studies, etc.); hiring and orientation for new instructors; and funds for two Assessment Centers for student selection.

The contract also includes funds for development and presentation of the on-going sheriff and undersheriff training program and regional training seminars for chiefs of police. Funds will also provide on-going training needs assessment and evaluation of the executive training programs and the Command College.

ANALYSIS

The two-year Command College is receiving recognition as one of the premiere law enforcement executive training programs in the country. POST has taken a leadership position in design and presentation of a futures-oriented executive development program. A very high level of satisfaction (through letters and telephone calls) is being shown by the sheriffs and chiefs of police in programs designed especially for them. The total contract for 1987/88 is \$334,760.00. This is a 2.5% decrease from the 1986/87 contract of \$343,287.00. The decrease has come about because experience has permitted some refinements and better controls than were possible when the program was new and untried.



RECOMMENDATION

Authorize the Executive Director to enter into a contract agreement with the San Diego Regional Training Center to provide expert management, consultants, educators, and trainers for Command College programs and special seminars for law enforcement executives and senior managers at a maximum cost of \$334,760.00 for Fiscal Year 1987/88.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title POST/DOJ Interagency Agreement for Training		Meeting Date April 23, 1987
Bureau Training Delivery Services	Reviewed By Ronald T. Allen	Researcher John B. Davidson
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 5/17/87	Date of Report March 10, 1987
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

The Department of Justice (DOJ) has requested the approval of an Interagency Agreement (IAA) in the amount of \$736,558 for Fiscal Year 1987/88. This is 0.4% more than the current agreement. The purpose of the agreement is to support presentation cost of law enforcement training certified by POST to the Department of Justice Advanced Training Center.

BACKGROUND

POST has contracted with DOJ to present certified courses to law enforcement since 1974. The amount of the agreement each year has been based on cost to DOJ for instruction, coordination, clerical support, supplies and travel. Each year in the past the total cost to POST for training law enforcement has been at or below the allowable cost established by the tuition guidelines.

ANALYSIS

The Fiscal Year 1987/88 proposal is for 27 separate courses, with a total of 182 presentations. Fifty of the 182 presentations are one day modular training programs. This constitutes a net reduction of 25 of the modular training programs in accord with our agreement to limit the presentations to rural areas not served by local presenters.

The IAA for Fiscal Year 1986/87 called for an 6.8% increase over the previous contract year, this IAA is calling for a 0.4% increase. DOJ will conduct 182 classroom presentations and they will train 4,933 students.

RECOMMENDATION

Authorize the Executive Director to enter into an Interagency Agreement with the Department of Justice to present the described training courses for an amount not to exceed \$736,558.

TRAINING PROGRAM 1987/88

Course	Hours	Offsite	Training Center	Total	Est. Class Sizes (5*)	Total Classroom Hours	Est. Attend. All Present. (5*)	Average Cost Per Course (2*)	Est. POST Cost on IAA (2*, 3*)
Advanced Financial Investigation	32	2	2	4	10	128	40	\$ 4,925.89	\$ 19,703.56
Analyst (C.I. Data)	36	1	2	3	20	108	60	3,922.59	13,038.69
Basic Elements (C.I.)	36	2	2	4	24	144	96	4,416.49	17,665.96
Camp Supervision & Field Operations	53	2	0	2	24	106	48	4,340.59	8,681.18
Card Room & Gambling Investigation	36	2	2	4	20	144	80	5,531.97	22,127.88
Clandestine Drug Laboratory	24	3	3	6	24	144	144	3,647.54	21,885.24
Criminal Intelligence	80	0	2	2	20	160	40	9,185.32	18,370.64
Commander(C.I.,Vice,Narc.)	36	0	4	4	24	144	96	4,006.53	16,026.12
Drug Influence-11550-H&S	24	10	0	10	100	240	1,000	6,721.13	67,211.30
Economic Crime Investigation	36	2	2	4	24	144	96	5,697.34	22,789.36
Executive Protection	36	3	1	4	20	144	80	6,937.19	27,748.76
Financial Investigation - Drug Asset Forfeiture	36	3	2	5	24	180	120	6,684.79	33,423.95
Fingerprint Pattern Recognition	24	4	0	4	24	96	60	1,963.38	7,853.52
Informant Development and Maintenance (O.C.)	32	5	3	8	24	256	192	4,848.07	38,784.56
Information Services-DOJ	8	4	0	4	25	32	100	1,238.19	4,952.76
Introduction to Crime Analysis	36	1	1	2	20	72	40	4,891.82	9,783.64
Investigation of Computer Crimes	36	2	2	4	24	144	96	4,915.09	19,660.36
Investigation of Homicide & Violent Crime (7*)	40	4	2	6	24	240	144	6,837.19	41,023.14
Investigation of Officer Involved Shooting	36	4	2	6	24	216	144	6,198.52	37,191.12
Latent Print Techniques	36	0	4	4	15	144	60	2,199.38	8,797.52
Link Analysis Techniques	8	5	0	5	15	40	75	867.67	4,343.35
Modular Training (1*,4*)	8	50	0	50	25	400	1,250	925.10	46,255.00
Narcotic Enforcement for Peace Officers	24	12	0	12	35	288	420	3,581.42	42,977.04
Narcotic Investigation (7*)	80	0	10	10	20	800	200	13,812.33	138,123.30
Records Management	36	2	1	3	24	108	72	6,187.44	18,562.32
Specialized Surveillance Equipment	36	0	7	7	15	252	105	3,596.57	25,175.99
Visual Investigative Analysis	8	5	0	5	15	40	75	880.31	4,401.55
		128(70%)	54(30%)	182		4,914	4,933		\$736,557.81

1987/88 BUDGET BREAKDOWN  
IN COMPLIANCE WITH POST REQUIREMENTS

Course	Coordination			Clerical	Supplies	Travel	Sub- Total	10.8% Indirect	Est. Cost Per Presentation
	Instruct.	Presite	Onsite						
Advanced Financial Investigation	\$1,289	\$150	\$480	\$375	\$535	\$1,616.75	\$4,445.75	\$ 480.14	\$ 4,925.89
Analyst (C.I.Data)	1,654.25	150	450	375	510	783.34	3,922.59	423.64	4,326.23
Basic Elements (C.I.)	1,433	150	540	375	445	1,043.00	3,986.00	430.39	4,416.49
Camp Supervision & Field Operations	1,000	159	795	562.50	706	695.00	3,917.50	423.09	4,340.59
Card Room & Gambling Investigation	1,625	150	540	375	599	1,703.75	4,992.75	539.22	5,531.97
Clandestine Drug Laboratory	1,510	100	360	300	465	557.00	3,292.00	355.54	3,647.54
Criminal Intelligence	2,800	300	1,200	750	460	2,780.00	8,290.00	895.32	9,185.32
Commander (C.I., Vice, Narc)	1,508	150	540	375	230	813.00	3,616.00	390.53	4,006.53
Drug Influence-1150-H&S	1,140	100	225	300	3,100	1,201.00	6,066.00	655.13	6,721.13
Economic Crime Investigation	1,695	150	540	375	632	1,750.00	5,142.00	555.34	5,697.34
Executive Protection	2,634.75	150	540	375	927.50	1,633.75	6,261.00	676.19	6,937.19
Financial Investigation - Drug Asset Forfeiture	1,985	150	540	375	1,080	1,903.20	6,033.20	651.59	6,684.79
Fingerprint Pattern Recognition	678	100	-	300	120	574.00	1,772.00	191.38	1,963.38
Informant Development & Maintenance (O.C.)	1,368	150	480	375	541.50	1,461.01	4,375.51	472.56	4,848.07
Information Services-DOJ	452	50	-	90	107.50	418.00	1,117.50	120.69	1,238.19
Introduction to Crime Analysis	1,513	150	540	375	457	1,380.00	4,415.00	476.82	4,891.82
Investigation of Computer Crimes	1,200	150	540	375	619	1,552.00	4,436.00	479.09	4,915.09
Investigation of Homicide & Violent Crime (7*)	1,944.75	150	600	375	708.33	2,392.67	6,170.75	666.44	6,837.19
Investigation of Officer Involved Shooting	2,038	150	540	375	630	1,861.33	5,594.33	604.19	6,198.52
Latent Print Techniques	1,080	150	150	375	230	--	1,985.00	214.38	2,199.38
Link Analysis Techniques	226	50	-	90	175	243.00	784.00	84.67	868.67
Modular Training (1*,4*)	273.60	33.33	-	90	140	298.00	834.93	90.17	925.10
Narcotic Enforcement for Peace Officers	1,584	100	120	300	475	653.33	3,232.33	349.09	3,581.40
Narcotic Investigation(7*)	8,847	300	600	750	844	1,125.00	12,466.00	1,346.33	13,812.33
Records Management	1,800	150	540	375	825	1,894.33	5,584.33	603.11	6,187.44
Spec. Surveillance Equipment	1,191	150	300	375	884	346.00	3,246.00	350.57	3,596.57
Visual Investigative Analysis	266.50	50	-	90	250	138.00	794.50	85.81	880.31

- (1\*) 10% of total hours may be given as 8-hour modules  
(see attached for appropriate subjects.)
- (2\*) Includes 15% indirect.
- (3\*) Budget based on established class size.
- (4\*) Typical Modular program consists of 24 hours instruction.
- (5\*) 20% over enrollment each presentation allowable.
- (6\*) Maximum enrollment depending on facilities.
- (7\*) Funded by POST Plan II.

3/2/87

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Contract with Cooperative Personnel Services for Administration of POST Proficiency Examination		Meeting Date April 23, 1987
Bureau Standards and Evaluation	Reviewed By	Researched By John Berner <i>JB</i>
Executive Director Approval <i>Mouman C. Boehm</i>	Date of Approval 3-25-87	Date of Report March 17, 1987
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

Continuation of the POST contract with Cooperative Personnel Services (CPS) to administer the POST Basic Course Proficiency Examination.

BACKGROUND

Penal Code Section 832.3(b) requires POST to develop and administer a basic training proficiency test to all academy graduates. POST has contracted with Cooperative Personnel Services (CPS) for administration of the exam each of the last six years.

ANALYSIS

CPS has done an acceptable job of administering the POST Basic Course Proficiency Examination over the last six years. Moreover, CPS can administer the exam for less than it would cost if POST staff were to assume this function.

The amount of the FY 86/87 contract is \$26,273. The proposed contract for FY 87/88 is for an amount not to exceed \$29,492. The increased funding is being requested to accommodate a potential increase in the number of basic trainee graduates during the next fiscal year. The billing rate schedule for the proposed FY 87/88 contract is essentially unchanged from the current year. If student enrollment does not increase as anticipated, actual POST expenditures can likewise be expected to remain essentially unchanged.

RECOMMENDATION

Authorize the Executive Director to sign a contract with CPS for the administration of the POST Proficiency Examination during FY 87/88 for an amount not to exceed \$29,492.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Contract Services for Administration of POST Reading and Writing Tests		Meeting Date April 23, 1987
Bureau Standards and Evaluation	Reviewed By	Researched By John Berner <i>[Signature]</i>
Executive Director Approval <i>[Signature]</i>	Date of Approval 3-25-87	Date of Report March 17, 1987
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

Continuation of POST contracts with Cooperative Personnel Services and the State Personnel Board to administer and score the POST entry-level reading and writing tests during fiscal year 1987/88.

BACKGROUND

Since 1983, the Commission has authorized that the POST entry-level reading and writing tests be made available to agencies in the POST program free of charge. In addition, for each of the last three years the Commission has authorized that the tests be administered to all entering basic recruits for a six month period, thereby permitting an evaluation of the impact of POST's reading and writing requirements upon entry-level employment. All test administration and scoring services associated with academy recruit testing and local agency use of the tests for entry-level selection have been provided to POST under contracts with the State Personnel Board and Cooperative Personnel Services.

ANALYSIS

ATT contract services have been acceptable. In addition, POST lacks both the personnel resources and the equipment necessary to perform the services being provided under contract. Current year contracts for test administration and scoring services are shown below. Also shown are proposed contract amounts for FY 87/88.

<u>Contractor</u>	<u>Services</u>	<u>Current Year Contracts (FY 86/87)</u>	<u>Proposed FY 87/88 Contracts</u>
State Personnel Board	Scan answer sheets; generate computer printouts of results	\$20,000	\$20,000
Cooperative Personnel Services	Printing, cleaning, mailing, inventorying, etc., of all test booklets; performing all other administrative activities (with exception of answer sheet scanning) associated with use of tests by local agencies	\$124,765	\$135,100

<u>Contractor</u>	<u>Services</u>	<u>Current Year Contracts (FY 86/87)</u>	<u>Proposed FY Contracts</u>
Cooperative Personnel Services	All administrative activities, including actual administration of tests (but excluding answer sheet scanning), associated with testing of all entering academy cadets for a 6-month period (resulting data used to evaluate impact of reading and writing requirements)	\$12,909	\$14,513
		TOTAL: <u>\$157,674</u>	<u>\$169,613</u>

Under the proposed contracts, POST would again conduct testing of all academy recruits for a 6 month period to permit continued evaluation of the impact of POST's reading and writing testing requirements upon entry-level employment. Should continued evaluation be deemed unnecessary upon receiving the FY 86/87 staff report in July on the reading and writing skills of new officers, total contract expenditures would be reduced by \$14,513.

As in the past, each of the proposed contracts contains a billing rate schedule against which POST would be invoiced monthly, with actual costs dependent upon level of test use. The billing rate schedule for the proposed State Personnel Board contract is unchanged from the previous year; proposed FY 87/88 contracts with CPS contain billing rate schedule increases of 2%. The greater than 2% increase in the proposed contracts with CPS reflect estimated increases in test usage of approximately 10%.

RECOMMENDATIONS

1. Authorize the Executive Director to sign a contract with the State Personnel Board for the scoring of the POST reading and writing tests during FY 87/88 for an amount not to exceed \$20,000.
2. Authorize the Executive Director to sign the following contracts with Cooperative Personnel Services for the administration of the POST reading and writing tests during FY 87/88:

Six-month Academy Testing Program: \$ 14,513  
Local Agency Screening Program: \$135,100



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title 1987-88 Interagency Agreement for Auditing Services - State Controller's Office		Meeting Date April 23, 1987
Bureau Administrative Services	Reviewed By Otto H. Saltenberger	Researched By Staff
Executive Director Approval <i>Norman C. Behm</i>	Date of Approval 3-17-87	Date of Report March 7, 1987
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

Commission review and final approval of Interagency Agreement for Auditing Services - State Controller's Office of Fiscal Year 1987-88.

BACKGROUND

There is a need to selectively audit the training claims made by local agencies against the Peace Officer Training Fund. These audits have been conducted by the State Controller on a yearly basis.

ANALYSIS

Each year for the past several years POST has negotiated an interagency agreement with the State Controller's Office to conduct audits of selected local agencies which receive POST reimbursement funds. The Controller's Office continues to do an acceptable job in auditing selected jurisdictions to assure that reimbursement funds are being appropriately expended. Approval is requested to negotiate a similar agreement for 1987-88 in the amount of \$85,000.

RECOMMENDATION

It is recommended that the Commission authorize the signing of an interagency agreement with the State Controller in an amount not to exceed \$85,000 to audit local agency reimbursement claims for Fiscal Year 1987-88.

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title <b>Computer Contract With Motorola Computer Systems</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Information Services</b>	Reviewed By	Researched By <b>George Williams</b> <i>(Signature)</i>
Executive Director Approval <i>Morgan C. Beburn</i>	Date of Approval <b>4-1-87</b>	Date of Report <b>March 18, 1987</b>
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

Authorize staff to sign a contract with Motorola Computer Systems, Incorporated, for computer maintenance services during Fiscal Year 1987/88.

BACKGROUND

POST purchased its Four Phase computer in May of 1986 at the expiration of the lease with Motorola/Four Phase. The purchase was the most cost-effective method of continuing computer services at POST during the period of procurement and installation of a new computer and the conversion of programs and data to the new computer in Fiscal Year 1987/88. POST currently has a contract for maintenance services with Motorola Computer Systems in the amount of \$22,812 per year.

ANALYSIS

The Four Phase computer will be used by POST staff through Fiscal Year 1987/88. This will allow for the procurement and installation of the new computer for which a Request for Proposal (RFP) was released in December, 1986. A maintenance contract with Motorola Computer Systems, Incorporated, for preventative and remedial maintenance for the Four Phase computer will cost approximately the same as the current year, with inflation adjustments not to exceed 10% according to POST's Motorola sales representative. The amount of the contract for Fiscal Year 1987/88 should be approximately \$25,092.20.

RECOMMENDATION

Authorize the Executive Director to sign an agreement with Motorola Computer Systems, Incorporated, for maintenance services during Fiscal Year 1987/88 for an amount not to exceed \$27,000.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Interagency Agreement With Teale Data Center</b>		Meeting Date <b>April 23, 1987</b>
Bureau <b>Information Services</b>	Reviewed By	Researched By <i>GW</i> <b>George Williams</b>
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval <b>4-1-87</b>	Date of Report <b>March 18, 1987</b>
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

Authorize the Executive Director to sign an Interagency Agreement with the Teale Data Center for Fiscal Year 1987/88 for computer services.

BACKGROUND

POST has an Interagency Agreement with the Teale Data Center (a State agency) for the current fiscal year in the amount of \$89,000. The contract provides for a link between POST's computer and the Data Center's mainframe computer. This allows POST to utilize the mainframe's power for complex data processing jobs and the storage of large data files that require more resources than POST's Four Phase computer can provide.

ANALYSIS

POST is currently engaged in acquiring a new computer to replace its Four Phase equipment. This process is estimated to be completed in 1988 and should decrease the need for Teale services, as all but the biggest jobs are moved onto the new computer. However, during the procurement, installation, and data conversion process for the new computer, POST will likely use the Teale Data processing volume.

RECOMMENDATION

Authorize the Executive Director to sign an Interagency Agreement with the Teale Data Center for computer services in Fiscal Year 1987/88 for an amount similar to the current year's cost.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Contract for Various Test Development and Evaluation Services		Meeting Date April 23, 1987
Bureau Standards and Evaluation	Reviewed By	Researched By John Berner <i>JB</i>
Executive Director Approval <i>Morgan C. Belin</i>	Date of Approval 3-25-87	Date of Report March 17, 1987
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

Request for authorization to contract with Cooperative Personnel Services (CPS) for various test development and evaluation services.

BACKGROUND

A number of pressing needs exist with respect to various POST testing programs. Staffing limitations preclude the timely addressing of these needs. Contract assistance is requested for the purpose of undertaking these much needed projects. The specific projects that would be undertaken are briefly described below.

Evaluation of Current Pass Point on POST Physical Abilities Test/Effectiveness of POST Prescribed Recruit Training Conditioning Program

The current POST Basic Course physical conditioning/testing requirement has been in effect since July 1, 1985. Concerns about the passing score on the physical abilities test have been expressed by many. Even a slight raising of the pass point will dramatically alter the passing rate for women, thereby underlying the importance of having job-relatedness evidence to support any change in the current passing score. Upon being presented with these facts last October, the Commission Long Range Planning Committee recommended, and the full Commission approved, a follow-up evaluation to ascertain the degree to which deficiencies exist among recent academy graduates with respect to performing physically demanding job duties. Concurrent with this evaluation, it is proposed that additional information be collected to evaluate the effectiveness of the lifetime fitness emphasis which underlies the physical conditioning program.

As proposed, the follow-up test evaluation activities performed by the contractor would amount to a criterion-related validity study in which officers would be tested and test scores would be compared against existing and specially constructed measures of physical job performance. All test and criterion data would be collected and analyzed by the contractor, with a final report of findings submitted for POST approval.

Such data as performance on standardized fitness tests, self-reported fitness activities, and attitudes concerning the value and impact of the physical conditioning program would be collected to allow for follow-up evaluation of the effectiveness of the conditioning program. Again, the contractor would be responsible for collecting and analyzing all such data.

Development of Computer Software to Allow for More Expeditious  
Development of Equivalent Test Forms/Test Score Equating

Multiple forms exist for many of the POST tests. Because scores are compared across the different forms, it is important that the various test forms be as equivalent as possible in terms of test content and statistical characteristics. Current procedures for establishing equivalent test forms are cumbersome, time consuming, and less sophisticated than desirable due to computer software limitations. As proposed, the contractor would develop software that will expedite test and score equivalency efforts and take advantage of state-of-the-art statistical procedures for accomplishing such equating. Once developed, the software will have application for the following POST tests:

POST Reading and Writing Tests  
POST Proficiency Examination  
POST Basic Course Waiver Examinations (Two)

Development of New Forms of Basic Course Waiver Exams

Current POST regulations allow for testing in lieu of retraining under certain circumstances for persons subject to the Regular Basic Course training requirement or the Specialized Basic Investigators Course training requirement. Under current regulations, persons failing either test are afforded the opportunity to retest one time.

Only one form of each test exists at the current time, thus requiring that retesting be conducted with the same test that was administered initially. In addition, the Specialized Basic Investigators Course Waiver Examination is dated and in much need of replacement. Under the proposed contract, the contractor would construct one new form of each of the current waiver exams, and in the case of the Regular Basic Course Waiver Exam, would equate the new form to the current form using the newly developed software as described above.

ANALYSIS

ATT proposed contract services and products are much needed. It is recommended that POST contract with Cooperative Personnel Services (CPS). POST has contracted with CPS for test administration and scoring services each of the last six years. During this time, CPS has performed admirably and the staffs of the two organizations have learned to work well together. Expansion of the CPS staff within the last two years has led to the point where CPS can now provide the more sophisticated services called for by the projects enumerated above. Other advantages to contracting with CPS are those of geographical proximity (CPS is headquartered in Sacramento) and the fact that CPS is a Joint Powers Authority, thereby eliminating the need to go through the very costly and time consuming Request For Proposals process as a prerequisite for entering into a contract.

Negotiations have been conducted with CPS and the costs of the proposed contract services and products would not exceed \$89,000. The proposed 12 month contract would commence July 1, 1987.

RECOMMENDATION

Authorize the Executive Director to sign a contract with CPS for the above enumerated services and products for an amount not to exceed \$89,000.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Computer System Implementation Assistance		Meeting Date April 23, 1987
Bureau Information Services	Reviewed By	Researched By <i>G.W.S.</i> George W. Williams
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 4-1-87	Date of Report March 6, 1987
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

Engage the services of a private contractor to assist POST in the implementation of the new computer system.

BACKGROUND

In 1985 a Long Range Information System Plan regarding POST's computer needs was prepared. That report led to the completion of a feasibility study report (FSR) in July 1986 by Arthur Young International. One month later POST engaged these consultants to prepare a Request for Proposal for the new computer system and assist in the selection of the successful vender. The 1986/87 Budget provides \$538,000 for the acquisition of the new system. Discussed in the FSR is the use of consultive services to assist in the implementation of the new system and additional unique programming. The consultants estimate that, should they be selected, their fee would be \$170,820.

ANALYSIS

The continued provision of services by this contractor, staff believes, would be beneficial and cost effective because of the valuable work that this contractor and its staff have already performed relative to POST's new computer system. This contractor is thoroughly familiar with POST's current computer system and has examined all aspects of POST Management Information System needs which has led to the development by them of the technical requirements of the new computer system and will enable them, without additional time, effort, and expense, to assist POST in the expeditious installation of and conversion to the new system. The \$170,820 costs for these services staff views as reasonable; these monies are available in the budget. The work to be performed by the contractor includes the following: develop a plan for the conversion from the old to the new computer applications programs; develop user acceptance plan to assure that the new computer system satisfies all stated requirements; provide site preparation/computer installation assistance; assist in the installation of the computer's data base management system and its performance review (this phase will include training of POST staff); data base conversion (e.g., conversion and reformatting of existing data for use within the new computer system); office automation software installation

and performance review (this phase will include training of POST staff); software development/conversion of current application systems (this phase will include training of POST staff). Services provided under this contract would begin in May 1987 and continue through January 1988, requiring an estimated 269 consultant personnel work days.

#### RECOMMENDATION

Authorize the Executive Director to sign a contract for the amount of \$170,820 with Arthur Young International, or another suitable contractor should this become necessary, to provide consultive services for the installation of and conversion to the new POST Management Information System computer.





Commission on Peace Officer Standards and Training  
Legislative Review Committee Meeting  
April 23, 1987, 9 a.m.  
Sacramento Hilton Inn, Board Room

AGENDA

1. Status Report

2. New Legislation

- |                       |  |  |
|-----------------------|--|--|
| o AB 1162 (Floyd)     | Penalty Assessment reduction                             | ops unless amended                       |
| o AB 1569 (N. Waters) | Juvenile Interview guidelines preparation                | N  |
| o AB 1726 (Aries)     | CPR mask training  | S  |
| o AB 1760 (Clute)     | Dog handler training                                     | ops                                      |
| o AB 2376 (Statham)   | Cancer agent identification training                     | ops - unless we can preserve fund        |
| o AB 2538 (Katz)      | POST certified within 24 months                          | N  |
| o AB 2568 (Polanco)   | State Police to attend POST basic training               | N  |
| o AB 2625 (Hauser)    | P.C. 831(a) Peace Officers to attend same basic training | ops                                      |
| o SB 225 (Greene)     | POST reimbursement for city housing authority police     | ops - unless there is additional funding |
| o SB 254 (Richardson) | Child welfare worker training                            | S  |
| o SB 1253 (Bergeson)  | Out-of-state student tuition waiver                      | S  |
| o SB 1673 (Marks)     | POST reimbursement for airport police                    | ops - without funding                    |

3. Reaffirm Previous Positions

- |                       |                                      |
|-----------------------|--------------------------------------|
| o AB 546 (Condit)     | Dispatcher training standards        |
| o SB 1265 (Presley)   | POST training (bond issue vehicle)   |
| o SB 1439 (Doolittle) | Peace Officer Training Fund increase |

4. Open Discussion

↑ state PO's out of pocket expenses  
but not salary - support if amended

5. Adjourn



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BILL-FILE - COMMISSION ON POST-MASTER  
TYPE        - ACTIVE LEG  
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AB 1162        UNEMPLOYMENT INSURANCE: PENALTIES  
FLOYD

SUMMARY:        THIS BILL WOULD REQUIRE THAT ANY PENALTY ASSESSED  
                 BY THE COURT BE PAID TO THE OFFICE OF THE  
                 PROSECUTOR BRINGING THE COMPLAINT, BUT IF THE CASE  
                 WAS REFERRED TO THE PROSECUTOR BY THE EMPLOYMENT  
                 DEVELOPMENT DEPARTMENT, OR SOME OTHER GOVERNMENTAL  
                 UNIT, 1/2 OF THE CRIMINAL PENALTY SHALL BE PAID TO  
                 THAT GOVERNMENTAL UNIT.

FISCAL

STATUS:        ASSEMBLY COMMITTEE ON FINANCE AND INSURANCE

TYPE	POSITION	TOPIC
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ACTIVE LEG	NOT CONSID	FUNDING

AB 1569        WITNESSES:  
WATERS, N        MINORS

SUMMARY:        THIS BILL WOULD REQUIRE THE COMMISSION ON PEACE  
                 OFFICER STANDARDS AND TRAINING TO PREPARE  
                 GUIDELINES ESTABLISHING PRODEDURES WHICH MAY BE  
                 FOLLOWED BY POLICE AGENCIES AND PROSECUTORS IN  
                 INTERVIEWING MINOR WITNESSES.

FISCAL

CALENDAR:        04/06/87 ASSEMBLY COMMITTEE ON PUBLIC SAFETY  
                                            # 22 Room 126                            1:30 p.m.

STATUS:        ASSEMBLY COMMITTEE ON PUBLIC SAFETY

TYPE	POSITION	TOPIC
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ACTIVE LEG	NOT CONSID	POST RELAT



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BILL-FILE - COMMISSION ON POST-MASTER  
TYPE        - ACTIVE LEG  
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AB 2376        HEALTH CARE: PEACE OFFICERS  
STATHAM

SUMMARY:        THIS BILL WOULD REQUIRE THE EMPLOYER OF  
CERTAIN PEACE OFFICERS TO PROVIDE AN IMMEDIATE  
MEDICAL EXAMINATION, INCLUDING PHYSICAL  
EXAMINATION TO DETECT CANCER, WHERE THE PEACE  
OFFICER CAN DEMONSTRATE EXPOSURE TO CARCINOGENS  
DURING THE INVESTIGATION OF SUSPECTED ILLEGAL  
DRUG MANUFACTURING, STORAGE, OR SALES LABORATORY,  
FACILITY, LOCATION, OR FACILITY.

                                FISCAL                  STATE-MANDATED

STATUS:        ASSEMBLY COMMITTEE ON HEALTH

TYPE	POSITION	TOPIC
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ACTIVE LEG	NOT CONSID	TRAINING

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AB 2538        PEACE OFFICER TRAINING  
KATZ

SUMMARY:        THIS BILL WOULD REPEAL THE PROVISION OF EXISTING  
LAWS WHICH REQUIRES DESIGNATED PEACE OFFICERS  
WHO ARE FIRST EMPLOYED AFTER JANUARY 1, 1974, TO  
OBTAIN THE BASIC CERTIFICATE ISSUED BY THE  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
WITHIN 18 MONTHS OF HIS OR HER EMPLOYMENT. THIS  
BILL WOULD REQUIRE DESIGNATED PEACE OFFICERS,  
EXCEPT SHERIFFS OR ELECTED MARSHALS, WHO ARE  
FIRST EMPLOYED AFTER JANUARY 1, 1988, TO OBTAIN  
THE BASIC CERTIFICATE ISSUED BY THE COMMISSION  
ON PEACE OFFICER STANDARDS AND TRAINING UPON  
COMPLETION OF PROBATION, BUT IN NO CASE LATER  
THAN 24 MONTHS AFTER HIS OR HER EMPLOYMENT, IN  
ORDER TO CONTINUE TO EXERCISE THE POWERS OF A  
PEACE OFFICER AFTER THE EXPIRATION OF THE  
24-MONTH PERIOD OR THE PROBATIONARY PERIOD,  
WHICHEVER IS LESS.

                                FISCAL                  STATE-MANDATED

CALENDAR:      05/04/87 ASSEMBLY COMMITTEE ON PUBLIC SAFETY  
                                # 22 Room 126                  1:30 p.m.

STATUS:        ASSEMBLY COMMITTEE ON PUBLIC SAFETY







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BILL-FILE - COMMISSION ON POST-MASTER  
TYPE - ACTIVE LEG  
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TYPE POSITION TOPIC  
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ACTIVE LEG SUPPORT TRAINING  
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SB 138 PEACE OFFICERS  
PRESLEY

SUMMARY: THIS BILL WOULD REQUIRE EVERY PERSON DESCRIBED  
03/11/87 AS A PEACE OFFICER TO SATISFACTORILY COMPLETE,  
RATHER THAN RECEIVE, AN INTRODUCTORY COURSE OF  
TRAINING PRESCRIBED BY THE COMMISSION ON PEACE  
OFFICER STANDARDS AND TRAINING. THE BILL WOULD  
ALSO SPECIFY THAT ON OR AFTER JULY 1, 1989,  
THE SATISFACTORY COMPLETION OF A COURSE SHALL BE  
DEMONSTRATED BY PASSAGE OF AN APPROPRIATE  
EXAMINATION DEVELOPED OR APPROVED BY THE  
COMMISSION. EXISTING LAW WOULD INCLUDE WITHIN  
THIS PROVISION PEACE OFFICERS' MEMBERS OF THE  
CALIFORNIA HIGHWAY PATROL. UNDER EXISTING LAW,  
THERE IS IN STATE GOVERNMENT A PEACE OFFICERS'  
MEMORIAL COMMISSION WITH SPECIFIED MEMBERSHIP  
AND DUTIES. EXISTING LAW ALSO PROVIDES FOR A  
PEACE OFFICERS' MEMORIAL ACCOUNT IN THE GENERAL  
FUND WHICH IS CONTINUOUSLY APPROPRIATED. UNDER  
EXISTING LAW, BOTH THE PROVISIONS ESTABLISHING  
THE COMMISSION AND THE ACCOUNT ARE TO REMAIN IN  
EFFECT ONLY UNTIL JANUARY 1, 1988, AND AS OF THAT  
DATE ARE REPEALED. THIS BILL WOULD EXTEND THE  
EFFECTIVE DATE OF THESE PROVISIONS ONE YEAR BY  
POSTPONING THE REPEAL DATE FROM JANUARY 1, 1988,  
TO JANUARY 1, 1989. TO THE EXTENT THE BILL WOULD  
CONTINUE FOR ONE YEAR THE PEACE OFFICERS' MEMORIAL  
ACCOUNT, A CONTINUOUSLY APPROPRIATED FUND, THE  
BILL WOULD MAKE AN APPROPRIATION.

FISCAL

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

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TYPE POSITION TOPIC  
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ACTIVE LEG SUPPORT TRAINING  
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**ASSEMBLY BILL**

**No. 1162**

**Introduced by Assembly Member Floyd**

March 3, 1987

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An act to add Section 2122.5 to the Unemployment Insurance Code, relating to unemployment insurance.

LEGISLATIVE COUNSEL'S DIGEST

AB 1162, as introduced, Floyd. Unemployment insurance: penalties.

Existing law provides that a violation of specified provisions of the unemployment insurance law and the law requiring the withholding of state income tax on wages is a misdemeanor, with specified penalties.

This bill would require that any penalty assessed by the court be paid to the office of the prosecutor bringing the complaint, but if the case was referred to the prosecutor by the Employment Development Department, or some other governmental unit, ½ of the criminal penalty shall be paid to that governmental unit.

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

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

- 1 SECTION 1. Section 2122.5 is added to the
- 2 Unemployment Insurance Code, to read:
- 3 2122.5. Any penalty assessed by the court shall be paid
- 4 to the office of the prosecutor bringing the complaint, but
- 5 if the case was referred to the prosecutor by the
- 6 department, or some other governmental unit, one-half
- 7 of the criminal penalty shall be paid to that governmental
- 8 unit.

# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20146  
Sacramento, California 95820-0146

TITLE OR SUBJECT Assessment Fund: Reduction of Revenues	AUTHOR Assemblyman Floyd	BILL NUMBER AB 1162
SPONSORED BY Author	RELATED BILLS	DATE LAST AMENDED 3-3-87

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

### General

Assembly Bill 1162 would:

1. Reallocate revenue from Penalty Assessments on Unemployment Insurance Code violations, which currently is routed to the Assessment Fund, to the prosecutor, or the prosecutor and the department bringing the complaint.

### Analysis

According to a legal review by the Attorney General's Office, this bill would divert penalty assessments generated by fines imposed for violation of provisions of the Unemployment Insurance Code, from the Assessment Fund established under Penal Code Section 1464, to the office of the prosecutor, or the office of the prosecutor and the governmental unit generating the complaint. The exact amount of this diversion of funds is unknown, but due to the small number of fines imposed through Unemployment Code violations, the amount would not be considered significant.

### Comments

Because the diversion of any penalty assessment funds to other programs would reduce the amount of resources available to POST and the other programs participating in the Assessment Fund, and because the precedent would be set for other such diversions in the future, it seems appropriate that the Commission oppose this legislation.

### Recommendation

Oppose AB 1162 as currently written.

## OFFICIAL POSITION

ANALYSIS BY <i>Don Beauchamp</i>	DATE 4-7-87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Boehm</i>	DATE 4-8-87	COMMENT	

**ASSEMBLY BILL**

**No. 1569**

**Introduced by Assembly Member Norman Waters**

March 4, 1987

An act to add Section 13517.5 to the Penal Code, relating to criminal procedure.

LEGISLATIVE COUNSEL'S DIGEST

AB 1569, as introduced, N. Waters. Witnesses: minors.

Existing law imposes various duties and responsibilities on the Commission on Peace Officer Standards and Training regarding the development of specified courses and guidelines.

This bill would require this commission to prepare guidelines establishing procedures which may be followed by police agencies and prosecutors in interviewing minor witnesses.

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

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

- 1 SECTION 1. Section 13517.5 is added to the Penal
- 2 Code, to read:
- 3 13517.5. The commission shall prepare guidelines
- 4 establishing standard procedures which may be followed
- 5 by police agencies and prosecutors in interviewing minor
- 6 witnesses.

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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 Guideline Development: Interviewing Minors	AUTHOR Assemblyman Waters	BILL NUMBER AB 1569
SPONSORED BY Author	RELATED BILLS	DATE LAST AMENDED 3-4-87

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

### General

Assembly Bill 1569 would:

1. Require the Commission on Peace Officer Standards and Training (POST) to prepare guidelines which may be followed by the police agency and prosecutors in interviewing witnesses who are minors.

### Analysis

The proponents of this legislation indicate that because of improper interview techniques being utilized by a police agency while interrogating a witness who was a minor, the child was subject to unnecessary stress and strain. This legislation would hopefully encourage police agencies to employ acceptable interview techniques in future such cases.

In compliance with Penal Code Section 13516 and 13517, POST has developed guidelines for the investigation of child physical abuse and neglect and child sexual abuse and exploitation. Although this document was not designed specifically to address the interviewing of witnesses who are minors, there are general guidelines relating to the interviewing of witnesses included. In addition to this material, the basic course of instruction, which all new peace officers must complete, includes instruction in interview and interrogation techniques. This includes instruction on how to properly interview witnesses in various situations.

### Comments

Because there appears to be sufficient instruction in the art of interviewing persons now included in the existing basic course, and because guidelines already exist addressing the handling of minors involved in criminal situations, there does not seem to be a real need for the development of additional written guidelines. The problem is one of the individual officer not utilizing correct interview techniques and practices which have been taught and espoused through published guidelines.

OFFICIAL POSITION

ANALYSIS BY <i>Don Blanchard</i>	DATE 4-7-87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>William C. Fisher</i>	DATE 4-8-87	COMMENT	



It does seem appropriate that the Commission immediately review, and revise as necessary, the instruction in the basic course to ensure that the student clearly understands the proper techniques and methods to be utilized in the interviewing of all witnesses, including witnesses who are minors. This updated material should also be furnished to current peace officers through the instruction presented in the Advanced Officer Courses.

Recommendation

Neutral.

**ASSEMBLY BILL**

**No. 1726**

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**Introduced by Assembly Member Areias**

**March 5, 1987**

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An act to add Section 1797.184 to the Health and Safety Code, relating to emergency medical services.

LEGISLATIVE COUNSEL'S DIGEST

AB 1726, as introduced, Areias. Communicable diseases. Under the Emergency Medical Services System and the Prehospital Medical Care Personnel Act, the Director of the Emergency Medical Services Authority is charged with adopting rules and regulations concerning various aspects of the provision of emergency medical services.

This bill would require a law enforcement agency, whenever an employee is required to provide cardiopulmonary resuscitation, to provide the employee with training in the use of, and to make available to the employee, a portable manual mask and airway assembly designed to prevent the spread of communicable diseases which may be encountered when applying cardiopulmonary resuscitation. The bill would require the Director of the Emergency Medical Services Authority to adopt regulations ensuring compliance with this bill.

Since the bill imposes additional duties upon local law enforcement agencies, it would constitute a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement, including the creation of a State Mandates Claims Fund to pay the costs of mandates which do not exceed \$500,000 statewide and other procedures for

claims whose statewide costs exceed \$500,000.

This bill would provide that, if the Commission on State Mandates determines that this bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to those statutory procedures and, if the statewide cost does not exceed \$500,000, shall be made from the State Mandates Claims Fund.

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

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

1 SECTION 1. Section 1797.184 is added to the Health  
2 and Safety Code, to read:

3 1797.184. In order to prevent the spread of  
4 communicable diseases, whenever an employee of a law  
5 enforcement agency is required to perform  
6 cardiopulmonary resuscitation, the law enforcement  
7 agency shall provide the employee with training in the  
8 use of, and shall make available to the employee, a  
9 portable manual mask and airway assembly designed to  
10 prevent the spread of communicable diseases which may  
11 be encountered when applying cardiopulmonary  
12 resuscitation. The director shall adopt regulations to  
13 ensure compliance with this section.

14 SEC. 2. Notwithstanding Section 17610 of the  
15 Government Code, if the Commission on State Mandates  
16 determines that this act contains costs mandated by the  
17 state, reimbursement to local agencies and school  
18 districts for those costs shall be made pursuant to Part 7  
19 (commencing with Section 17500) of Division 4 of Title  
20 2 of the Government Code. If the statewide cost of the  
21 claim for reimbursement does not exceed five hundred  
22 thousand dollars (\$500,000), reimbursement shall be  
23 made from the State Mandates Claims Fund.

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# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20146  
Sacramento, California 95820-0146

TITLE OR SUBJECT Training: CPR Airway Device Use	AUTHOR Assemblyman Areias	BILL NUMBER AB 1726
SPONSORED BY Peace Officers' Research Association of California	RELATED BILLS	DATE LAST AMENDED 3-5-87

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

General

Assembly Bill 1726 would:

1. Require law enforcement agencies to provide certain employees with CPR masks.
2. Require these same agencies to provide the necessary training to use these masks.

Analysis

The sponsors of this legislation indicate that there is a need to protect employees of law enforcement agencies from the spread of communicable diseases when they are administering cardiopulmonary resuscitation (CPR) to others. Portable masks/airways are now available for this purpose, and they feel the agency should provide them to each officer or employee. In addition, training in the use of these devices should also be a responsibility of the employer.

The bill, as now written, has no direct impact on the Commission on Peace Officer Standards and Training (POST). There is no doubt, however, that if this legislation is successful, that POST will be asked to develop appropriate training for both new and existing peace officers. Because of the obvious minimal amount of time that will be required to instruct persons in the use of this equipment, it is anticipated this training can be accommodated in existing CPR and Advanced Officer Training courses. No significant fiscal impact should result from the training aspect.

Comments

Because this bill has two features, one of which has to do with the purchase of equipment, it seems appropriate that the Commission limit its position to that part of the bill relating to training. Because training should be provided if the bill is successful, it would appear that POST should support the training requirement.

Recommendation

"Support" that portion of the bill requiring training in the use of the CPR device.

OFFICIAL POSITION

ANALYSIS BY <i>D. Beauchamp</i>	DATE 4-7-87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Baehner</i>	DATE 4-8-87	COMMENT	

**ASSEMBLY BILL**

**No. 1760**

**Introduced by Assembly Member Clute**

**March 5, 1987**

---

An act to add Section 13515 to the Penal Code, relating to peace officer training.

LEGISLATIVE COUNSEL'S DIGEST

AB 1760, as introduced, Clute. Peace officer training.

Existing law requires the Commission on Peace Officer Standards and Training to approve standards for the recruitment and training of peace officers, as specified.

This bill would require the commission to prepare a course of instruction for the training of peace officers assigned to duty involving the use of a police dog. This bill would provide that this course of instruction may be given, upon approval by the commission, by any agency or institution engaged in the training or instruction of peace officers. This bill would prohibit any peace officer from utilizing a police dog unless he or she has completed the course of instruction required by this bill.

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

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

- 1 SECTION 1. Section 13515 is added to the Penal
- 2 Code, to read:
- 3 13515. The commission shall prepare a course of
- 4 instruction for the training of peace officers assigned to
- 5 duty involving the use of a police dog. The course of
- 6 instruction may be given, upon approval by the
- 7 commission, by any agency or institution engaged in the

- 1 training or instruction of peace officers.
- 2 No peace officer shall utilize a police dog unless he or
- 3 she has completed the course of instruction provided by
- 4 this section.

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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 Training: Dog Handlers	AUTHOR Assemblyman Clute	BILL NUMBER AB 1760
SPONSORED BY Author	RELATED BILLS	DATE LAST AMENDED 3-5-87

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

### General

Assembly Bill 1760 would:

1. Require the Commission on Peace Officer Standards and Training (POST) to prepare a dog handlers course.
2. Require every peace officer utilizing a police dog to undergo such training.

### Analysis

The author of this bill indicates that his preliminary information is that there is a need to ensure peace officers using dogs undergo standardized training in their use. His office was not aware of the training currently being done in this area.

Currently, POST has three canine training courses certified for presentation. Two of the courses (one in Northern California and one in Southern California) are titled "Canine Handler Course" and are 32 and 48 hours long respectively. In addition, one 48-hour Advanced Canine Handler course is certified in Riverside. These courses appear sufficient to handle all existing training needs in this area.

Based upon the fact that the training required in the bill is already being offered, there does not appear to be any need for that part of the legislation. If the author considers mandatory attendance at these courses to be spelled out in statutory law, that could better be accomplished in other sections of the codes.

### Comments

POST was created by the Legislature in 1959 to establish selection and training standards for local law enforcement agencies. To allow the Commission the necessary flexibility to create and amend these standards, the Legislature authorized the Commission to promulgate regulations and procedures to handle the day-to-day administrative functions of POST, in lieu of detailed statutory law which would be cumbersome and unnecessary. For 25 years this approach has worked well, and the Commission would prefer to continue this system.

## OFFICIAL POSITION

ANALYSIS BY <i>Don Beauchamp</i>	DATE 4/3/87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Lawrence C. Becker</i>	DATE 4-7-87	COMMENT	

This bill essentially would require in law that the Commission prepare a course of instruction that is already in existence. There does not appear to be a necessity for this mandate and, therefore, the Commission should consider respectfully opposing that portion of the bill that imposes this mandate.

Recommendation

"Oppose" that portion of the bill mandating POST establishment of a dog handlers course.



**ASSEMBLY BILL**

**No. 2376**

**Introduced by Assembly Member Statham**

March 6, 1987

An act to add Section 1797.187 to the Health and Safety Code, relating to health.

LEGISLATIVE COUNSEL'S DIGEST

AB 2376, as introduced, Statham. Health care: peace officers.

Existing law does not require a state or local agency which employs a peace officer, as defined, to provide an immediate medical examination, including a yearly physical examination to detect cancer.

This bill would impose a state-mandated local program by requiring the employer of certain peace officers to provide an immediate medical examination, including a physical examination to detect cancer, where the peace officer can demonstrate exposure to carcinogens during the investigation of a suspected illegal drug manufacturing, storage, or sales laboratory, facility, location, or facility.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement, including the creation of a State Mandates Claims Fund to pay the costs of mandates which do not exceed \$500,000 statewide and other procedures for claims whose statewide costs exceed \$500,000.

This bill would provide that, if the Commission on State Mandates determines that this bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to those statutory procedures and, if the statewide cost does not exceed \$500,000, shall be made from the State

Mandates Claims Fund.

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

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

1 SECTION 1. Section 1797.187 is added to the Health  
2 and Safety Code, to read:

3 1797.187. (a) Peace officers as described in Section  
4 830.1 of the Penal Code, while in the service of the agency  
5 or local agency which employs him or her, shall be  
6 entitled to an immediate medical examination, including  
7 a yearly physical examination, to detect the onset of  
8 cancer, if the peace officer demonstrates that he or she  
9 was exposed, to a carcinogen, as defined by the  
10 International Agency for Research on Cancer, or as  
11 defined by its director, during the investigation of a  
12 suspected illegal drug manufacturing, storage, or sales  
13 laboratory, facility, location, or activity, commonly  
14 known as "designer drug labs."

15 The treatment shall be provided and claims reviewed  
16 through existing employee medical benefits, or where  
17 those medical benefits are not provided, through direct  
18 payment by the state or local agency employing the  
19 peace officer.

20 The Commission on Peace Officers Standards and  
21 Training, in conjunction with the Department of Health  
22 Services, shall provide, on or before July 1, 1988, a course  
23 or courses of instruction for training local peace officers  
24 and peace officers employed by the Department of  
25 Justice, to include, but not limited to, identification of  
26 possible carcinogenic materials and the potential health  
27 hazards associated with so-called "designer drugs,"  
28 protective equipment, and clothing available to  
29 minimize contamination, handling, and disposing of  
30 materials and measures and procedures that can be  
31 adopted to minimize exposure to possible hazardous  
32 materials.

33 (b) Medical treatment provided pursuant to  
34 subdivision (a) shall not affect the provisions of Division

1 4 (commencing with Section 3200) or Division 5  
2 (commencing with Section 6300) of the Labor Code or  
3 the person's right to make a claim for work-related  
4 injuries, at the time the cancer manifests itself.

5 (c) The physical examination provided for pursuant to  
6 subdivision (a) shall be for the purpose of detecting the  
7 onset of cancer and shall take into account the specified  
8 carcinogen, the level and type of exposure, actual points  
9 of physical contact of carcinogens with the body, and shall  
10 include, but not be limited to; (1) tests measuring blood,  
11 urine, and body fluids to assess the amount of carcinogen  
12 in these fluids, (2) examination of the patient for acute  
13 changes and long-term changes characteristic of the  
14 cancer causing capabilities of the carcinogen, (3) a  
15 medical history of the peace officer, which shall also  
16 include information on the patient regarding symptoms  
17 of the specific cancer causing capabilities of the  
18 carcinogen to which he or she was exposed.

19 SEC. 2. Notwithstanding Section 17610 of the  
20 Government Code, if the Commission on State Mandates  
21 determines that this act contains costs mandated by the  
22 state, reimbursement to local agencies and school  
23 districts for those costs shall be made pursuant to Part 7  
24 (commencing with Section 17500) of Division 4 of Title  
25 2 of the Government Code. If the statewide cost of the  
26 claim for reimbursement does not exceed five hundred  
27 thousand dollars (\$500,000), reimbursement shall be  
28 made from the State Mandates Claims Fund.

# 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 Training: Identification of Health Hazards	AUTHOR Assemblyman Statham	BILL NUMBER AB 2376
SPONSORED BY California Organization of Police and Sheriffs	RELATED BILLS	DATE LAST AMENDED 3-6-87

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

Note: This analysis is limited to those segments of the legislation that may have an impact on the Commission on Peace Officer Standards and Training (POST).

### General

Assembly Bill 2376 would:

1. Require POST to provide, by 7-1-88, a course of instruction for local and Department of Justice peace officers, related to the identification of possible cancer-causing agents.

### Analysis

The sponsors of this legislation are of the opinion that additional training is needed to ensure that local and Department of Justice peace officers are able to identify potential health hazards brought about by the handling of illegal drugs and other hazardous materials. They feel that the affected peace officers are not all properly schooled in these topics.

Currently, the Commission has three courses related to the handling of hazardous materials that have been certified. These courses range in hours from 24 hours to 44 hours. During the last fiscal year, 186 persons completed these courses. At the present time, there is no requirement that any group of peace officers complete this training. Local needs dictate who shall undergo this training. In addition to this specialized training, the Commission also addresses these topics to a lesser degree in the basic training course required of all newly employed peace officers.

It should also be noted that legislation was passed this last year (AB 2702) to give the State Office of Emergency Services the responsibility for developing appropriate multi-disciplinary training standards for the handling of all hazardous materials. This program is just now beginning to function.

### Comments

Because of the variety of courses which are currently available relating to this subject, and because the new program mandated by AB 2702 of 1986 has not yet been fully implemented, it appears inappropriate to legislate further training in this area at this time.

### Recommendations

Oppose.

OFFICIAL POSITION

ANALYSIS BY <i>D. Beauchamp</i>	DATE 4-7-87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Baker</i>	DATE 4-7-87	COMMENT	

**ASSEMBLY BILL**

**No. 2538**

**Introduced by Assembly Member Katz**

March 6, 1987

---

An act to repeal and add Section 832.4 of the Penal Code, relating to peace officers.

LEGISLATIVE COUNSEL'S DIGEST

AB 2538, as introduced, Katz. Peace officer training.

Existing law requires designated peace officers who are first employed after January 1, 1974, to obtain the basic certificate issued by the Commission on Peace Officer Standards and Training within 18 months of his or her employment.

This bill would repeal that provision. This bill would require designated peace officers, except sheriffs or elected marshals, who are first employed after January 1, 1988, to obtain the basic certificate issued by the Commission on Peace Officer Standards and Training upon completion of probation, but in no case later than 24 months after his or her employment, in order to continue to exercise the powers of a peace officer after the expiration of the 24-month period or the probationary period, whichever is less. This bill would impose a state-mandated local program by imposing additional requirements on law enforcement agencies.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement, including the creation of a State Mandates Claims Fund to pay the costs of mandates which do not exceed \$500,000 statewide and other procedures for claims whose statewide costs exceed \$500,000.

This bill would provide that no reimbursement shall be made from the State Mandates Claims Fund for costs

mandated by the state pursuant to this act, but would recognize that local agencies and school districts may pursue any available remedies to seek reimbursement for these costs.

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

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

1 SECTION 1. Section 832.4 of the Penal Code is  
2 repealed.

3 ~~832.4. Any undersheriff or deputy sheriff of a county,  
4 any policeman of a city, and any policeman of a district  
5 authorized by statute to maintain a police department,  
6 who is first employed after January 1, 1974, and is  
7 responsible for the prevention and detection of crime  
8 and the general enforcement of the criminal laws of this  
9 state; shall obtain the basic certificate issued by the  
10 Commission on Peace Officer Standards and Training  
11 within 18 months of his employment in order to continue  
12 to exercise the powers of a peace officer after the  
13 expiration of such 18-month period.~~

14 SEC. 2. Section 832.4 is added to the Penal Code, to  
15 read:

16 832.4. Every peace officer listed in subdivision (a) of  
17 Section 830.1, except a sheriff or elected marshal, who is  
18 first employed after January 1, 1988, shall obtain the basic  
19 certificate issued by the Commission on Peace Officer  
20 Standards and Training upon completion of probation,  
21 but in no case later than 24 months after his or her  
22 employment, in order to continue to exercise the powers  
23 of a peace officer after the expiration of the 24-month  
24 period or the probationary period, whichever is less.

25 SEC. 3. No reimbursement shall be made from the  
26 State Mandates Claims Fund pursuant to Part 7  
27 (commencing with Section 17500) of Division 4 of Title  
28 2 of the Government Code for costs mandated by the  
29 state pursuant to this act. It is recognized, however, that  
30 a local agency or school district may pursue any remedies  
31 to obtain reimbursement available to it under Part 7  
32 (commencing with Section 17500) and any other

1 provisions of law.

# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20146  
Sacramento, California 95820-0146

TITLE OR SUBJECT POST Certificages: Required within 24 Months	AUTHOR Assemblyman Katz	BILL NUMBER AB 2538
SPONSORED BY Peace Officers' Research Assoc. of California	RELATED BILLS AB 2625	DATE LAST AMENDED 3-6-87

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

General

Assembly Bill 2538 would:

1. Require all peace officers described in Penal Code Section 830.1(a) (sheriffs, police, marshals, constables, inspectors and investigators of district attorneys) except elected sheriffs or marshals, first employed after 1-1-88, to obtain the basic certificate issued by the Commission on Peace Officer Standards and Training (POST) within 24 months of employment.

Analysis

Currently, sheriffs' officers, city police officers and police officers of a district who are responsible for general law enforcement duties, must obtain the POST basic certificate within 18 months of hire. This bill would expand that group to include all peace officers described in Penal Code Section 830.1(a) (any sheriff, undersheriff, or deputy sheriff, regularly employed and paid as such, of a county, any police officer of a city, any police officer of a district {including police officers of the San Diego Unified Port District Harbor Police} authorized by statute to maintain a police department, any marshal or deputy marshal of a municipal court, any constable or deputy constable, regularly employed and paid as such, of a judicial district, or any inspector or investigator regularly employed and paid as such in the office of a district attorney), except the aforementioned elected Sheriffs or Marshals. In addition, the 18-month period would be expanded to 24 months.

The proponents of this legislation indicate that all peace officers described in P.C. 830.1(a), even those assigned to duties other than general law enforcement (such as jailers, bailiffs, etc.), should be required to obtain the POST certificate. In addition, because there are occasions where the 18-month period in which to obtain the POST certificate expires before the officer has completed his or her probation, there is a feeling that this period needs to be extended to 24 months. This is to ensure that officers are not issued a POST certificate and then later fail a probationary period that was not completed when the certificate was issued.

OFFICIAL POSITION

ANALYSIS BY <i>D. Beauchamp</i>	DATE 4-7-87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Barber</i>	DATE 4-8-87	COMMENT	

This legislation would have no significant impact on the POST program as the majority of the peace officers described in P.C. 830.1(a), with the exception of constables, currently participate in the POST program and, therefore, routinely receive POST certificates. This includes those officers assigned to other than general law enforcement duties. The extension of the time within which to obtain the POST certificate would also not make any appreciable change in the processing of certificates, as the Commission currently is allowed to administratively determine how the 18-month time period is applied. This allows for extension of time for illness, injury, etc. The cost to POST for implementation of this proposal would not be significant.

Comments

Because there is no significant impact on the POST program, it seems appropriate that the Commission neither support or oppose this legislation.

Recommendation

Neutral.

**ASSEMBLY BILL**

**No. 2568**

**Introduced by Assembly Member Polanco**

March 6, 1987

---

An act to add Section 14613.4 to the Government Code, relating to the California State Police.

LEGISLATIVE COUNSEL'S DIGEST

AB 2568, as introduced, Polanco. The California State Police: training.

Under existing law, examinations for state police officers of the California State Police are required to demonstrate the physical ability of the officer to effectively carry out the duties and responsibilities of the position in a manner which would not inordinately endanger the health and safety of any officer or the health and safety of others.

This bill would require every officer to also satisfactorily complete the basic course as set forth in the Commission on Peace Officer Standards and Training prior to being deputized.

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

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

- 1 SECTION 1. Section 14613.4 is added to the
- 2 Government Code, to read:
- 3 14613.4. Every state police officer of the California
- 4 State Police Division, prior to the date he or she is first
- 5 deputized by the appointing power, shall have
- 6 satisfactorily completed the basic course as set forth in
- 7 the Commission on Peace Officer Standards and
- 8 Training.



# 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 POST Training: State Police	AUTHOR Assemblyman Polanco	BILL NUMBER AB 2568
SPONSORED BY California State Police Association	RELATED BILLS	DATE LAST AMENDED 3-6-87

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

### General

Assembly Bill 2568 would:

1. Require state police officers to complete the basic course prescribed by the Commission on Peace Officer Standards and Training (POST).

### Analysis

Currently all state police officers voluntarily attend the POST basic training course. This legislation would statutorily require this training. Because this standard is already being met, there would be no fiscal impact imposed as a result of this bill's passage.

### Comments

As this bill has no direct or indirect impact on the POST program, it seems appropriate that the Commission neither support or oppose this legislation.

### Recommendation

Neutral

## OFFICIAL POSITION

ANALYSIS BY <i>D. Beauchamp</i>	DATE 4/3/87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>William C. Boehm</i>	DATE 4-7-87	COMMENT	

**ASSEMBLY BILL**

**No. 2625**

**Introduced by Assembly Member Hauser**

March 6, 1987

---

An act to amend Section 832.3 of the Penal Code, relating to peace officers.

LEGISLATIVE COUNSEL'S DIGEST

AB 2625, as introduced, Hauser. Peace officer training.

Existing law, except as otherwise specified, requires any sheriff, undersheriff, or deputy sheriff, any policeman of a city, and any policeman of a district authorized by statute to maintain a police department, who is first employed after January 1, 1975, to successfully complete a course of training prescribed by the Commission on Peace Officer Standards and Training before exercising the powers of a peace officer, except while participating as a trainee in an approved supervised field training program.

This bill would, instead, require every person designated as a peace officer under specified provisions of existing law, except a sheriff or elected marshal, first employed after January 1, 1988, to successfully complete a course of training prescribed by the Commission on Peace Officer Standards and Training, thereby imposing a state-mandated local program. This bill would require that training to be the same of all of these peace officers.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement, including the creation of a State Mandates Claims Fund to pay the costs of mandates which do not exceed \$500,000 statewide and other procedures for claims whose statewide costs exceed \$500,000.

This bill would provide that no reimbursement shall be made from the State Mandates Claims Fund for costs mandated by the state pursuant to this act, but would recognize that local agencies and school districts may pursue any available remedies to seek reimbursement for these costs.

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

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

1 SECTION 1. Section 832.3 of the Penal Code is  
2 amended to read:

3 832.3. (a) Except as provided in subdivision (b), any  
4 ~~sheriff, undersheriff, or deputy sheriff of a county, any~~  
5 ~~policeman of a city, and any policeman of a district~~  
6 ~~authorized by statute to maintain a police department,~~  
7 ~~who is first employed after January 1, 1975, for the~~  
8 ~~purposes of the prevention and detection of crime and~~  
9 ~~the general enforcement of the criminal laws of this state,~~  
10 ~~shall successfully complete a course of training~~  
11 ~~prescribed by the Commission on Peace Officer~~  
12 ~~Standards and Training before exercising the powers of~~  
13 ~~a peace officer, except while participating as a trainee in~~  
14 ~~a supervised field training program approved by the~~  
15 ~~Commission on Peace Officer Standards and Training~~  
16 ~~every person designated as a peace officer under~~  
17 ~~subdivision (a) of Section 830.1, except a sheriff or elected~~  
18 ~~marshal, first employed after January 1, 1988, shall~~  
19 ~~successfully complete a course of training prescribed by~~  
20 ~~the Commission on Peace Officer Standards and Training~~  
21 ~~which shall be the same for all peace officers described in~~  
22 ~~subdivision (a) of Section 830.1.~~

23 (b) For the purpose of standardizing the training  
24 required in subdivision (a), the commission shall develop  
25 a training proficiency testing program, including a  
26 standardized examination which enables (1)  
27 comparisons between presenters of such training and (2)  
28 development of a data base for subsequent training  
29 programs. Presenters approved by the commission to  
30 provide the training required in subdivision (a) shall

1 administer the standardized examination to all graduates.  
2 Nothing in this subdivision shall make the completion of  
3 such examination a condition of successful completion of  
4 the training required in subdivision (a).

5 (c) Notwithstanding subdivision (c) of Section 84500  
6 of the Education Code and any regulations adopted  
7 pursuant thereto, community colleges may give  
8 preference in enrollment to employed law enforcement  
9 trainees who shall complete training as prescribed by this  
10 section. At least 15 percent of each presentation shall  
11 consist of nonlaw enforcement trainees if they are  
12 available. Preference should only be given when the  
13 trainee could not complete the course within the time  
14 required by statute, and only when no other training  
15 program is reasonably available. Average daily  
16 attendance for such courses shall be reported for state  
17 aid.

18 (d) Prior to July 1, 1987, the commission shall make a  
19 report to the Legislature on academy proficiency testing  
20 scores. This report shall include an evaluation of the  
21 correlation between academy proficiency test scores and  
22 performance as a peace officer.

23 SEC. 2. No reimbursement shall be made from the  
24 State Mandates Claims Fund pursuant to Part 7  
25 (commencing with Section 17500) of Division 4 of Title  
26 2 of the Government Code for costs mandated by the  
27 state pursuant to this act. It is recognized, however, that  
28 a local agency or school district may pursue any remedies  
29 to obtain reimbursement available to it under Part 7  
30 (commencing with Section 17500) and any other  
31 provisions of law.

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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 POST Training: Required for Certain Peace Officers	AUTHOR Assemblyman Hauser	BILL NUMBER AB 2625
SPONSORED BY Peace Officers' Research Association of California	RELATED BILLS AB 2538	DATE LAST AMENDED 3-6-87

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

General

Assembly Bill 2625 would:

1. Require all peace officers described in Penal Code Section 830.1(a) (any sheriff, undersheriff, or deputy sheriff, regularly employed and paid as such, of a county, any police officer of a city, any police officer of a district {including police officers of the San Diego Unified Port District Harbor Police} authorized by statute to maintain a police department, any marshal or deputy marshal of a municipal court, any constable or deputy constable, regularly employed and paid as such, of a judicial district, or any inspector or investigator regularly employed and paid as such in the office of a district attorney), except elected sheriffs or marshals first employed after 1-1-88 to complete the same Commission on Peace Officer Standards and Training (POST) basic course.

Analysis

Currently, although POST requires that only regular police and sheriffs' officers, and certain other general law enforcement officers complete the regular POST basic training course, district attorney investigators and deputy marshals voluntarily meet this standard in lieu of attending basic training courses specifically designed for investigators or marshals. As a result, even though POST basic training requirements are different for D.A. investigators and deputy marshals, they are allowed to satisfy these requirements by attendance at the regular basic training course, with supplementary training for their specialty. Reimbursement, however, is limited to the lesser hours prescribed in the respective investigator or marshal basic course.

The proponents of this legislation indicate there is a need to standardize the basic training course for all peace officers described in P.C. 830.1(a), except the elected Sheriff or Marshal, to bring the training standard into conformance with current practice. They maintain that although these officers perform different duties, they have a common general law enforcement responsibility that calls for the same generic basic training. A common training standard would not only simplify the basic training process, but would also promote lateral movement among the P.C. 830.1(a) peace officer class.

The Commission, on the other hand, has traditionally held that basic training should be directly related to the job to be performed. Historically, basic training standards are developed after a thorough job-task analysis and the

OFFICIAL POSITION

ANALYSIS BY <i>D. Blanchard</i>	DATE 4-7-87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Goheen</i>	DATE 4-8-87	COMMENT	

creation of job-related performance objectives. It is felt that POST should not require training, or provide reimbursement, in excess of that required to do the job.

Because this legislation would mandate the regular basic course for persons not now reimbursed at the regular basic course level, the Commission would obviously be required to reimburse basic training expenditures at the higher regular basic training course rate. The total annual cost to the Peace Officer Training Funds is estimated at less than \$20,000.

#### Comments

Because this legislation would require basic training in excess of that required to perform the job, and because of the increased cost to meet this higher, non-job related standard, it appears the Commission should not support this bill.

#### Recommendation

Oppose.

Introduced by Senator Bill Greene

January 22, 1987

An act to amend Section 13507 of, and to add Section 1463.06 to, the Penal Code, relating to fines and forfeitures.

LEGISLATIVE COUNSEL'S DIGEST

SB 225, as introduced, B. Greene. City housing authorities.

(1) Under existing law, the Commission on Peace Officer Standards and Training may establish and maintain minimum standards relating to peace officer members of, among other entities, districts. These entities are entitled to apply for state aid from the Peace Officers' Training Fund. For those purposes, the definition of "district" does not include city housing authorities.

This bill would add city housing authorities to that definition for those purposes.

(2) Under existing law, a specified percentage of all fines and forfeitures resulting from arrests by law enforcement employees of certain local public entities is distributed by the county treasurer to the local public entity involved on a monthly basis.

This bill would enact a similar provision for the distribution of 100% of all fines and forfeitures, resulting from arrests by city housing authority patrol officers, by the county treasurer to the city housing authority involved on a monthly basis, thereby imposing a state-mandated local program by requiring new duties of the county treasurer.

(3) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement, including the creation of a State Mandates Claims Fund to pay the costs of mandates which do not exceed \$500,000 statewide and other

procedures for claims whose statewide costs exceed \$500,000.

This bill would provide that reimbursement for costs mandated by the bill shall be made pursuant to those statutory procedures and, if the statewide cost does not exceed \$500,000, shall be payable from the State Mandates Claims Fund.

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

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

1 SECTION 1. Section 1463.06 is added to the Penal  
2 Code, to read:

3 1463.06. Notwithstanding Section 1463, out of moneys  
4 deposited with the county treasurer pursuant to Section  
5 1463, there shall be transferred, once a month, into the  
6 general fund of any city housing authority in the county  
7 an amount equal to the fines and forfeitures collected  
8 during the preceding month upon the conviction of, or  
9 upon the forfeiture of bail from, any person arrested or  
10 notified by a city housing authority patrol officer and  
11 charged with a violation of the parking regulations of the  
12 housing authority, and any other traffic violations, or  
13 violations of other statutes or local ordinances, occurring  
14 on property owned or leased by the housing authority, or  
15 on any street, sidewalk, or public way adjacent to any  
16 property owned or leased by the city housing authority  
17 within the county.

18 SEC. 2. Section 13507 of the Penal Code is amended  
19 to read:

20 13507. As used in this chapter, "district" means any of  
21 the following:

- 22 (a) A regional park district.
- 23 (b) A district authorized by statute to maintain a  
24 police department.
- 25 (c) The University of California.
- 26 (d) The California State University and Colleges.
- 27 (e) A community college district.
- 28 (f) A school district.
- 29 (g) A transit district.

1 (h) A city housing authority.

2 SEC. 3. Reimbursement to local agencies and school  
3 districts for costs mandated by the state pursuant to this  
4 act shall be made pursuant to Part 7 (commencing with  
5 Section 17500) of Division 4 of Title 2 of the Government  
6 Code and, if the statewide cost of the claim for  
7 reimbursement does not exceed five hundred thousand  
8 dollars (\$500,000), shall be made from the State Mandates  
9 Claims Fund.

# 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 POST Reimbursement: City Housing Authority	AUTHOR Senator Greene	BILL NUMBER SB 225
SPONSORED BY Los Angeles City Housing Authority	RELATED BILLS SB 1673	DATE LAST AMENDED 1-22-87

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

### General

Senate Bill 225 would:

1. Provide for the transfer of specified fine revenues generated by the enforcement action of a city housing authority patrol officer, to the General Fund of the City Housing Authority.
2. Allow City Housing Authority police departments to be eligible for participation in the POST reimbursement program.

### Analysis

The comments in this analysis are limited to those issues that directly affect the Commission on Peace Officer Standards and Training (POST), therefore, no reference will be made to item #1 above.

The Commission on Peace Officer Standards and Training (POST) was originally created by the Legislature in 1959 to raise the competence of local law enforcement officers by establishing appropriate recruitment and training standards. In return for voluntarily meeting those standards, the Commission is allowed to reimburse cities and counties for part of their training costs. Current law provides that Sheriffs' Departments, Police Departments, the Marshal's Office, District Attorney Investigators, and certain District Police agencies are eligible for participation in the training reimbursement program. There are about 48,000 law enforcement employees now participating in this program.

At the present time, there are in excess of 11,000 California peace officers who are not eligible for the POST training reimbursement program. This includes all State officers (CHP, State Police, ABC Investigators, Department of Justice, etc.) as well as a group of local peace officers (Constables, Park Rangers, Correctional Officers, Harbor Police, various investigators, etc.). Many of these agencies have voluntarily met the POST selection and training standards without the benefit of training reimbursement.

The monies now allocated to the Peace Officer Training Fund (POTF) are insufficient to provide reimbursement for all 59,000 or more California peace officers. The status of the fund is such that currently the Commission is only able to reimburse up to 40% of the salary of those eligible officers attending

### OFFICIAL POSITION

ANALYSIS BY <i>D. Blanchamp</i>	DATE 2/10/87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Arthur</i>	DATE 2/11/87	COMMENT	



POST-mandated training courses. Optional courses, for the most part, have no salary reimbursement. Revenues, in the foreseeable future, show no relief from this situation. Realistically, the relatively static income coupled with the continuing cost of living (travel expenses, per diem, salaries) increases will probably cause a net reduction in reimbursable training hours in the future, even without the addition of new agencies to the reimbursement program.

The sponsors of this bill indicate that there are two City Housing Authority Police Departments within the State that meet the criteria of this bill. These two agencies employ a total of 63 officers who could be eligible for training reimbursement, should this legislation succeed. The estimated annual cost to the Peace Officer Training Fund is approximately \$34,000.

#### Comment

Because of the facts presented above, the Commission has uniformly opposed inclusion of new agencies to the reimbursement program unless the enabling legislation contains new revenues sufficient to cover the additional costs. To do otherwise would reduce the reimbursement rate to current participants who are already receiving only partial return for their training expenditures. This reduction, particularly to city police and county sheriffs' departments, could work great hardship on agencies that are already feeling the pressure of reduced local funding of necessary training programs.

The question of equity for the other law enforcement groups who also feel a need to be included in the POST reimbursement program is another factor to be considered. The inclusion in the program of housing authority police employed by City Housing Authorities would certainly encourage other groups to seek similar legislation. The other groups, particularly those performing general law enforcement duties, may have a greater need for this assistance than do the peace officers addressed in this bill.

#### Recommendation

POST oppose the inclusion of City Housing Authority police officers in the training reimbursement program.

**Introduced by Senator Richardson**

January 27, 1987

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An act to add Section 16510 to the Welfare and Institutions Code, relating to child abuse, making an appropriation therefor, and declaring the urgency thereof, to take effect immediately.

LEGISLATIVE COUNSEL'S DIGEST

SB 254, as introduced, Richardson. Child welfare services: employee training.

Existing law requires the Commission on Peace 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 State Department of Social Services, in conjunction with the commission, to establish a task force to review and recommend to the department the adaptation of curriculum for this optional course of training pursuant to specified guidelines, that will meet the needs of social workers employed in county child welfare services.

The bill also would require the Director of Social Services to establish a program, adopted by the department, to train specified existing county child welfare services personnel in this curriculum, and would require that this program be provided free of charge to specified county welfare department personnel currently engaged in providing those services on an optional basis and would require persons employed by county welfare departments on or after January 1, 1990, to complete the course.

The bill would appropriate \$250,000 from the General Fund to the State Department of Social Services for the purposes of the bill, and would specify that prior to the expenditure of

these funds, the director of that department shall make a determination that no alternative sources of funds are available to support the activities required by this act.

This bill would declare that it is to take effect immediately as an urgency statute.

Vote:  $\frac{2}{3}$ . Appropriation: yes. Fiscal committee: yes. State-mandated local program: no.

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

1 SECTION 1. The Legislature hereby finds and  
2 declares that there is a need to develop and provide  
3 standardized training for county child welfare services  
4 workers regarding methods of detecting child abuse,  
5 methods of detecting false claims of child abuse,  
6 appropriate methods of interviewing alleged child  
7 victims or witnesses, appropriate intervention  
8 techniques to the extent possible, and other related  
9 issues.

10 It is the intent of the Legislature in enacting this act to  
11 provide training programs which will assist child welfare  
12 services workers in protecting children from sexual abuse  
13 and physical and mental abuse and neglect. It is also the  
14 intent of the Legislature that this training will help  
15 prevent innocent persons from being falsely charged  
16 with child abuse or endangerment.

17 SEC. 2. (a) The State Department of Social Services  
18 shall establish a Child Abuse Training Curriculum Task  
19 Force which shall include representatives of the Director  
20 of Social Services, the Attorney General, the County  
21 Welfare Directors Association, the Commission on Peace  
22 Officer Standards and Training, the California Peace  
23 Officers Association, the President of the University of  
24 California, the Chancellor of the California State  
25 University System, the Chancellor of the California  
26 Community Colleges, the California Teachers'  
27 Association, the National Association of Social Workers  
28 (California Chapter), the Peace Officers Research  
29 Association of California, the Judicial Council, the  
30 California District Attorneys Association, the California

1 Public Defenders' Association, the California Medical  
2 Association, the California Consortium of Child Abuse  
3 Councils, and the Victims of Child Abuse Laws.

4 (b) The mission of the task force shall be to review the  
5 curriculum which has been established by the  
6 Commission on Peace Officer Standards and Training  
7 pursuant to subdivision (c) of Section 13517 of the Penal  
8 Code and to recommend to the State Department of  
9 Social Services an adaptation of that curriculum which  
10 will meet the needs of social workers employed in county  
11 child welfare services. The State Department of Social  
12 Services shall adopt a final curriculum for the training  
13 program. The curriculum shall include training in all of  
14 the following:

15 (1) Detection of child abuse.

16 (2) Detection of false claims of child abuse.

17 (3) Factors which are predictive of repeat incidents of  
18 child abuse, such as degree of isolation of the family and  
19 amount of time the potential abuser spends alone with  
20 the child.

21 (4) Appropriate techniques for interviewing alleged  
22 child victims or child witnesses.

23 (5) The rules of evidence applicable to child abuse  
24 cases for those involved in investigations pursuant to  
25 Article 6 (commencing with Section 300) of Chapter 2 of  
26 Part 1 of Division 2 of the Welfare and Institutions Code.

27 (6) To the extent possible, appropriate intervention  
28 strategies, including when the child should be removed  
29 from or returned to the family, what behavioral changes  
30 should be sought for the family, and what resources are  
31 available to assist families in need of services to prevent  
32 child abuse.

33 The training curriculum shall cover the topics of sexual  
34 abuse and physical and mental abuse and neglect.

35 (c) The task force shall meet as needed, over a period  
36 of time not to exceed six months. The State Department  
37 of Social Services shall provide the staff resources  
38 necessary to support the task force's activities.

39 SEC. 3. The Director of Social Services shall establish  
40 a program for not more than three years to train existing

1 child welfare services personnel as specified in this  
2 section in the curriculum adopted by the State  
3 Department of Social Services. Instructors employed by  
4 or under contract with the department to conduct the  
5 training shall, prior to conducting training, complete the  
6 course specified in Section 13517 of the Penal Code. The  
7 department shall establish the program so that  
8 instructors provide the course free of charge to the  
9 county welfare department personnel specified in this  
10 section. Participation on the part of county welfare  
11 departments is optional. The department shall  
12 administer the program in such a way as to minimize the  
13 travel necessary for county welfare services personnel.  
14 The training shall be offered only to county child welfare  
15 services personnel, including social services practitioners,  
16 supervisors, and social workers engaged in providing  
17 emergency response services under Chapter 5  
18 (commencing with Section 16500) of Part 4 of Division 9  
19 of the Welfare and Institutions Code. Personnel currently  
20 engaged in providing these services or hired to perform  
21 these services prior to January 1, 1990, shall not be  
22 required to take the training, but are hereby encouraged  
23 to do so.

24 SEC. 4. Section 16510 is added to the Welfare and  
25 Institutions Code, to read:

26 16510. Persons hired by county welfare departments,  
27 on or after January 1, 1990, as child welfare services  
28 personnel, including only social services practitioners,  
29 supervisors, and social workers engaged in emergency  
30 response services under this chapter shall have  
31 completed a course of training, prior to employment or  
32 within six months after commencing employment, based  
33 on the curriculum adopted by the department pursuant  
34 to Section 2 of the act adding this section to the Welfare  
35 and Institutions Code.

36 SEC. 5. It is the intent of the Legislature to encourage  
37 the Chancellor of the California Community Colleges,  
38 the University of California Schools of Social Work, and  
39 the California State University System Departments of  
40 Social Work to offer a training course based on the

1 curriculum adopted by the State Department of Social  
2 Services pursuant to Section 2 of this act.

3 SEC. 6. It is the intent of the Legislature to encourage  
4 county welfare departments to allow release time to  
5 county employees working in child welfare services units  
6 for the purpose of attending training in the curriculum  
7 established by the Child Abuse Training Curriculum Task  
8 Force pursuant to Section 2 of this act. The training shall  
9 be made available at no charge to the county through the  
10 State Department of Social Services for not more than  
11 three years from the effective date of this act. The  
12 training also may be available through local community  
13 colleges, or the California State University System, or the  
14 University of California, at the option of those institutions  
15 and with no time limit.

16 SEC. 7. The sum of two hundred fifty thousand  
17 dollars (\$250,000) is hereby appropriated from the  
18 General Fund to the State Department of Social Services  
19 for purposes of this act. Of this amount, twenty thousand  
20 dollars (\$20,000) shall be for costs associated with the  
21 Child Abuse Training Curriculum Task Force and two  
22 hundred thirty thousand dollars (\$230,000) shall be for  
23 costs associated with the training program pursuant to  
24 Section 3 of this act. However, prior to the expenditure  
25 of these funds, the Director of the Department of Social  
26 Services is hereby directed to make a determination that  
27 no alternative sources of funds, including federal funds,  
28 private funds, trust funds, and a redirection of  
29 department resources, are available to support the  
30 activities required by this act.

31 SEC. 8. This act is an urgency statute necessary for  
32 the immediate preservation of the public peace, health,  
33 or safety within the meaning of Article IV of the  
34 Constitution and shall go into immediate effect. The facts  
35 constituting the necessity are:

36 In order to protect victims of child abuse and victims  
37 of erroneous charges of child abuse by improving the  
38 training of child welfare services personnel in the  
39 accurate diagnosis and detection of child abuse at the  
40 earliest possible time, it is necessary for this act to take

# 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 Child Welfare Workers: Training	AUTHOR Senator Richardson	BILL NUMBER SB 254
SPONSORED BY Author	RELATED BILLS	DATE LAST AMENDED 1-27-87

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

### General

Senate Bill 254 would:

1. Require the State Department of Social Services to establish a Child Abuse Training Curriculum Task Force, to include a representative of the Commission on Peace Officer Standards and Training (POST).
2. Require the Task Force to review and adapt the previously developed POST curriculum on Child Abuse and Neglect to a new course for County Child Welfare Workers.
3. Require the Director of Social Services to establish a program for up to three years to train current specified Child Welfare Services personnel in the curriculum established by the Task Force.
4. Require all instructors for the Department of Social Services, who will be presenting the prescribed course, to complete the POST training specified by P.C. 13517.
5. Require that specified newly hired Child Welfare Services personnel employed after January 1, 1990, to complete the training specified by the Task Force prior to or within six months of their employment.
6. Encourage public colleges to offer this course and counties to allow release time to attend such training.
7. Appropriate \$250,000 from the General Fund to the State Department of Social Services to carry out the provisions of this bill.

### Analysis

Note: The comments in this analysis will be limited to those sections of the bill relating to POST.

Current law requires POST to have available procedural guidelines which police agencies may utilize in the investigation of child abuse or neglect cases. In addition, the Commission is required to include instruction in these procedures

## OFFICIAL POSITION

ANALYSIS BY <i>D. Deauchamp</i>	DATE 2/4/87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Manuel C. Boehm</i>	DATE 2/4/87	COMMENT	

as part of the basic training course for peace officers. There is also a mandate that POST present an optional training course for child abuse and neglect investigative specialists.

Because POST has developed these procedural guidelines and training addressing child abuse and neglect subjects, the proponents are of the opinion this effort should be adapted to training for Child Welfare workers employed in County Welfare Departments. The necessary course modification to ensure appropriateness for Child Welfare workers would be carried out under the supervision of a representative "Task Force". The State Department of Social Services would be responsible for setting up this program.

POST's involvement would include participation in the course development activities of the Task Force established by the Department of Social Services and providing for the training of instructors for the resultant course. The latter activity would be accomplished by arranging for these instructors to attend existing POST courses certified to present training meeting the requirements of P.C. 13517. The cost to POST would not be significant as these courses are offered primarily through the Community College system and are therefore open to everyone. According to the author, the number of instructors to be trained would be small.

#### Comments

Because this program would ultimately assist local law enforcement by ensuring that County Child Welfare Service personnel are receiving training that includes an orientation to police concerns and problems relating to the handling of child abuse/neglect cases, it seems appropriate that the Commission support SB 254.

#### Recommendation

Support.



Introduced by Senator Bergeson

March 5, 1987

An act to add Section 76140.5 to the Education Code, relating to education.

LEGISLATIVE COUNSEL'S DIGEST

SB 1253, as introduced, Bergeson. Community colleges: nonresident tuition.

Existing law authorizes community colleges to admit, and requires community colleges to charge a tuition fee to, nonresident students, as specified.

This bill would authorize a community college to classify a nonresident student as a resident student for tuition purposes if the student has been hired by a public agency for the purpose of completing police academy training at a community college, and if the public agency provides written assurances that it intends to classify the student as a peace officer upon successful completion of the course.

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 76140.5 is added to the
- 2 Education Code, to read:
- 3 76140.5. Notwithstanding Section 76140, a community
- 4 college may classify a nonresident student who has been
- 5 hired by a public agency, as a resident for purposes of
- 6 enrollment in and completion of police academy training
- 7 courses at a community college, if the student has passed
- 8 all other requirements of the public agency and if written
- 9 assurances are provided by the public agency that it
- 10 intends to classify the student as a peace officer upon

# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20146  
Sacramento, California 95820-0146

TITLE OR SUBJECT Tuition Waiver: Non-Resident Basic Course Training	AUTHOR Senator Bergeson	BILL NUMBER SB 1253
SPONSORED BY California Peace Officers' Association	RELATED BILLS	DATE LAST AMENDED 3-5-87

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

### General

Senate Bill 1253 would:

1. Allow Community Colleges to classify an out-of-state student as a resident student and, therefore, not subject to an out-of-state tuition, if the student is employed by a California law enforcement agency for the purpose of completing the basic academy.
2. Also require the public agency to provide written assurance that they intend to classify the student as a peace officer upon completion of the basic course.

### Analysis

Currently, persons from out-of-state who are employed by a California law enforcement agency and then assigned to the basic training course prescribed by the Commission on Peace Officer Standards and Training (POST), must pay an out-of-state tuition fee to the Community College offering such training. This fee, in most cases, is paid by the employing agency. Because of the lack of sufficient qualified law enforcement applicants within the State, some agencies conducting nationwide recruitment programs are finding the payment of tuition fees for these out-of-state hires to be burdensome.

This bill would allow for the waiver of these tuition fees for out-of-state hires by California law enforcement agencies, when these employees are attending a Community College basic training course, if the agency ensures they will assign the person to a peace officer position when they successfully complete the training.

### Comment

As this would assist agencies employing out-of-state applicants for peace officer positions, it seems appropriate that the Commission support such an effort.

### Recommendation

Support.

## OFFICIAL POSITION

ANALYSIS BY <i>D. Beauchamp</i>	DATE 4/3/87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Boehm</i>	DATE 4-7-87	COMMENT	

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Introduced by Senator Marks

March 6, 1987

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An act to amend Section 13523 of the Penal Code, relating to crime.

LEGISLATIVE COUNSEL'S DIGEST

SB 1673, as introduced, Marks. Peace Officers' Training Fund.

Under existing law, state aid which is provided from the Peace Officers' Training Fund is restricted in its use to training expenses of full-time regularly paid employees, as defined by the Commission on Peace Officer Standards and Training, of eligible agencies from cities, counties, and districts.

This bill would specify certain peace officers who are to be included in the term "full-time regularly paid employees" for purposes of the above provision.

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 13523 of the Penal Code is
- 2 amended to read:
- 3 13523. The commission shall annually allocate and the
- 4 State Treasurer shall periodically pay from the Peace
- 5 Officers' Training Fund, at intervals specified by the
- 6 commission, to each city, county, and district which has
- 7 applied and qualified for aid pursuant to this chapter an
- 8 amount determined by the commission pursuant to
- 9 standards set forth in its regulations. The commission
- 10 shall grant aid only on a basis that is equally proportionate
- 11 among cities, counties, and districts. State aid shall only

1 be provided for training expenses of full-time regularly  
2 paid employees, as defined by the commission, of eligible  
3 agencies from cities, counties, or districts.

4 In no event shall any allocation be made to any city,  
5 county, or district which is not adhering to the standards  
6 established by the commission as applicable to such city,  
7 county, or district.

8 *For purposes of this section, "full-time regularly paid*  
9 *employees" includes, but is not limited to, those peace*  
10 *officers described in subdivision (a) of Section 830.1 and*  
11 *those peace officers described in subdivisions (j) and (k)*  
12 *of Section 830.4.*

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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 POST Reimbursement: Airport Police	AUTHOR Senator Marks	BILL NUMBER SB 1673
SPONSORED BY City of San Francisco	RELATED BILLS SB 225	DATE LAST AMENDED 3-6-87

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

### General

Senate Bill 1673 would:

1. Allow airport police departments to be eligible for participation in the POST reimbursement program.

### Analysis

The Commission on Peace Officer Standards and Training (POST) was originally created by the Legislature in 1959 to raise the competence of local law enforcement officers by establishing appropriate recruitment and training standards. In return for voluntarily meeting those standards, the Commission is allowed to reimburse cities and counties for part of their training costs. Current law provides that Sheriffs' Departments, Police Departments, the Marshal's Office, District Attorney Investigators, and certain district police agencies are eligible for participation in the training reimbursement program. There are about 48,000 law enforcement employees now participating in this program.

At the present time, there are in excess of 11,000 California peace officers who are not eligible for the POST training reimbursement program. This includes all state officers (CHP, State Police, ABC Investigators, Department of Justice, etc.) as well as a group of local peace officers (Constables, Park Rangers, Correctional Officers, Harbor Police, Airport Police, and various investigators, etc.). Many of these agencies have voluntarily met the POST selection and training standards without the benefit of training reimbursement.

The monies now allocated to the Peace Officer Training Fund (POTF) are insufficient to provide reimbursement for all 59,000 or more California peace officers. The status of the fund is such that currently the Commission is able to reimburse only up to 40% of the salary of those eligible officers attending POST-mandated training courses. Optional courses, for the most part, have no salary reimbursement. Revenues, in the foreseeable future, show no relief from this situation. Realistically, the relatively static income coupled with the continuing cost of living (travel expenses, per diem, salaries) increases will probably cause a net reduction in reimbursable training hours in the future, even without the addition of new agencies to the reimbursement program.

## OFFICIAL POSITION

ANALYSIS BY <i>D. Blanchard</i>	DATE 4/6/87	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Norman C. Beebe</i>	DATE 4-7-87	COMMENT	

There are currently approximately 10 Airport Police Departments within the State that would be eligible for POST reimbursement should this bill succeed. These agencies employ a total of 594 officers who could be eligible for training reimbursement, should this legislation succeed. The estimated annual cost to the Peace Officer Training Fund is approximately \$320,760.

#### Comment

Because of the facts presented above, the Commission has uniformly opposed inclusion of new agencies in the reimbursement program unless the enabling legislation contains new revenues sufficient to cover the additional costs. To do otherwise would reduce the reimbursement rate to current participants who are already receiving only partial return for their training expenditures. This reduction, particularly to city police and county sheriffs' departments, could work great hardship on agencies that are already feeling the pressure of reduced local funding of necessary training programs.

The question of equity for the other law enforcement groups who also feel a need to be included in the POST reimbursement program is another factor to be considered. The inclusion in the program of airport police would certainly encourage other groups to seek similar legislation. The other groups, particularly those performing general law enforcement duties, may have a greater need for this assistance than do the peace officers addressed in this bill.

#### Recommendation

POST oppose the inclusion of Airport Police officers in the training reimbursement program.

# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20146  
Sacramento, California 95820-0146

TITLE OR SUBJECT Public Safety Dispatchers: Standards	AUTHOR Assemblyman Condit	BILL NUMBER AB 546
SPONSORED BY Peace Officers' Research Assoc. of Calif.	RELATED BILLS	DATE LAST AMENDED 2-9-87

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

### General

Assembly Bill 546 would:

1. Require the Commission on Peace Officer Standards and Training (POST) to establish selection and training standards for local public safety dispatchers having a primary responsibility for providing dispatch services for agencies in the POST program.
2. Allow city, county, city and county, or districts to receive reimbursement for certain training expenses of the affected dispatchers, if their agencies are adhering to POST standards.

### Analysis

Historically, dispatchers for local law enforcement agencies have been sworn officers, and therefore subject to POST standards if their agency is a participant in the POST program. The employing agency also is eligible to be reimbursed for a portion of the training costs of these dispatchers, the same as for any other sworn officer. During recent years, however, local law enforcement agencies have moved steadily to replace these higher salaried peace officers with non-sworn personnel who are permanently assigned to dispatch duties. While some of the local law enforcement agencies have continued to be reimbursed for part of the non-sworn dispatchers training expenses, by virtue of their occupying positions formerly held by sworn officer, agencies that have opted to participate in a consolidated dispatch operation (normally police, fire and ambulance combined) are no longer eligible for training reimbursement by POST. This is because they are no longer "employees", in the true sense, of a law enforcement agency participating in the POST program. They are considered, in most cases, to be city or county employees of a local government communications department.

This legislation would allow, on a voluntary basis, cities, counties, cities and counties, and districts having a separate consolidated dispatch operation, to participate in the POST program. It would also require that POST develop appropriate selection and training standards to be applied to public safety dispatchers employed by agencies that choose to meet the POST standards, in exchange for participation in the training reimbursement program.

OFFICIAL POSITION

*SUPPORT*

ANALYSIS BY <i>D. Seasham</i>	DATE <i>3/30/87</i>	REVIEWED BY	DATE
EXECUTIVE DIRECTOR <i>Thomas C. Beckus</i>	DATE <i>4/1/87</i>	COMMENT	

Inasmuch as there are estimated to be six to eight local government consolidated dispatch programs within the State, employing a total of approximately 200 persons, the total annual cost to POST for their participation is estimated to be \$108,000. This would be in addition to training reimbursement already afforded public safety dispatchers employed by law enforcement agencies now in the POST program. The necessary monies would be allocated from the Peace Officer Training Fund and, therefore, would have no General Fund impact. It should be kept in mind that these expenditures would be somewhat offset by the savings to the Peace Officer Training Fund that have been occurring with the establishment of the consolidated units. Dispatchers formerly employed by a law enforcement agency, and therefore eligible for certain training cost reimbursement, have lost that eligibility through consolidation. This legislation would re-establish that eligibility.

#### Comments

Inasmuch as the Commission encourages the consolidation of services as a way to minimize the cost factors, it seems appropriate that agencies that choose this alternative not be penalized by forfeiture of training cost reimbursement. The passage of this legislation would provide the Commission with statutory authority to establish appropriate standards for local public safety dispatchers and to provide reimbursement for certain training costs for those agencies choosing to meet the POST standards.

#### Recommendation

"Support".



# BILL ANALYSIS

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
P.O. Box 20146  
Sacramento, California 95820-0146

TITLE OR SUBJECT Training: Presenters and Quality Control	AUTHOR Senator Presley	BILL NUMBER SB 1265
SPONSORED BY Commission on Peace Officer Standards and Training	RELATED BILLS	DATE LAST AMENDED 3-5-87

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

General

Senate Bill 1265 would:

1. Permit Commission on Peace Officer Standards and Training (POST) training to be conducted by various public and private presenters.
2. Require POST to maintain an appropriate quality level for these courses.

Analysis

The purpose of this legislation is to make clear the Commission's responsibility relating to training course presentation and quality control. Current law does not provide this direction. This change would statutorily provide for activities the Commission has been administratively carrying out for some time.

There is no direct fiscal impact brought about by passage of this legislation.

Recommendation

Support

OFFICIAL POSITION <i>Support</i>		
ANALYSIS BY <i>D. Blanchard</i>	DATE <i>4/3/87</i>	REVIEWED BY
EXECUTIVE DIRECTOR <i>William C. Becker</i>	DATE	COMMENT

# 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
POST: Funding Increase	Senator Doolittle	SB 1439
SPONSORED BY	RELATED BILLS	DATE LAST AMENDED
Commission on Peace Officer Standards and Training		3-6-87

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

### General

Senate Bill 1439 would:

1. Increase the percentage of funds transferred into the Peace Officer Training Fund from the Assessment Fund from 27.75% to 40%.
2. Reduce the percentage of funds transferred into the Driver Training Penalty Assessment Fund from the Assessment Fund from 29.73% to 17.48%.
3. Implement these changes in the percentage effective July 1, 1988.

### Analysis

During the 1986/87 F.Y., the Penalty Assessment Fund is anticipated to generate approximately \$135 million in revenue. Of this amount, approximately \$37.5 million will accrue to the Peace Officers Training Fund (POTF) which is utilized by the Commission on Peace Officer Standards and Training (POST). Of the approximately \$39.5 million accruing to the Driver Training Fund, only \$19.5 million is budgeted to be spent on high school driver training activities. The remaining \$20 million is scheduled to be diverted to the State General Fund to supplement general fund revenue.

Although the Penalty Assessment Fund was not intended to provide general fund revenues, historically the high school driver training program has not expended all of the funds allocated for this purpose, and the excess has been utilized for general fund programs. Many reasons have been cited for the lack of legislative interest over the years in increasing the budgeted amount that may be expended on the driver training program, but the fact remains that almost twice as much revenue is being generated as is actually being approved for spending.

The Peace Officer Training Fund, on the other hand, has traditionally been budgeted to expend essentially all of the revenue that is being generated. It is generally recognized that with the additional peace officer groups that have been legislatively made eligible for the POST reimbursement program, plus the cost-of-living increases that are part of the price of doing business (trainee

OFFICIAL POSITION

*Support*

ANALYSIS BY	DATE	REVIEWED BY	DATE
<i>D. Beauchamp</i>	<i>4/4/87</i>		
EXECUTIVE DIRECTOR	DATE	COMMENT	
<i>Norman C. Becker</i>	<i>4-7-87</i>		

salaries, travel, per diem, tuition, etc.), the Commission needs to seek additional revenues. Currently, the Commission is able to reimburse local cities and counties for only up to 40% of their peace officer salary costs during training, down from a high of 100% in years past. This percentage is moving steadily downward, with the rate being 60% to 70%, depending on the type course, during the past fiscal year (85/86).

#### Comments

It is obvious that the Legislature, in establishing the Penalty Assessment program more than 25 years ago, intended that a special funding source be identified for selected programs. Initially these programs were the high school driver training program and the peace officer training program. The funding mechanism and the addition of new programs may have been modified over the years, but the concept of providing dedicated funds for these selected vital programs has remained constant. The Assessment Fund was never envisioned as a General Fund revenue source.

Assuming that this concept is still endorsed by the Legislature, it seems appropriate that revenue which is not being utilized by the driver training program be reallocated to an obviously underfunded peace officer training program. This proposal would require no new funds, but would simply provide for a redistribution of existing revenues.

#### Recommendation

The Commission supports the reallocation of funds from the Driver Training Penalty Assessment Fund to the Peace Officer Training Fund.

Commission on Peace Officer Standards and Training  
Advisory Committee Meeting  
Sacramento Hilton Inn - Zinfandel Room  
Sacramento, California  
April 22, 1987 - 10 a.m.

AGENDA

Call to Order and Roll Call	Chair
Approval of Minutes of Previous Meeting	Chair
Announcements	Chair
Presentation of Award to Member Raymond C. Davis	Chair
Executive Director's Remarks	Executive Director
Sub-Committee Reports	
Hazardous Materials Training	McKeown
State Accreditation	Pearson
Management Counseling Bureau Briefing	Staff
Advisory Committee Member Reports	Members
Commission Liaison Committee Remarks	Commissioners
Open Discussion	Members
Adjourn	Chair

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083POST ADVISORY COMMITTEE MEETING  
Hyatt Islandia Hotel  
San Diego, California  
January 21, 1987MINUTESCALL TO ORDER

The meeting was called to order at 10 a.m. by Chair Carolyn Owens.

ROLL CALL OF ADVISORY COMMITTEE MEMBERS

ROLL WAS CALLED.

Present were: Carolyn Owens, Chair, Public Member  
William Shinn, Vice-Chair, Peace Officers' Research Assoc. of California  
Don Brown, Calif. Organization of Police and Sheriffs  
Ray Davis, Calif. Peace Officers' Assoc.  
Barbara Gardner, Women Peace Officers' Assoc. of Calif.  
Derald Hunt, Calif. Association of Administration of Justice Educators  
Ronald Lowenberg, Calif. Police Chiefs' Assoc.  
Joseph McKeown, Calif. Academy Directors' Assoc.  
William Oliver, Calif. Highway Patrol  
Michael Sadleir, Calif. Specialized Law Enforcement  
Floyd Tidwell, Calif. State Sheriffs' Assoc.  
Gary Wiley, Calif. Assoc. of Police Training Officers

Absent were: Jack Pearson, State Law Enforcement Management  
Mimi Silbert, Public Member  
J. Winston Silva, Community Colleges

POST Staff present:

Norman Boehm, Executive Director  
Don Beauchamp, Assistant Executive Director  
Harold Snow, Bureau Chief, Training Program Services  
Imogene Kauffman, Executive Secretary

APPROVAL OF MINUTES OF PREVIOUS MEETING

MOTION - Hunt, second - Davis, carried unanimously to approve the minutes of the October 22, 1986, Advisory Committee Meeting in Claremont.

## INTRODUCTION OF NEW ADVISORY COMMITTEE MEMBER

Floyd Tidwell, Sheriff, San Bernardino County, was introduced as a new member of the POST Advisory Committee and will be representing the California State Sheriffs' Association, replacing former Sheriff Ben Clark.

## COMMISSION MEETING AGENDA REVIEW

After responding to requests to review specific issues on the agenda, the Executive Director reported on some of the issues before Commission committees, i.e., Field Needs Survey and Long-Range Planning. He also reported that the Commission had approved the appointment of a Management Fellow to put together a reference document that would cover the overall totality of substance abuse in law enforcement and would identify what information is available.

Chair Owens emphasized the need for the Advisory Committee members to bring, from the associations they represent, input on any new issues that the Commission is addressing.

## SUB-COMMITTEE REPORT - HAZARDOUS MATERIALS TRAINING

Joe McKeown, Chair of the Sub-Committee, reported that the Sub-Committee had met earlier on January 21, 1987. After a discussion, it was concluded that the following should be considered by the full Advisory Committee:

1. That the current POST-certified hazardous materials training appears to be adequate in content and availability.
2. That POST needs to work with the Advisory Committee of the Office of Emergency Services Hazardous Materials Training program to get more input from law enforcement and law enforcement presenters.

During discussion it was urged that any interested groups or individuals get in touch with the four members that law enforcement has on that Committee and let them know of their concerns.

MOTION - Wiley, second - Lowenberg, carried unanimously that the Advisory Committee recommend to the Commission that the Commission advise the Legislature of the concerns of the POST Advisory Committee relating to the Hazardous Materials Training Advisory Committee.

## Sub-Committee Report - State Accreditation

Inasmuch as the Chairman of the Sub-Committee was absent, Chairperson Owens stated that she will be in touch with him, and a meeting will be set up as soon as possible.

Commissioner Pantaleoni, a member of the Commission Liaison Committee, stated that it is hoped that the Committee will not only study all of the ramifications of accreditation, but also come up with suggestions that the Commission may be able to implement as to action to get the Commission more involved in the accreditation process or divorce the Commission from it entirely.

## COMMITTEE MEMBER REPORTS

Calif. Assoc. of Police Training Officers - Gary Wiley reported that there has been some concern expressed with the two-year training requirement for AOT and also the proper processes involved in career development. A lot of training courses are becoming very hard to find and are full through this fiscal year. For this reason, CAPTO is trying to get the training managers to plan ahead.

Calif. Academy Directors' Association - Joe McKeown reported there are a lot of changes taking place in the basic academies. They are in the process of a new testing system which is exciting. CADA is now meeting on the new format of South and North, and meeting together at the consortium meeting every three months.

California Highway Patrol Bill Oliver reported that CHP has filed a suit against the State Personnel Board regarding psychological screening. Contrary to the information prepared by the professionals, SPB overruled them and ordered in four different cases that these people be hired. If the appeal is not successful, they are going to go to court.

He further reported that the CHP was prepared to implement their entry-level drug screening program; however, the SPB put a hold on it. They would not approve the program for screening applicants because of the Governor's position of having the Department of Personnel Administration and SPB work together in adopting a statewide program, not only for entry levels but for incumbents. Hearings will be conducted sometime in March, and until they are conducted, no programs will be approved.

Calif. Police Officers' Assoc. - Ray Davis announced he is retiring, and the next meeting in April will be his last meeting. He urged the Committee to become familiar with the International Association for Civilian Oversight for Law Enforcement (IACOLE) as it is a strong, active group that they will be hearing more about.

Calif. Police Chiefs' Assoc. - Ron Lowenberg announced that the Calif. Police Chiefs annual conference will be held on February 10-14 in Newport Beach. One of the highlights of the conference will be a workshop on organizational ethics.

Calif. Organization of Police and Sheriffs - Don Brown stated that COPS two main concerns at present are with the hazardous materials training and also mandatory drug testing.

Women Peace Officers' Assoc. of Calif. - Barbara Gardner announced that the next conference of the Association is scheduled for January 31, 1987, in Monterey Park.

Calif. Assoc. of Administration of Justice Educators - Derald Hunt reported that the CAAJE annual conference is set for April 30 - May 1 in South Lake Tahoe. The primary theme will be on the community college Chancellor's proposal to re-study the five-core courses that are required currently throughout the State for the Associated NARCS degree. They will be looking carefully at trying to take as much as possible of the POST basic course topics out of the core courses.

Specialized Law Enforcement - Mike Sadleir stated that one of their groups is taking on the State Personnel Board in their affirmative action program as to hiring. He also stated that several specialized groups are still interested in getting regular certificates instead of specialized certificates.

Calif. State Sheriffs' Assoc. - Floyd Tidwell stated that the state sheriffs continue to work with POST on specialized courses for sheriffs and undersheriffs. There are 21 new sheriffs in the State this year, and POST provided a course for new sheriffs in San Diego which was well received. He reported that the annual Sheriffs' conference will be held in April starting the 12th at Lake Arrowhead.

Peace Officer Research Assoc. of Calif. - Bill Shinn announced that at the last PORAC conference Larry Malmberg, San Bernardino County Sheriff's Department, was elected the new president. Further, PORAC is embarking on a period of more professional direction. Through a legislative workshop, 21 bills have been written that will be introduced during the next five years. They will be involved in other issues than just labor relations.

Public Member - Public Member Carolyn Owens reported that as a presenter they are finding that they are facing more cancellations now than ever before. They are finding that there might be a lot of "forward booking" that goes on, and then suddenly it is found that the training is not feasible.

#### COMMISSION LIAISON COMMITTEE REMARKS

Commissioner Maghakian stated he is pleased that the Advisory Committee Sub-Committees have moved ahead and are functioning so well.

#### ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 12:10.



Imogene Kauffman  
Executive Secretary



DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO 95816-7083

## GENERAL INFORMATION

(916) 739-5328

EXECUTIVE OFFICE

(916) 739-3864

## BUREAUS

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(916) 739-5354

*Center for Executive**Development*

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*Compliance and Certificates*

(916) 739-5377

*Information Services*

(916) 739-5340

*Management Counseling*

(916) 739-3868

*Standards and Evaluation*

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*Training Delivery Services*

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*Training Program Services*

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*Course Control*

(916) 739-5399

*Professional Certificates*

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*Reimbursements*

(916) 739-5367

*Resource Library*

(916) 739-5353

January 13, 1987

Frank Patino, President, Southern Chapter  
Calif. Law Enforcement Assoc. of Records Supervisors  
P. O. Box P-1092  
Huntington Beach, CA 92647-0592

Dear Frank:

We have received your letter regarding the addition of your organization to the POST Advisory Committee. As this request can only be addressed by the Commission, your letter will be placed on the agenda for the April 23, 1987 Commission meeting in Sacramento. We will forward an agenda for this meeting as soon as it becomes available.

If you should have any questions regarding the process, etc., please call me at (916) 739-5333.

Sincerely,



NORMAN C. BOEHM  
Executive Director





# CALIFORNIA LAW ENFORCEMENT ASSOCIATION OF RECORDS SUPERVISORS, INC.

January 7, 1987

Norman Boehm, Executive Director  
Commission on POST  
1601 Alhambra Boulevard  
Sacramento, CA 95816-7083

Dear Norm:

As State President of CLEARS I am writing you requesting your consideration in placing a member of the CLEARS organization on the POST Advisory Committee.

CLEARS (California Law Enforcement Association of Records Supervisors) is a professional organization established in 1973. The organization currently has six chapters and over 450 law enforcement members.

CLEARS is actively involved in training, sponsoring a yearly training conference and publishing a quarterly magazine. CLEARS has worked with POST and DOJ in establishing classes and has recently worked with POST in establishing a records manual.

The organization has been involved in Legislation since 1981. Last year, two CLEARS sponsored bills involving records were chaptered.

Over the years, the scope of responsibility of our members has changed. We find that the records managers of the past are fast becoming administrative services managers. They have responsibility for areas such as communications, property, computers, budget, etc. We also find that a large number of our members are non-sworn.

As training for civilians in law enforcement becomes more a part of the POST program, I feel that our organization could possibly add our years of experience to the committee.

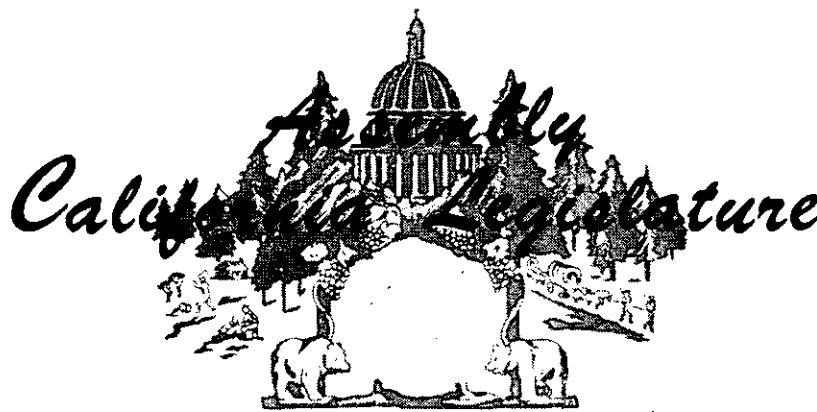
Sincerely,

Frank Patino  
State President

FP/jj

JAN 6 1987  
COMMISSION ON POST

CLEARS GOALS ARE: A. TO ASSOCIATE PERSONS WHO ARE ACTIVELY ENGAGED IN THE SUPERVISION OF LAW ENFORCEMENT RECORDS IN AN ORGANIZED BODY SO THAT THE PROFESSION IN ALL ITS BRANCHES MAY BE STANDARDIZED AND EFFECTIVELY PRACTICED. B. TO ENCOURAGE RESEARCH FOR THE BETTERMENT OF RECORDS. C. TO KEEP ITS MEMBERS APPRISED OF THE LATEST TECHNIQUES OF RECORDS MANAGEMENT. D. TO EFFECT AND MAINTAIN LIAISON WITH LEGISLATION CONCERNED WITH RECORDS KEEPING AND CONFIDENTIALITY.



**R. BRIAN KIDNEY**  
Assistant Chief Clerk

February 18, 1987

Mr. B. Gale Wilson, Commission Chairman  
Commission on Peace Officer Standards  
and Training  
1601 Alhambra Boulevard  
Sacramento, CA 95816-7083

Dear Mr. Wilson:

This is to acknowledge receipt of your letter dated February 10, 1987, transmitting a copy of report re "California Peace Officers Killed in the Line of Duty" (pursuant to Chapter 881, Statutes of 1985).

Your letter and the accompanying report have been presented to the Assembly and referred to the Committee on Public Safety (see Assembly Journal for February 17, 1987, page 444).

Sincerely,

A handwritten signature in black ink, appearing to read "R. Brian Kidney".

R. BRIAN KIDNEY  
Assistant Chief Clerk

RBK:eh

FEB 20 12 17 PM '87

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Command College Awards Program		Meeting Date April 23, 1987
Bureau C.E.D.	Reviewed By	Researched By Ted Morton <i>T. Morton</i>
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 3/7/87	Date of Report March 5, 1987
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

An offer has been presented to the Commission for the purpose of awarding a plaque and honorarium to each classes' outstanding student.

BACKGROUND

Since its inception, the only recognition awarded to the Command College graduate is a diploma that is bronzed and mounted on a wooden plaque. The outstanding student is awarded a similar plaque.

ANALYSIS

An offer has been received from the American Justice Institute, through retired Chief Roland Dart, to award the outstanding student a plaque and an honorarium of \$250.00. The American Justice Institute in Sacramento would provide this award to the outstanding student in each of the classes graduating annually. Although at this time no other offers have been received to recognize outstanding students at graduation, there is every reason to believe that this would occur if POST staff let it be known that such awards would be acceptable.

American Justice Institute expects proper recognition if they are approved to make this awards.

Because this matter needs policy clarification, no action has been taken as to acceptance of any awards or proper recognition of the donor.

RECOMMENDATION

If the Commission concurs, the consideration of awards for Command College students could be referred to committee for further study.

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1601 ALHAMBRA BOULEVARD  
SACRAMENTO 95816-7083



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(916) 739-5391

Reimbursements

(916) 739-5367

Resource Library

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February 23, 1987

Roland C. Dart, III, DPA  
233 Lexington Drive  
Vallejo, CA 94591

Dear Roland:

Thank you for the generous offer from the American Justice Institute to award graduates of the Command College. This special recognition certainly has merit and we will be pleased to write up a staff report on the offer and take it to the Commission for approval in April. Other associations and organizations may desire similar involvement with the Command College and the Commission may wish to give us policy guidelines on the whole issue. The timing will enable the Commission to act prior to the next graduating class in June.

I am personally very appreciative of your thoughtfulness and dedication to improving law enforcement training.

Best regards.

Sincerely,

NORMAN C. BOEHM  
Executive Director

NOTE TO TYPIST: Itemize enclosures on this copy

Bureau	Originator	Bureau Chief	Executive Office	Xerox copy to:
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**Dart  
Management  
Services**

*Red*  
*Feb 1*  
*Norm*

27 January 1987

Norm Boehm  
Executive Director  
Department Of Justice  
Commission on POST  
1601 Alhambra Blvd.,  
Sacramento, CA 95816-7083

Dear Norm:

As you may know, I enjoy the honor of being a member of the Board of Directors of the American Justice Institute. One of the important goals of AJI is to encourage criminal justice professions to strive for excellence in their careers and to make a positive contribution to their profession and the public.

To achieve this goal, AJI has implemented an awards program. For example, the McGee Award is presented to the outstanding students at the California Corrections Academy in Lodi. AJI is interested in doing a similar awards program for the POST Command College. This award would be in the form of a plaque and an honorarium of \$250.00.

It is our understanding that POST has two Command College Classes a year. In addition, the instructors select the highest academic student for honors and the class participants select the keynote speaker for the graduation. Because of AJI's interest in applied research, perhaps the student with the most valuable research project could be selected for the AJI Award.

The AJI Board of Directors would like to leave how and to whom the award is given to you and your staff's discretion. The only thing AJI would insist upon would be a consistent application of the criteria and that the program be given serious administration. The method and manner of selection of the recipient would be left to you and your staff.

PAGE 1

*RECEIVED*  
*POST*  
*12 1987*

I will be seeing you at this Friday's graduation. You may get this letter after your return. Also, if you agree to this program, either myself or another board member would be available to personally make the presentation to the student during the graduation ceremonies to come.

Sincerely,



Roland C. Dart, III, DPA

cc: John Lemmon  
AJI Board of Directors

## DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

444 North Third Street  
Sacramento, CA 95814-0227  
(916) 445-7473



March 5, 1987

File No: 1.2295.A2262

B. Gale Wilson  
Commission Chairman  
Commission on Peace Officer  
Standards and Training  
1601 Alhambra Blvd.  
Sacramento, CA 95816-7083

Dear Mr. Wilson:

As requested, I have listed in priority order, three nominees for consideration as a replacement for Chief Bill Oliver as a member of the POST Advisory Committee. The nominees are:

- Assistant Chief John Clements - Personnel & Training Division
- Chief Roy Short - Enforcement Services Division
- Chief Joe Barnett - Planning & Analysis Division

While you have requested three nominees, I highly recommend that Assistant Chief Clements be selected as our representative. Chief Clements is currently the Deputy Commander of Personnel and Training Division and as such is well qualified to represent this Department on this important Committee.

Very truly yours,

A handwritten signature in cursive script that reads "J. E. Smith".  
J. E. SMITH  
Commissioner



CALIFORNIA COMMUNITY COLLEGES

1107 NINTH STREET  
SACRAMENTO, CALIFORNIA 95814  
(916) 443-8732



March 3, 1987

B. Gale Wilson  
Commission Chairman  
Commission on Peace Officers Standards and Training  
1601 Alhambra Blvd.  
Sacramento, CA 95816-7083

Dear Commissioner Wilson:

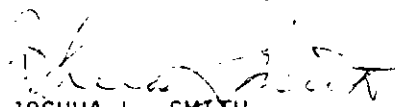
Thank you for the opportunity to nominate someone from my office to continue our representation on the POST Advisory Committee for the next three years.

My nominations, in priority order, are:

1. J. Winston Silva, Specialist, Public Safety Occupations  
(445-0486)
2. John (Doug) Cronin, Dean of Employment Training  
(322-4006)
3. William M. Anderson, Dean of Vocational Education  
(322-6880)

If I can be of further assistance, please let me know.

Sincerely yours,

  
JOSHUA L. SMITH  
Chancellor

JLS/WA/ymj161



# California State Sheriffs' Association



Organization Founded by the Sheriffs in 1894

February 23, 1987

President

**BRAD GATES**  
Orange County  
P.O. Box 449  
Santa Ana, CA 92702  
714-834-3000

1st Vice President

**FLOYD TIDWELL**  
San Bernardino County  
P.O. Box 569  
San Bernardino, CA 92402  
714-383-2511

2nd Vice President

**SHERMAN BLOCK**  
Los Angeles County  
211 West Temple Street  
Los Angeles, CA 90012  
213-974-4104

Sergeant at Arms

**TOM CLARK**  
Kings County  
P.O. Box 986  
Lodi, CA 93230  
209-582-3211

Secretary

**RICHARD F. PACILEO**  
El Dorado County  
300 Elm Lane  
Placerville, CA 95667  
916-826-2271

Treasurer

**ALBERT M. CARDOZA**  
Sonoma County  
301 Texas Street  
Larkfield, CA 94533  
707-429-6541

Mr. Norman Boehm  
Executive Director,  
Commission On P.O.S.T.  
1601 Alhambra Boulevard  
Sacramento, California 95816

Attention: B. Gale Wilson, Chairman, P.O.S.T.

Subject: Recommended Appointment For P.O.S.T. Advisory  
Committee

Dear Norm:

Sheriff Floyd Tidwell, San Bernardino County, currently represents the California State Sheriffs' Association as a member of the P.O.S.T. Advisory Committee. It is my understanding that his term of appointment expires in September, 1987.

I would like to recommend to you that Sheriff Tidwell be appointed to the P.O.S.T. Advisory Committee to serve for the next three-year term of office. I am confident that Sheriff Tidwell will continue to provide for the commission a valued expertise and professionalism.

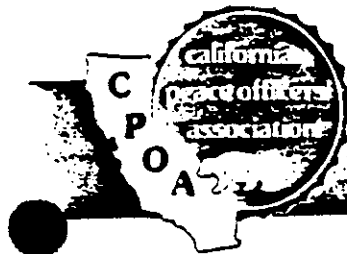
In an effort to satisfy P.O.S.T. policy which states that three names be submitted for recommendation, Sheriff Albert Cardoza and Sheriff Cois Byrd are submitted as nominations and worthy of your consideration.

Sincerely,

**BRAD GATES**  
President

BG:ar

cc: Sheriff Floyd Tidwell  
Sheriff Albert Cardoza  
Sheriff Cois Byrd



**CALIFORNIA PEACE OFFICERS' ASSOCIATION**

1151 HILKIN WAY DRIVE SOUTH 200 SACRAMENTO CALIFORNIA 95805  
 PHONE (916) 923-1825

RICHARD MOORE  
 Chief, Anderson  
 1st Vice President  
 SHERMAN BLOCK  
 Sheriff, Los Angeles County  
 2nd Vice President  
 GLEN CRAIG  
 Sheriff/Dept. Sacramento County  
 3rd Vice President  
 DONALD FORKUS  
 Chief, Brea  
 4th Vice President  
 FLOYD HOWELL  
 Sheriff, San Bernardino County  
 Treasurer  
 O.J. HAWKINS  
 Special Law Enforcement Liaison  
 for the Attorney General

NORMAN BOEHM  
 Executive Director,  
 Peace Officers Standards & Training  
 RICHARD BRETZING  
 Special Agent in Charge  
 Federal Bureau of Investigation  
 Los Angeles

TERRYL BRISTOL  
 Lieutenant, Santa Barbara County  
 GIL COERPER  
 Officer, Huntington Beach  
 PHIL EOFF  
 Sheriff, Shasta County  
 TERRY FORCE  
 Manager, Corporate Security  
 Chevron Corporation  
 JAMES GARDNER  
 Captain, Newport Beach  
 J. GATES  
 Los Angeles

JOHN V. GILLESPIE  
 Sheriff, Ventura County  
 MARVIN D. IANNONE  
 Chief, Beverly Hills  
 VINCENT D. JIMNO  
 Chief, Carlsbad  
 JOHN P. KEARNS  
 Chief, Sacramento  
 RONALD LOWENBERG  
 Chief, Congress  
 A.E. OLSON  
 Chief, Pacific  
 RICHARD RAINEY  
 Sheriff, Contra Costa County  
 SALVATORE ROSANO  
 Chief, Santa Rosa  
 WILLARD SHANK  
 Adjutant General  
 California Military Department

J.E. SMITH  
 Commissioner  
 California Highway Patrol  
 LESLIE D. SOURISSEAU  
 Chief, Maricopa  
 CHARLES THAYER  
 Chief, Tucson

President's Council  
 JOHN DUFFY  
 Sheriff, San Diego County  
 DUANE LOWE  
 Chief, Div. of Investigation  
 California Dept. of Consumer Affairs  
 TROM  
 California Dept.  
 Alcoholic Beverage Control

Future's Task Force  
 CHARLES GROSS, CHAIRMAN  
 Executive Director  
 RODNEY PIERINI

January 6, 1987

Donald Beauchamp  
 Commission on POST  
 1601 Alhambra Boulevard  
 Sacramento, CA 95816-7083

Dear Mr. Beauchamp:

The following is a list of recommended replacements for the CPOA representative to the POST Advisory Board:

1. Donald Forkus, Chief, Brea Police Department
2. James Gardiner, Captain, Newport Beach Police Department
3. N.E. Williams, Chief, Porterville Police Department

If you have any questions please contact me at 415/323-8471 or Rodney Pierini at 916/923-1825.

Sincerely,

*Richard L. Moore*

Richard Moore  
 President

RM:ma

**RAYMOND C. DAVIS**  
**DEPUTY CITY MANAGER**  
**POLICE, FIRE &**  
**EMERGENCY SERVICES**

**CHIEF OF POLICE**



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January 29, 1987


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

Dear Norm:

I am planning to retire in April after 33 years in law enforcement, and 23 years as a Police Chief. I have enjoyed my association with you and the POST Commission over the years. California has one of the most professional and progressive law enforcement educational and training programs in the nation.

As a result of my forthcoming retirement I wish to resign as CPOA's representative to the Advisory Committee effective April 23, 1987. In view of this retirement date it is my present plan to attend the April Advisory meeting as my last act of participation with the POST program. I look forward to seeing you in Sacramento at that time.

Sincerely,

  
RAYMOND C. DAVIS  
Deputy City Manager,  
Police, Fire & Emergency Services

/ it

cc: Rod Pierini, CPOA

File 7 P 56-711-97



DELANCEY STREET FOUNDATION INC

2565 Divisadero Street San Francisco California 94115 (415) 561-5320

MIMI H. SILBERT, Ph.D. PRESIDENT/CEO

March 20, 1987

Carolyn Owens, Program Administrator  
P.O.S.T. Advisory Committee  
Kellogg-West  
California Poly Technical University  
3801 West Temple Avenue  
Pomona, CA 94168

Dear Carolyn,

I am once again going to try to attend the upcoming quarterly Advisory Committee Meeting on April 22, 1987. However, I have not done well with the last few meetings. I had planned to attend every one of them, and something came up on each occasion that I really had to handle here.

Along with the usual chaos that accompanies my work with Delancey Street, we are now trying to build, primarily on our own, a 400,000 sq. ft. centralized and expanded headquarters here in San Francisco. Since we don't have the money to accomplish the task, just about all of the designing, planning, and managing of the project has to be done by me. I've been working to get lots of volunteers to assist us, but it's definitely an arduous task to say the least.

I feel very bad because I have been really delinquent in my involvement in the Advisory Committee. I'm definitely going to try to make this meeting. If I don't succeed, I think it would be best for the committee if I give up my space to someone whose schedule is not as erratic as mine. In any case, I didn't want you to think that I've escaped the meetings without guilt. I do feel terrible about my lack of involvement.

I hope to see you on the 22nd. I hope all is going well.

Sincerely,

Mimi H. Silbert, Ph.D.  
President

MHS:pt

cc: Don Beauchamp

# Memorandum

EDB

To : Norman C. Boehm  
Executive Director

Date : April 21, 1987

GEORGE WILLIAMS

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

Subject: AWARD OF CONTRACT FOR NEW COMPUTER SYSTEM

It can be seen from the attached analysis that the determination of the successful vendor is driven by the evaluation process which is designed to be objective and permits little or no opportunity for discretion.

Attachment

#### ALTERNATIVE TO SPECIAL COMMISSION MEETING

An analysis of the State procurement process suggests that there are essentially only two alternatives from which to select in order to proceed.

First, to await the findings of the evaluation process and then authorize the Executive Director to sign an appropriate contract to acquire the new computer system. This would require scheduling a special meeting on May 26, 1987 of the Commission in order to avoid delay in the implementation of the new computer system; or delaying this authorization until the regular meeting of the Commission in July 1987.

Second, at the April meeting of the Commission — before the outcome of the evaluation process has been determined — authorize the Executive Director to proceed with the acquisition and installation (including necessary conversion consultive services) of the new computer system for the amount previously approved by the Commission in the budget process not to exceed \$748,000 for first and second year costs.

It is anticipated that the agreement to lease purchase will be executed on June 3, 1987 with the notification by the Office of Procurement of the intent to award on May 26, 1987.

## THE STATE PROCUREMENT/EVALUATION PROCESS

The procedures for the procurement of POST's new computer system are defined and controlled by the State's procurement rules and the provisions of the Request for Proposal(RFP).

Given that there will remain two or more vendors whose proposals have met all of the requirements of the RFP, each of these proposals will then next be evaluated on the basis of the assignments of points based upon two major categories. The first category is COST with a possible final point value of 50%. The second category is CAPABILITY OF THE PROPOSAL, also with a possible final point value of 50%.

The number of points to be awarded for COST is as follows:

$$\text{Step 1: } \frac{\text{Lowest vendor's total proposed amount}}{\text{competing vendor's total proposed amount}} = \% \text{ Score}$$

$$\text{Step 2: } \% \text{ Score} \times 50 \text{ possible points} = \text{points awarded}$$

$$\text{e.g., } \frac{500,000}{525,000} = .95 \times 50 = 47.6$$

The number of points to be awarded for CAPABILITY OF THE PROPOSAL is determined based upon the examination of each of the technical features that a vendor has proposed, and assigning ~~points~~ points which may add to a possible of 10,000. Were a vendor's proposal to receive a possible score of 10,000 points, this must be divided by 200 to convert this to a % score; i.e.,  $\frac{10,000}{200} = 50$ .

The final steps involve combining each vendor's COST and CAPABILITY scores and comparing each vendor's total percentage scores. For example, if there were two vendors and the low cost bid was \$500,000 and this vendor's capability score was 9,500, this vendor's cost percentage score would be 50% and the capability score would be 47.5 ( $9,500/200 = 47.5$ ) for a total of 97.5. If the other vendor's cost bid was \$525,000 and the capability score was 10,000, this vendor's cost percentage score would be 47.6 and the capability score would be 50 ( $10,000/200 = 50$ ) for a total of 97.6. The second vendor's proposal would be the winner since it achieved the highest total number of points.



The procurement process for POST's new computer system is being administered by the State Department of General Services pursuant to State procurement rules. A point system will be used by General Services staff to select the winning bidder based upon cost and capability of the proposal.

POST staff are actively working with General Services staff to evaluate capability of several proposals under consideration. The final POST role in the bidder selection process will be a "go-/no-go" decision once General Services declares a winning proposal based upon award of cost and capability.

If Commissioners wish to avoid a special meeting for purposes of making the final decision for award of contract, they may wish to delegate authority to the Executive Director. If so, a motion (ROLL CALL VOTE) would be in order to authorize the Executive Director to confirm a winning bidder as a result of the procurement process and to sign a contract for computer equipment and software in an amount not to exceed \$661,544.

*This was used -*