

COMMISSION MEETING AGENDA  
July 23, 1987  
10:00 a.m.  
Bahia Hotel  
Bay Room  
998 West Mission Bay Drive  
San Diego, CA 92109  
(619) 488-0551

CALL TO ORDER

FLAG SALUTE

ROLL CALL OF COMMISSION MEMBERS

RECOGNITION OF ADVISORY COMMITTEE MEMBERS PRESENT

HONORING COMMISSSIONER B. GALE WILSON - CHAIRMAN APRIL 1986 - APRIL 1987

PRESENTATION

PRESENTATION OF RESOLUTION TO ADVISORY COMMITTEE MEMBER JACK PEARSON

INTRODUCTIONS

APPROVAL OF MINUTES

A. Approval of the minutes of the April 23, 1987 regular Commission meeting at the Hilton Inn in Sacramento.

CONSENT CALENDAR

B.1 Receiving Course Certification Report

Since the April meeting, there have been 34 new certifications and 34 decertifications. In approving the Consent Calendar, your Honorable Commission takes official note of the report.

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

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

B.3 Approving Resolution Commending Advisory Committee Member William F. Oliver

William F. Oliver has served as a member of the Advisory Committee since 1984. He is the representative from the California Highway Patrol. In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending and thanking Chief Oliver for his service.

B.4 Amending PAM, Section C-4, Clarifying and Simplifying Notice of Appointment/Termination and the Related Form

PAM, Section C-4 provides the procedure related to the use of the POST form, Notice of Appointment/Termination. The content of the current procedure and the form is difficult to understand which results in the submission of improperly prepared forms with incomplete or inaccurate information. Minor revisions have been proposed in the form and the instruction on the reverse side have been clarified and simplified. The proposed changes are designed to solve the problems that have been encountered by agencies related to the Notice.

In approving the Consent Calendar, your Honorable Commission authorizes the Executive Director to amend PAM, Section C-4 and the Notice of Appointment/Termination, Form 2-114 as proposed.

B.5 Receiving a Requested Report on Continued Eligibility to Participate in the POST Specialized Program - Los Angeles Community College District

At its July 1986 meeting, the Commission acted to remove the Los Angeles Community College District Police Department from the POST program unless the department took immediate action to correct a compliance problem. At the Commission's request, this item is on the consent calendar to report that the district took early action, and based upon a recent inspection, continues to comply with Commission regulations. In approving the Consent Calendar, your Honorable Commission takes official note and receives the report.

PUBLIC HEARING

C.1 Extending 270-Day Limit on Acceptance of Medical and Psychological Examinations

At its April 1987 meeting, the Commission received a report and approved a public hearing to consider proposed changes and additions to Commission Procedure C-2. The proposed changes and additions would have the effect of:

1. extending the current 270 day time limit for medical and psychological suitability examinations to one year;
2. permitting updated medical and psychological suitability examinations after the expiration of one year, as opposed to complete new examinations, in those limited circumstances when an individual:
  - a) upgrades within the same department to reserve or regular officer status;
  - b) was screened initially in accordance with POST's entry-level medical and psychological suitability requirements, and the results of such initial examinations are available for review; and

- c) has worked continuously in the department since the time of initial appointment.

Also as proposed, all medical and psychological suitability update examinations would have to be conducted by qualified professionals as defined in Government Code 1031(f), and would have to 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 medical and 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 current medical and psychological suitability for appointment as a peace officer, a copy of which shall be retained by the department.

As detailed in the full report, the proposed modifications are consistent with the views expressed by the physicians, psychologists, and other professionals contacted as part of the review of current POST medical and psychological screening requirements.

Subject to input at the public hearing and if the Commission concurs, appropriate action would be a MOTION to adopt the proposed changes and additions to Commission Procedure C-2 effective after approval by the Office of Administrative Law.

#### C.2 Proposal to Establish an 80-Hour Re-Entry Training Course and Revise Provisions of the Three-Year Rule

At the April 23, 1987 meeting, the Commission set for public hearing proposed revisions to the three-year requalification rule. The three-year rule requires officers and basic course graduates with a three-year or longer break in employment to requalify. The proposed amendment would add completion of an 80-hour basic training requalification course to the current methods of repeating the full basic course or passing a waiver examination.

The proposed re-entry training course would concentrate on legal updates and critical topics and skills. Testing would be required. The training course would alleviate problems now being experienced in the equivalency testing process. The proposal also makes some important technical clarifications as described in the report under this tab and summarized in the recommended motion.

Subject to testimony during the public hearing and if the Commission concurs, the appropriate action would be a MOTION to approve the following changes effective after approval by the Office of Administrative Law:

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 exception for officers returning to permanent "light" duty assignments after being off due to injuries or illness.
4. Approve technical changes clarifying the time limitation for completing the Basic Course Waiver Process.

C.3 Proposed Supervisory Course Curriculum Changes incorporating Principles, Values and Ethics and increasing minimum from 72 to 80 Hours

At the April 1987 meeting, the Commission set for public hearing proposed curriculum changes to the Supervisory Course.

The annual routine curriculum update of the required Supervisory Course 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 subject 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. These additional hours would be accommodated by deleting the current provision for eight hours of locally determined curriculum.

This proposed change would increase the minimum course hours from 72 to 80. All existing Supervisory Courses are at 80 hours or more and POST currently reimburses for 80 hours, so there would be no fiscal impact upon POST or local agencies.

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.

Subject to input from the public hearing and if the Commission concurs, the appropriate MOTION would be to approve the following, effective after approval of the Office of Administrative Law:

Modify Commission Procedure D-3 relating to the Supervisory Course as follows:

1. Add three subjects of (1) Liability Issues, (2) Testing, and (3) Values/Principles/Ethics.
2. Increase minimum course hours from 72 to 80.
3. Delete reference to hours for individual subjects.

#### CERTIFICATE AND COMPLIANCE

- D. Proposal to award the regular POST basic certificate to all classes of peace officers who meet POST selection standards, complete the regular basic course and gain one year's experience; with the agency to be noted on the certificate.

Based upon recommendation of the Commission's Certificate Review Committee, the Commission scheduled discussion at this meeting on possible changes in the regular and specialized certificate programs. The Certificate Review Committee, following several public meetings, proposed that consideration be given to awarding the regular Basic Certificate to all officers, regardless of type of employing agency, who meet selection standards, complete the regular basic course, and complete one year of peace officer service. A bulletin describing the proposed change was sent to all law enforcement agencies to assure full airing prior to a final decision on the matter.

A report on the proposed changes is included under this tab. The report describes potential optional approaches to recognizing peace officer category on the basic certificates, and suggests approaches to reissuance of certificates should proposed changes be adopted.

Correspondence has been received opposing changes in the certificate program and is included with the report. It is expected that proponents and opponents of change will offer comments at the meeting, after which time the proposal will be before the Commission for disposition.

#### STANDARDS AND EVALUATION

- E. Report of Results of Basic Course Proficiency Test Study (P.C. 832.3(d))

Consistent with the legal requirements, a major research project was undertaken and a summary of the research findings is presented under the tab. The findings show that scores on the Basic Course proficiency test are positively correlated with a number of measures of job performance. Test scores were found to be significantly correlated with job activities and behavior that require the knowledge assessed via the Proficiency Test (e.g., evaluating a crime scene, demonstrating good judgment, etc.). As would be expected, test scores were generally uncorrelated with performance of "non-cognitive" activities and behaviors (vehicle operations, interpersonal behavior, etc.).

Findings also show that persons who successfully complete field training and probation, on average, obtain significantly higher scores on the Proficiency Test than those who fail to successfully complete field

training and probation. On balance, the results show that what has heretofore been a very useful test for program evaluation purposes, could, with moderate revision, be used to make job-related decisions about individuals.

As part of the study, it was also possible to evaluate the extent to which scores on the POST reading and writing tests predict subsequent job performance. A number of statistically significant correlations were obtained with such measures of job performance as supervisors' evaluations of report writing, and FTO ratings of overall field trainee performance, thus further enhancing the job-relatedness evidence for the tests.

A draft of the full Proficiency Test Study report is presented under separate cover.

If the Commission concurs, the appropriate action would be a MOTION to authorize submittal of the report to the Legislature.

F. Report on Reading/Writing Testing Effectiveness

At its July 1986 meeting, the Commission directed that further study be conducted of the impact of the current entry-level selection reading and writing testing requirement. Results for the past fiscal year are summarized in the report under this tab and show:

1. No significant change in the average test scores of academy recruits over the previous year.
2. Increased pretesting of nonaffiliated cadets to the point that 17 of 18 community college affiliated academies are now prescreening nonaffiliated cadets, and the lone remaining academy is conducting reading and writing testing for purposes of student counseling.
3. A five percent increase in the number of administrations of the POST tests for the fiscal year, with an anticipated doubling of the number of tests administered in FY 87/88 due to the expected first time use of the tests by two large departments.
4. A further reduction in the average turnaround time for scoring and mailing out results on the POST tests of from 2.5 to 2.0 working days.
5. Continued voluntary setting of minimum cutoff scores on the POST tests that meet or exceed the POST recommended minimum.
6. Further substantiation of the job-relatedness of the POST tests in the form of new research findings which show that the tests are predictive of on-the-job performance.

Also detailed in the report are two projects underway which have the potential of alleviating the continuing concern that exists among law enforcement managers and supervisors concerning the writing skills of new officers. The first of these consists of continued evaluation of a

promising essay type test. The second project is a reevaluation of the current POST recommended minimum passing score on the existing POST tests.

Until such time as one or both of these projects is completed, there is little reason to believe that significant changes will occur with respect to the reading and writing skills of new officers. The Long Range Planning Committee will be reviewing these issues again prior to the October Commission meeting.

Based on past test experience and pending review of potentially higher minimum scores, it is appropriate that the testing of all recruits used for comparative purposes not be done in 1987/88, but be considered for 1988/89. Of course, the Commission's reading and writing testing requirements remain in force. If the Commission concurs, the appropriate action would be a MOTION to receive the report and to suspend comparative testing of academy recruits during FY 1987/88.

#### TRAINING PROGRAM SERVICES

##### G. Basic Course Curriculum Modification -- Deaf and Hearing Impaired

As part of POST's continuing efforts to maintain currency of the Basic Course curriculum, proposed changes are brought before the Commission from time to time. The following proposed change is the result of curriculum instructor update seminars with Basic Course and other subject matter experts.

It is proposed to add one performance objective to POST's minimum curriculum standards for the Basic Course concerning communicating with the deaf and hearing impaired. The proposed objective described in the report would require students to identify necessary considerations in communicating effectively with the deaf and hearing impaired including recognition, approach, communicating, safety and legal aspects. This proposed training, which should facilitate better communications and relationships, is expected to require no more than one hour of instruction and can be accommodated within the existing 520-hour minimum.

If the Commission concurs, the appropriate action would be a MOTION to approve the addition of a performance objective to the POST minimum requirements of the Basic Course relating to communicating with the deaf and hearing impaired effective January 1, 1988.

#### EXECUTIVE OFFICE

##### H. Peace Officer Killing Guidelines

Assembly Bill 1911 (Stirling), Chapter 885, 1985, authorized a study of incidents in which peace officers were killed. The study was to conclude with a report to the Legislature and the development of guidelines establishing optional standard procedures for law enforcement agencies. The report of the study, "California Peace Officers Killed in the Line of Duty," was approved by the Commission at the January, 1987 meeting, and subsequently accepted by the Legislature.

The required guidelines presented under this tab result from the study data and identify the issues, situations and concerns from which agency-specific procedures should be developed. The guidelines reflect the view that specific standard procedures and tactics are best articulated by each local agency, to reflect the environment and community in which the agency functions. The Commission may expect the specific issues described in the guidelines to be used by agency administrators to improve operating policy, tactics, training and procedures to reduce the risk of serious injury or death to peace officers.

If the Commission concurs, the appropriate MOTION would be to approve the guidelines for submission to the Legislature and for general publication.

## COMMITTEE REPORTS

### I. Finance Committee

Commissioner Vernon or a representative of the Finance Committee, will report on results of the Committee meeting held June 18, 1987 in Ontario, which included review of the following agenda items:

#### 1. Year End Financial Report

1986/87 revenues are projected to be under the amount originally budgeted. Training volumes have gone up largely because of successful efforts to increase in-service training. Because of this, year end unexpended monies should be encumbered to pay for 1986/87 claims being received in the new fiscal year.

#### 2. Report on Potential Salary Reimbursement Rates for FY 1987/88

More actual dollars are budgeted to be available for aid to local government in the new year than in 1986/87. Yet, because of higher costs combined with anticipated higher training volumes, the Committee is recommending a salary reimbursement beginning baseline of 40% for all salary eligible courses other than the basic course and 30% for the basic course. The Committee also recommends increasing the per diem allowance from \$66 to \$70 per day. As in the past, training volumes and available revenues may allow for increases in the rate as indicated during the year.

#### 3. Budget Change Proposals for FY 1988/89

Budget Change Proposals for FY 1988/89 are being recommended which relate to meeting an audit recommendation, responding to legislative mandates, and contingent upon passage of a bond issue for capital improvements.

#### 4. Review of Reimbursement Plans for Certified Courses

The recommendation is for continued study by the Finance and Long Range Planning Committees.



J. Long-Range Planning Committee

Commissioner Wasserman, Chairman of the Long-Range Planning Committee, will report on results of the Committee meeting held June 18, 1987 in Ontario, which included review of the following agenda items:

1. Field Needs Survey

Consistent with Commission instructions, field needs topics will be reviewed by the Committee and brought forward over a period of time. The topics discussed which call for Commission approval at this meeting are:

- a) a recommendation that staff more thoroughly assess ways of addressing the need to make roll call tapes available to the field along with cost options;
- b) a recommendation that staff study the potential of developing and implementing a state-of-the-art instructor development course complete with non-traditional approaches, including adult and experiential learning techniques, and video taped trainer feedback. The Commission could later consider requiring this course of most instructors by some future date; and
- c) a recommendation that staff conduct a follow-up study of the response in favor of POST's assistance with recruiting in the future. More study is needed on the intent of the response through a follow-up survey, workshops and other means.

2. Reading and Writing Testing Information

The Committee will review a report on the appropriate cut score levels based on data now being analyzed and report back at a future meeting.

3. Peace Officer Killing Study Guidelines Recommendations

The Committee recommends approval of the guidelines earlier on the agenda.

4. Proposed Training Conference for Other State Directors

The Committee recommends approval for POST to organize a no-host conference on new training and standards technology, methods and approaches in San Diego on April 26-30, 1987. This is the semi-annual meeting of the national POST directors' association.

K. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, will report on the Committee meeting held July 23, 1987 in San Diego.

L. Certificate Review Committee

Commissioner Vernon, Chairman of the Certificate Review Committee, or a representative, will report on the results of the Committee meeting held June 18, 1987 in Ontario. The Committee's report will also likely be given during the public discussion item earlier on the agenda.

M. Organization and Personnel Policies Committee

Commissioner Montenegro, Chairman of the Organization and Personnel Policies Committee, will report on the Committee meeting held via telephone conference call on June 23, 1987.

N. Advisory Liaison Committee

Commissioner Maghakian, Chairman of the Advisory Liaison Committee, will report on the Committee meeting held July 22, 1987 in San Diego.

O. Advisory Committee

Carolyn Owens, Chairman of the POST Advisory Committee, will report on the Committee meeting of July 22, 1987 held in San Diego.

OLD/NEW BUSINESS

CORRESPONDENCE

- P. Letter from Terry S. Herst concerning training on the topic of diabetes.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

October 22, 1987 - Hilton Hotel, Concord  
January 22, 1988 - Radisson Hotel - San Diego  
April 21, 1988 - Sacramento -(To be determined)  
July 21, 1988 - San Diego - (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 1126(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  
April 23, 1987  
Hilton Inn  
Sacramento, California

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

William Shinn, Vice Chairman of the POST Advisory Committee, led the salute to the flag.

ROLL CALL OF COMMISSION MEMBERS

A calling of the roll indicated a quorum was present.

Commissioners Present:

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

Commissioners Absent:

Robert L. Vernon

Also Present:

William Shinn, Vice-Chairman, POST Advisory Committee

Staff Present:

Norman C. Boehm	- Executive Director
Don Beauchamp	- Assistant Executive Director
John Berner	- Bureau Chief, Standards and Evaluation
Ray Bray	- Training Program Services
Kathy Delle	- Information Services
Jim Holts	- Management Fellow, Training Program Services
Ted Morton	- Bureau Chief, Center for Executive Development
Otto Saltenberger	- Bureau Chief, Administrative Services
Harold Snow	- Bureau Chief, Training Program Services
Darrell Stewart	- Bureau Chief, Compliance & Certificate Services
George Williams	- Bureau Chief, Information Services
Vera Roff	- Executive Secretary

POST Advisory Committee Members Present:

Gary Wiley  
Ray Davis

VISITOR'S ROSTER

Kati Corsant, Department of Justice  
Roland C. Dart, III, Chief of Police (Retired) Vallejo  
Gene De Crona, Bureau Chief (Retired)  
Ed Doonan, Sacramento Sheriff's Department  
Renee Dupre, Orange County Marshal's Office  
Seth Easley, Los Angeles County District Attorney's Office  
Jim Ferranato, San Bernardino Sheriff's Department  
Izzy Flores, Department of Justice  
Michael George, Sacramento Police Department  
Howard Harrell, Orange County Marshal's Office  
Aubrey Holloway, California State Police Department  
Andrea Hop, CLEARs/Walnut Creek Police Department  
Charlie Lushbaugh, Sacramento Sheriff's Department  
Allan Lynch, Riverside County District Attorney's Office  
Tim Martin, San Bernardino County District Attorney's Office  
Chuck Miller, Santa Ana Police Department  
Frank Patino, CLEARs/Golden West College  
Fred Penn, San Bernardino County Sheriff's Department  
Duncan Snell, California Department Fish & Game  
Jack Strumsky, San Diego Sheriff's Department

A. Approval of Minutes of April 23, 1987 Commission Meeting

MOTION - Montenegro, second, Pantaleoni, carried unanimously to approve the minutes of the April 23, 1986 regular Commission meeting at the Hilton Inn in Sacramento.

B. Approval of Consent Calendar

MOTION - Maghakian, second - Grande, carried unanimously to approve the following Consent Calendar.

B.1. Receiving Course Certification Report

Since the January meeting, there have been 27 new certifications and four decertifications.

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

This report provided financial information relative to the local assistance budget through March 31, 1987. The report was presented and accepted and is on file at POST headquarters.

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. In approving the Consent Calendar, the Commission affirmed 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.

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

A resolution was approved 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

A resolution was approved commending and thanking Advisory Committee Member Raymond C. Davis for his service and dedication to law enforcement.

B.6. Approving Resolution Commending Advisory Committee Member Jack  
Pearson

The Commission approved a resolution commending Advisory Committee Member Jack Pearson for his service.

B.7. Approving Resolution Commending Retired Bureau Chief Gene DeCrona

A resolution was approved commending and thanking Gene DeCrona for his numerous contributions to law enforcement as a POST Consultant and Bureau Chief.

PRESENTATIONS

Resolutions were presented to Advisory Committee Member Raymond C. Davis, Post Management Fellow John D. Kramer and Retired Bureau Chief Gene DeCrona by Chairman Wilson.

## EXECUTIVE OFFICE

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

In October 1986, the Commission initiated a study on statewide training facilities and equipment needs. 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 study, which includes the potential for seeking a statewide bond issue, was reviewed by the Long Range Planning Committee at its April 6, 1987 meeting in Newport Beach. The Committee recommended that the Commission seek a \$300 million 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.

A discussion ensued concerning the advantages of developing law enforcement regional skill training centers throughout the State. The centers would correct the current critical lack of facilities to conduct driving and firearms training and provide California peace officers with state-of-the-art skill training.

MOTION - Pantaleoni, second - Maghakian, carried unanimously by ROLL CALL vote to authorize staff to seek legislation for a \$300 million bond issue to be brought before the voters in 1988 to establish regional skill training centers.

### D. Report on Field Needs Survey Recommendations

The Field Needs Survey Report has been completed and reviewed by the Commissioners. A summary will be prepared and distributed to law enforcement agencies and training institutions.

MOTION - Wasserman, second - Maghakian, carried unanimously to approve the Field Needs Survey Report and refer the report to the Long Range Planning Committee for consideration of potential future courses of action.

### E. Report on Waiver of the 270-Day Limit on Medical and Psychological Examinations - Recommendation to Schedule a Public Hearing on 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. Sacramento Police Department hires Community Service Officers and then upgrades a number of them to regular officer status, typically within 18 months to two years from the initial hire date.

Following consideration of various options developed by staff to address the issue, the Commission proposed to consider changes of Commission Procedure C-2-2 as follows:

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

Updated Physical and Psychological Suitability Examinations: Physical and psychological suitability update examinations, as opposed to total new 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 other 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 appointment.

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.

MOTION - Block, second - Maghakian, carried unanimously to schedule a public hearing at the July 23, 1987 Commission meeting for the purpose of considering and amending Commission and Procedure C-2 to incorporate the provisions as stated.

#### 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 on July 23, 1987

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 complete 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 were not employed as peace officers 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.

The staff report containing proposed revisions was reviewed, and the following action was taken:

MOTION - Montenegro, second - Wasserman, carried unanimously 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 relative to employment 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 POST basic course (as listed in PAM, Section D-1) is required."
3. Add an exemption for officers returning to permanent "light" duty after being off for three years or more due to injuries or illness.
4. Include technical changes clarifying the time limitations for completing various steps in the Basic Course Waiver Process.

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

At its October 1986 meeting, the Commission directed staff to review all training mandates to determine the feasibility of adding curriculum on Principles, Values and Ethics. Staff reported on its findings.

After consideration of the staff report, the Commission took the following action:

MOTION - Maghakian, second - Wasserman, carried unanimously to schedule a public hearing for July 23, 1987 to consider amendment of Commission Procedure, PAM Section D-3, to increase the minimum hours for the Supervisory Course from 72 to 80; to accommodate the addition of the topics of Values/Principles/Ethics, address Liability Issues and Testing, and to delete reference to hours for individual topics.

H. Report of Certificate Review Committee

Commissioner Wasserman reported that the Certificate Review Committee met four times since the last Commission meeting; included were two public input sessions, one in Sacramento and one in Ontario. The Committee made the following recommendations regarding the certificates:



All peace officers who successfully meet the POST selection standards and successfully complete the POST regular basic course receive the regular POST certificate after completing a minimum of one year satisfactory service, with the certificate to state the name of the agency in which the experience was gained. The Committee further recommended that the Commission solicit comments from the field on this proposal at the July Commission meeting.

In the meantime, it was recommended that staff review alternatives regarding the effect of this change on the Intermediate, Advanced, Supervisory, Management, and Executive certificates prior to the July meeting and that the activities of the Certificate Committee be continued pending Commission action on the certificate issue.

MOTION - Hicks, second - Maghakian, carried unanimously to accept the recommendations of the Certificate Review Committee.

K. Finance Committee

Commissioner Wasserman, Chairman of the Commission's Finance Committee, reported that the Committee met on April 13, 1987 in Newport Beach to review the contracts for FY 1986/87 and recommended approval.

MOTION - Hicks, second - Pantaleoni, carried by ROLL CALL vote (Van de Kamp abstained on Item #4, Interagency Agreement with the Department of Justice Training Center) to approve the following contracts and authorize the Executive Director to sign them on behalf of the Commission:

1. Management Course Contracts with five presenters as follows:

<u>Presenters</u>	<u>Presentations</u>	
California State University - Humboldt	5	\$ 58,960
California State University - Long Beach	5	68,270
California State University - Northridge	3	38,631
California State University - San Jose	4	51,360
San Diego Regional Training Center	5	73,250
TOTAL	22	\$ 290,471

2. A contract with California State Polytechnic University, Pomona, for five presentations of the Executive Development Course for FY 1987/88 in an amount not to exceed \$73,305.
3. A contract with the San Diego Regional Training Center for Executive Leadership Training for FY 1987/88 in an amount not to exceed \$334,760.
4. An Interagency Agreement with the Department of Justice Training Center to provide training in their areas of expertise during FY 1987/88 in an amount not to exceed \$736,558.

5. A contract with Cooperative Personnel Services to administer the Basic Course Proficiency Examination for 1987/88 in an amount not to exceed \$29,492.
6. Contracts with Cooperative Personnel Services and the State Personnel Board to administer and score the POST entry-level reading and writing tests during FY 1987/88 in an amount not to exceed \$169,613.
7. An Interagency Agreement with the State Controller for auditing services for FY 1987/88 in an amount not to exceed \$85,000.
8. A computer services contract with Motorola Computer Systems Incorporated, for maintenance of the Four Phase computer equipment for FY 1987/88 at an amount not to exceed \$27,000.
9. An Interagency Agreement with the State's Teale Data Center allowing POST staff to utilize the Center's mainframe computer capabilities to perform complex data analysis that cannot be accomplished on the Four-Phase Systems Equipment for FY 1987/88 in an amount not to exceed \$89,000.
10. A contract with Cooperative Personnel Services (CPS) to: (1) conduct a follow-up study of the POST physical conditioning program and associated physical abilities test; (2) develop computer algorithms for equating test forms and test scores; and (3) develop new Basic Course Waiver Exams for FY 1987/88 in an amount not to exceed \$89,000.
11. A contract in an amount not to exceed \$170,820 with Arthur Young International for implementation services associated with the purchase of the new POST computer.
12. Extension of a contract for POST Management Fellow Jim Holts for FY 1987/88 in an amount not to exceed \$100,000.

J. Long-Range Planning Committee

Commissioner Wilson, Chairman of the Long Range Planning Committee, reported that the Committee met on April 13, 1987 in Newport Beach. The Committee reviewed the Facilities and Equipment Needs Study and recommended Commission approval.

K. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, reported that the Committee met on April 23, 1987 just prior to the Commission meeting and took the following positions on current legislation.

MOTION - Block, second - Maghakian, carried unanimously to reaffirm the Legislative Review Committee's position recommendation on the following bills:

AB 546 (Condit) Dispatcher Training Standards - SUPPORT  
 SB 1265 (Presley) Bond Issue for POST Training - SUPPORT  
 SB 1439 (Doolittle) Peace Officer Training Fund Increase - SUPPORT if amended to include State Peace Officers in POST reimbursement program to include out-of-pocket expenses, but not salary.

MOTION - Block, second - Grande, carried unanimously to adopt the Legislative Review Committee's position recommendations on the following bills:

AB 1162 (Floyd) Penalty Assessment Diversion - OPPOSE unless amended  
 AB 1569 (N. Waters) Juvenile Interview Guideline Preparation - NEUTRAL  
 AB 1726 (Areias) CPR Mask Training - SUPPORT  
 AB 1760 (Clute) Dog Handler Training - OPPOSE  
 AB 2376 (Statham) Cancer Agent Identification Training - OPPOSE unless amended  
 AB 2538 (Katz) POST Certificate Within 24 Months - NEUTRAL  
 AB 2568 (Polanco) State Police to Attend POST Training - NEUTRAL  
 AB 2625 (Hauser) All PC 830.1(a) to Attend Same Training - OPPOSE  
 SB 225 (Greene) City Housing Police in POST Reimbursement Program OPPOSE  
 SB 254 (Richardson) Child Welfare Worker Training - SUPPORT  
 SB 1253 (Bergeson) Out-of-State Tuition Waiver for Basic Training - SUPPORT  
 SB 1673 (Marks) Airport Police in POST Reimbursement Program - OPPOSE

L. Advisory Committee

William Shinn, Vice Chairman of the POST Advisory Committee, reported that the Committee met on April 22, 1987 in Sacramento. The Committee endorsed the concept of the regional skill centers.

The Committee requested that the Commission Liaison Committee look into: (1) the number of members on the Advisory Committee; and (2) the current make up of the Advisory Committee to assure adequate representation from the law enforcement community.

The Advisory Committee requested more time before making a recommendation on State Accreditation and requested direction from the Commission prior to the next meeting of the Sub-Committee on State Accreditation.

M. Correspondence

1. A request had been received from Frank Patino, President, California Law Enforcement Association of Records Supervisors, Inc. (CLEARS) to be added as a member category of the POST Advisory Committee.

MOTION - Van de Kamp, second - Wasserman, carried unanimously to request the Commission Liaison Committee to review the current make-up of the Advisory Committee and consider possible new organizations and representatives as committee member categories prior to appointing any new members.

2. Roland Dart informed the Commission of an offer from the American Justice Institute to establish an awards program for outstanding students of the Command College. After discussion, the following action was taken:

MOTION - Grande, second - Pantaleoni, carried unanimously to refer the proposal from the American Justice Institute for consideration generally of awards for Command College students to a committee for further study and development of a policy concerning outside presenter awards.

N. Appointment of Advisory Committee Members

MOTION - Pantaleoni, second - Maghakian, carried unanimously to delay a decision on replacing one of the two public member representatives on the Advisory Committee until the Commission Liaison Committee reviews the membership structure of the Advisory Committee.

MOTION - Van de Kamp, second - Wasserman, carried unanimously to appoint Assistant Chief John Clements, representative of California Highway Patrol, and Chief Donald Forkus, representative of California Peace Officers Association, and to reappoint Carolyn Owens as a public member, J. Winston Silva, representative of Community Colleges, and Sheriff Floyd Tidwell, representative of California State Sheriffs Association, as members of the Advisory Committee.

O. Authorizing Executive Director to Sign Computer Acquisition Contract

The Commission discussed the need to make a final decision on awarding the contract for POST's new computer system prior to its next regularly scheduled Commission meeting in July. In order to avoid a special meeting for the sole purpose of making a pro forma award of the contract, the following motion was made:

MOTION - Pantaleoni, second - Maghakian, carried unanimously by ROLL CALL vote 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 lease/purchase (exclusive of maintenance) in an amount not to exceed \$661,544.

P. Nomination and Election of Commission Chairman and Vice-Chairman

Commissioner Block reported on the results of the Committee's recommendations for Commission Chairman and Vice-Chairman. There was a discussion concerning the advantages of officers serving only a one-year term.

MOTION - Maghakian, second - Pantaleoni, carried unanimously that Bob Wasserman be nominated as chairman of the Commission.

MOTION - Wasserman, second - Grande, carried unanimously that Alex Pantaleoni be nominated as Vice Chairman of the Commission.

MOTION - Montenegro, second - Maghakian, carried unanimously that the nominations be closed and the nominees be elected.

MOTION - Van de Kamp, second - Maghakian, carried unanimously to express sincere gratitude to Commissioner Wilson for a job well done during his tenure as Chairman of the POST Commission.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

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

ADJOURNMENT - 12:15 p.m.



Vera Roff  
Executive Secretary

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Course Certification/Decertification Report</b>		Meeting Date <b>July 23, 1987</b>
Bureau <b>Training Delivery Services</b>	Reviewed By <b>Ronald T. Allen, Chief</b>	Researched By <i>Rachel S. Fuentes</i>
Executive Director Approval <i>Morgan C. Brehm</i>	Date of Approval <b>7-6-87</b>	Date of Report <b>July 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.

The following courses have been certified or decertified since the April 23, 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.	Police Discipline & Due Process	CPOA	Mgmt. Sem.	III	\$ 8,196
2.	Domestic Violence/ Telecomm. for Mgrs.	CPOA	Mgmt. Sem.	III	28,917
3.	Reserve Training, Module C	Martinez Adult School	Reserve Training	N/A	-0-
4.	Homicide Invest.	FBI, San Francisco	Technical	II	19,000
5.	Asset Forfeiture Commercial Marijuana Growers	DOJ Training Center	Technical	IV	8,640
6.	Motivation and Leadership	Cristando House,	Supv. Trng.	III	3,425
7.	Computer Training, Hands On	Southwest Regional Training Center	Technical	III	12,000
8.	Major Incident Resource Mgmt.	Los Angeles Co. Sheriff's Dept.	Mgmt. Trng.	IV	2,080
9.	Skills & Knowledge Modular Training	College of the Siskiyous	Technical	IV	7,200
10.	Reserve Training, Module B	Rio Hondo Regional Training Center	Reserve Training	N/A	-0-
11.	Report Writing	NCCJTES, Los Medanos College	Technical	IV	2,400
12.	Hostage Negot. for Com. Personnel	Los Angeles Co. Sheriff's Dept.	Mgmt. Trng.	III	4,000

CERTIFIED - Continued

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
13. Skills & Knowledge Modular Training	Rio Hondo Regional Training Center	Technical	IV	9,336
14. Airborne Mgmt. Operation	San Bernardino Co. Sheriff's Dept.	Mgmt. Trng.	III	11,050
15. Skills & Knowledge Modular Training	Glendale College	Technical	IV	1,352
16. Supervisory Sem.	Central Coast Co. Police Academy	Supv. Trng.	IV	8,120
17. Basic Course (Intensive)	Napa Valley College	Basic Course	I	234,000
18. Adv. Hostage Negotiation	FBI, Los Angeles	Technical	IV	1,000
19. Complaint/Dis. Dispatcher Update	NCCJTES, Los Medanos College	Technical	IV	1,440
20. Field Training Officer - Update	Los Angeles Police Department	Technical	IV	-0-
21. Aviation Security (P.C. 832.1)	Orange County Co. Sheriff's Dept.	P.C. 832.1	IV	2,000
22. Skills & Knowledge Modular Training	San Diego LETC	Technical	IV	840
23. Child Abuse/Child Sexual Abuse	College of the Siskiyous	Technical	IV	3,870
24. Reserve Training, Module B	Eastern Sierra Reserve Academy	Reserve Training	N/A	-0-
25. Reserve Training, Module A, B, C	Santa Barbara City College	Reserve Training	N/A	-0-
26. Management Update Seminar	San Diego S.D./ Southwestern Col.	Mgmt. Sem.	IV	1,200
27. Reserve Training, Module A, B, C	Napa Valley College	Reserve Training	N/A	-0-
28. Inter. Traffic Accident Inv.	NCCJTES, Los Medanos College	Technical	IV	39,600
29. Reserve Training, Module A	Sutter County Sheriff's Dept.	Reserve Training	N/A	-0-
30. Adv. Traffic Accident Inv.	NCCJTES, Los Medanos College	Technical	IV	52,800

DECERTIFIED

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
1.	Field Evidence Technician	Modesto CJTF	Technical	II	-0-
2.	Basic Course - Extended Format	Rio Hondo Regional Training Center	Basic Course	N/A	-0-
3.	Juvenile Law Enforcement (Mod.)	Calif. Youth Authority	Technical	III	-0-
4.	Data Processing- L.E. Managers	New Horizons Learning Center	Mgmt. Trng.	III	-0-
5.	Fitness Advisor	FBI, Sacramento	Technical	IV	-0-
6.	Complaint/ Dispatcher	San Bernardino Co. S.D.	Technical	II	-0-
7.	Defensive Tactics Instructor	San Jose Community Coll. Dist. CJTC	Technical	IV	-0-
8.	Field Training Officer Update	Los Angeles P.D.	Technical	IV	-0-
9.	Adv. Crime Prevention-Schools	Sacramento Public Safety Center	Technical	IV	-0-
10.	Vehicle Theft Investigation	Sacramento Public Safety Center	Technical	II	-0-
11.	Dealing with Difficult People	CPOA	Supv. Trng.	III	-0-
12.	Sex Harassment	CPOA	Supv. Trng.	III	-0-
13.	Chemical Agent Instructor	Butte Center	Technical	IV	-0-
14.	Field Evidence Technician	Butte Center	Technical	II	-0-
15.	Team Building Workshop	George Tielsch & Associates	TBW	III	-0-
16.	Field Training Officer	San Francisco Police Department	Technical	II	-0-
17.	Civil Procedures	NCCJTES, Los Medanos College	Technical	II	-0-
18.	Reserve Training, Module C	Napa Valley College	Reserve Training	N/A	-0-



DECERTIFIED - Continued

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
19.	Reserve Training, Module B	Napa Valley College	Reserve Training	N/A	-0-
20.	Forensic Alcohol Supervisor	DOJ Training Center	Technical	IV	-0-
21.	Crime Scene Inv.	FBI, Sacramento	Technical	IV	-0-
22.	Automation in LE	KMG Main Hurdman	Mgmt. Trng.	III	-0-
23.	Stress Awareness-Instructor	Cal State Poly Univ., Pomona	Technical	III	-0-
24.	Sexual Assault Inv.	Academy of Justice Riverside County	Technical	I	-0-
25.	Drug Alcohol Recognition Trng.	So. Cal. Research Inst.	Technical	III	-0-
26.	Narcotics Inv., Sinsemilla-Aerial	U.S. DEA, Los Angeles	Technical	IV	-0-
27.	Narcotics Inv.	U.S. DEA, Los Angeles	Technical	II	-0-
28.	Drug Ident.-Patrol Off.	U.S. DEA, Los Angeles	Technical	IV	-0-
29.	Narcotics Inv. Advanced	U.S. DEA, Los Angeles	Technical	IV	-0-
30.	Domestic Violence	Ventura College	Technical	IV	-0-
31.	Field Training Officer	Long Beach Police Department	Technical	II	-0-
32.	Arrest & Firearms (P.C. 832)	Long Beach Police Department	P.C. 832	IV	-0-
33.	Traffic Accident Inv.	San Diego LETC	Technical	II	-0-
34.	Crisis Intervention, Inv. & Mgt.	Santa Barbara Police Department	Technical	IV	-0-
			TOTAL CERTIFIED	<u>30</u>	
			TOTAL DECERTIFIED	<u>34</u>	
			TOTAL MODIFICATIONS	<u>61</u>	

805 courses certified as of 06/30/87  
149 presenters certified as of 06/30/87



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

WHEREAS, William F. Oliver has served as a member of the Advisory Committee of the Commission on Peace Officer Standards and Training (POST) since April 1984; and

WHEREAS, William F. Oliver has effectively represented the California Highway Patrol during his tenure on the POST Advisory Committee; 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 William F. Oliver for his outstanding service and dedication to California law enforcement; and

BE IT FURTHER RESOLVED, that the Commission extends best wishes to William F. Oliver in his future endeavors.

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*Chairman*

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*Executive Director*

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July 23, 1987

*Date*

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Amendment of PAM, Section C-4		Meeting Date July 23, 1987
Bureau Information Services	Reviewed By	Researched By George W. Williams
Executive Director Approval <i>Mouman C. Boehms</i>	Date of Approval 6-30-87	Date of Report June 4, 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

Amend PAM, Section C-4, Notice of Appointment/Termination to make necessary corrections of obsolete provisions and to make this Procedure consistent with the proposed revised Notice of Appointment/Termination, POST Form 2-114.

BACKGROUND

Both the Procedure and the related form were last revised in 1985; both are in need of additional revision.

A project was recently initiated to identify the problems that have been encountered with the Procedure and the form. In addition, consideration was given to generally clarifying and simplifying the Procedure and the form and providing instructions on the back of the form for its preparation.

ANALYSIS

Operationally, for agencies in the POST Program and staff, it has been recognized that the content of the current Procedure and form is difficult to understand which results in the submission of improperly prepared forms with incomplete or inaccurate information. Needed information is not called for on the current form, and other information is asked for which we now believe to be unneeded. Although the revision of the Procedure appears to be extensive, there nevertheless is no substantive change.

RECOMMENDATION

Authorize the Executive Director to amend PAM, Section C-4 and the Notice of Appointment/Termination, Form 2-114 as provided in the attachment.

2070C

NOTICE OF PEACE OFFICER APPOINTMENT/TERMINATION

Purpose

4-1. Peace Officer Appointments and Terminations: This Commission procedure implements Section 1003 of the Regulations that requires notification of peace officer appointments and terminations.

The information provided will serve as a permanent record of each peace officer's appointment/termination in the California criminal justice system, as well as to document ~~educational achievements~~ change of status. Establishment of such a record will be of benefit to individual peace officers in verifying current and prior education and peace officer employment information and to experience, ~~as well as to appointing departments in agencies when checking the background of lateral transfer applicants.~~

Notice of Peace Officer Appointment/Termination, Form 2-114

~~4-2. When to Complete the Form: A Notice of Peace Officer Appointment/Termination form (POST form 2-114 (Rev. 2-85)) must be completed and submitted to POST for each newly appointed, lateral entry, and terminated peace officer, reserve, and specialized program peace officer. An alternate department notification form may be used if prior approval is obtained from the Commission.~~

4-2. When to Complete the Form: A Notice of Peace Officer Appointment/Termination form, POST form 2-114 (see example), is to be completed and sent to the Commission by an agency that participates in the POST program, for each peace officer (regardless of rank or classification including reserve peace officers), within 30 days after the effective date of the following personnel actions: is newly appointed, enters the agency laterally, or terminates. The notice shall also be provided for changes of peace officer status; e.g., when a reserve peace officer is reappointed as a regular officer.

~~4-3. Submission of Form: The Notice of Peace Officer Appointment/Termination forms, of POST-approved department form, shall be submitted to POST within 30 days of an action listed in 4-2.~~

#### Information Required

~~4-4.3. Required~~ Identification Information: Identification of a peace officer shall include: full name, date of birth, sex, race, social security number, any previously used names, and rank/classification, rank or classification, the name of the employing agency, the date of appointment or change of peace officer status, etc., and information regarding the individual's most recent previous peace officer employment. Race information is to be used only for statistical purposes. The ~~social security numbers~~ submitted will be used solely as ~~an~~ the unique identifier of ~~for~~ the person individual in processing appropriate POST forms and certificates records. The identification information is required on each form submitted regardless of whether the form is submitted for change of status, appointment, or termination.

4-~~64~~. Appointment Information: Appointment information shall include: ~~name of employing agency, date individual was employed, whether background investigation was completed and fingerprint checks made, and appointment status.~~ Additional information shall indicate: ~~prior law enforcement experience listed by department including dates of employment, whether the individual passed the GED examination or graduated from high school, degree(s) earned prior to appointment, and total number of college units and type.~~ the Penal Code section that defines the peace officer authority of the individual, whether the individual's service will be full time or part-time, etc., and the method by which the individual satisfied the basic training requirement.

4-~~65~~. Termination Information: Termination information shall include the ~~agency the individual was terminated from, date of termination, original date of appointment as a peace officer in the department submitting the form, and~~ the reason for termination.

4-~~76~~. Signature of Department Head Agency Administrator: The form shall be signed and dated by the ~~head administrator of the department agency~~ submitting the form. The signature of the ~~department head administrator~~ is attestation that the information on the form is correct and that for a new employee the minimum employment requirements have been met.

# NOTICE OF PEACE OFFICER APPOINTMENT/TERMINATION

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
1601 Alhambra Boulevard  
Sacramento, California 95816-7083

## IDENTIFICATION INFORMATION

1. NAME — Last	First	Middle	2. Date of birth	3. Sex	4. Race	5. Social Security Number
6. AKA			7. Rank/Classification			
8. AGENCY			9. Date of appointment, change of peace officer status, etc.			
10. The above named person's last service as a peace officer was with:  _____ from _____ to _____ NAME OF AGENCY MONTH/DAY/YEAR MONTH/DAY/YEAR						

## APPOINTMENT INFORMATION

All requirements of Commission Regulation 1002, "Minimum Standards for Employment," have been satisfactorily completed for the above named person.

11. The above named person is appointed as a peace officer as defined in Penal Code Section: <input type="checkbox"/> 830.1 <input type="checkbox"/> 830.2 <input type="checkbox"/> 830.3 <input type="checkbox"/> 830.31 <input type="checkbox"/> 830.4 <input type="checkbox"/> 830.5	12. The above named person is appointed as a reserve peace officer as defined in Penal Code Section 830.8 as a: <input type="checkbox"/> Designated Level I <input type="checkbox"/> Level II <input type="checkbox"/> Non-designated Level I <input type="checkbox"/> Level III
13. The appointment status in space 11 or 12 above is: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Provisional <input type="checkbox"/> Seasonal <input type="checkbox"/> Paid <input type="checkbox"/> Unpaid	
14. The above named person satisfied the basic training requirement by: <input type="checkbox"/> Graduation from a POST-certified Basic Course <input type="checkbox"/> Basic Course Waiver Process (BCW) Reserve Peace Officer Training: <input type="checkbox"/> Module A <input type="checkbox"/> Module B <input type="checkbox"/> Module C	
15. <input type="checkbox"/> The above named person has NOT satisfied the basic training requirement	

## TERMINATION INFORMATION

16. The above named person's service with this agency terminated on _____ because he or she: MONTH/DAY/YEAR <input type="checkbox"/> Resigned <input type="checkbox"/> Was Discharged <input type="checkbox"/> Retired <input type="checkbox"/> Died <input type="checkbox"/> Was convicted of a felony or serious crime <input type="checkbox"/> Other (Explain below)
--

## EXPLANATION

17. Explanation
-----------------

## ATTESTATION OF REPORTING OFFICIAL

I attest that the information provided on this form is true and correct, and is based on my personal knowledge or inquiry; the personnel records of this agency substantiate this information.

\_\_\_\_\_  
SIGNATURE OF AGENCY ADMINISTRATOR

\_\_\_\_\_  
PRINT AGENCY ADMINISTRATOR'S NAME AND TITLE

\_\_\_\_\_  
DATE

## INSTRUCTIONS FOR COMPLETION OF THE NOTICE OF PEACE OFFICER APPOINTMENT/TERMINATION FORM

The Notice of Peace Officer Appointment/Termination form is to be completed and submitted to POST within 30 days for a peace officer who is each newly appointed, laterally enters, changes status within the same agency, or is terminated from an agency that participates in the POST programs. Refer to PAM Procedure C-4.

The Identification Information section of the form must always be completed, AND either the Appointment Information section or Termination Information section as appropriate. Please print or type.

### Instructions for Completing the Form:

#### IDENTIFICATION INFORMATION (verify with agency records that this information is correct)

1. **NAME:** Enter the person's last name, first name, and middle name or initial. For common names (e.g., John Brown, Mary Jones), provide the middle name.
2. **DATE OF BIRTH:** Enter the person's date of birth (month, day, year) in numerical form, e.g., 2-4-60.
3. **SEX:** Enter M (male) or F (female).
4. **RACE:** Enter the person's race or ethnic background; abbreviations may be used. This information will be used by POST for statistical purposes only.
5. **SOCIAL SECURITY NUMBER:** Enter the person's social security number. This information will be used solely as the unique identifier for the person in processing appropriate POST records.
6. **AKA (ALSO KNOWN AS):** Enter any and all names the person has been known as, e.g., maiden or married names, and AKA's. If additional space is needed, list in space 17.
7. **RANK/CLASSIFICATION:** Enter the person's rank or classification, e.g., police officer, deputy sheriff, peace officer, agent, sergeant, lieutenant, captain, chief of police, etc.
8. **AGENCY:** Enter complete name of the agency.
9. **DATE OF APPOINTMENT, ETC.:** Enter the month, day, and year of actual appointment or change of peace officer status (e.g., reserve peace officer is appointed as full-time regularly employed and paid as such peace officer). For convenience, this space and space 7 may be used to advise POST that the person is promoted (or demoted), e.g., to the rank of sergeant, lieutenant, captain, etc., and explain in space 17.
10. **THE ABOVE-NAMED PERSON LAST SERVED AS A PEACE OFFICER:** Enter the complete name of agency that the person last (previously) served with as a peace officer, and the beginning and ending dates of service with that agency.

#### APPOINTMENT INFORMATION

Place an "X" in the space in the left-hand margin if Appointment Information is being provided.

11. **THE ABOVE-NAMED PERSON IS APPOINTED AS A PEACE OFFICER AS DEFINED IN PENAL CODE SECTION:** Place an "X" in the appropriate space. Note that reserve peace officers are to be accounted for in space 12.
12. **THE ABOVE-NAMED PERSON IS APPOINTED AS A RESERVE PEACE OFFICER AS DEFINED IN PENAL CODE SECTION 830.6 AS A:** Place an "X" in the appropriate space.
13. **THE APPOINTMENT STATUS INDICATED IN SPACE 11 OR 12 IS:** Place an "X" in the appropriate space. For service that is part-time, provisional, or seasonal, explain in space 17 the basis or length or amount of service monthly/yearly.
14. **THE ABOVE-NAMED PERSON SATISFIED THE BASIC TRAINING REQUIREMENT BY:** Place an "X" in the appropriate space. For reserve peace officer training indicate whether one, two, or three of the modules have been completed AND in space 17 explain whether for Level I's the 200 hours of structured field training was or was not completed. NOTE: Designated Level I reserve peace officers must complete the training prescribed for deputy sheriffs and police officers.
15. **THE ABOVE-NAMED PERSON HAS NOT SATISFIED THE BASIC TRAINING REQUIREMENT:** Place an "X" in the space if the person has not satisfied the basic training requirements; for example, the person is enrolled in a basic academy but has not graduated, or the person has been appointed as a peace officer but has not begun/completed basic training. Explain in space 17.

#### TERMINATION INFORMATION

Place an "X" in the space in the left-hand margin if Termination Information is being provided.

16. **THE ABOVE-NAMED PERSON'S SERVICE WITH THIS AGENCY TERMINATED:** Enter the date of termination by month, day, and year. Place an "X" in the appropriate space for the reason for termination.
17. **EXPLANATION:** Enter additional useful information that will clarify or supplement information provided in the Identification Information, Appointment Information, and/or Termination Information sections.
18. **ATTESTATION OF REPORTING OFFICIAL:** The agency administrator must sign and date the Notice of Peace Officer Appointment/Termination form.



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Compliance of Los Angeles Community College District		Meeting Date July 23, 1987
Bureau Compliance & Certificates	Reviewed By	Researched By D. Stewart <i>[Signature]</i>
Executive Director Approval <i>Moseman C. Boehm</i>	Date of Approval 6-3-87	Date of Report June 1, 1987
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.

ISSUE

At the July 1986 Commission meeting, staff was directed to report back in one year on compliance problems created by the Los Angeles Community College District Police Department.

BACKGROUND

In July 1986 staff presented the Commission with compliance problems of the Los Angeles Community College District Police and recommended they be terminated from the program.

Administrators representing the department agreed to immediately correct the problem with an officer (Jackson) as a condition of continuing participation in the program.

POST was notified by letter within a few days that Officer Jackson had been relieved of peace officer status on July 24, 1986. POST then notified the district on August 7, 1986 that they were restored to full compliance.

A new compliance inspection was conducted on April 16, 1987 and the district is in compliance, except for one fingerprint card and two selective service registration cards. This will be resolved shortly and is not considered voluntary non-compliance.

RECOMMENDATION

None - information only, as representatives of the district took appropriate action to resolve non-compliance issues as they advised the Commission in July 1986.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

AMENDMENT OF COMMISSION  
REGULATIONS AND PROCEDURES

JULY 23, 1987 PUBLIC HEARING

SCRIPT

CHAIRMAN:

THIS HEARING IS IN REGARD TO PROPOSED AMENDMENTS OF COMMISSION REGULATIONS AND PROCEDURES: (1) 270-DAY LIMIT ON ACCEPTANCE OF PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS; (2) THREE-YEAR REQUALIFICATION RULE; AND (3) SUPERVISORY COURSE CURRICULUM AND LENGTH. THE HEARING IS NOW CONVENED.

EXECUTIVE  
DIRECTOR:

THIS HEARING IS BEING CONDUCTED IN COMPLIANCE WITH REQUIREMENTS SET FORTH IN THE ADMINISTRATIVE PROCEDURES ACT. THE RECORDS OF COMPLIANCE ARE ON FILE AT POST HEADQUARTERS. THE PROPOSED AMENDMENTS ARE DESCRIBED IN AGENDA ITEM C AND WERE ANNOUNCED IN POST BULLETIN 87-4 AND PUBLISHED IN THE CALIFORNIA ADMINISTRATIVE NOTICE REGISTER AS REQUIRED BY LAW. COPIES OF THESE ITEMS ARE AVAILABLE AT THE REGISTRATION TABLE.

CHAIRMAN:

THE PURPOSE OF THIS THREE PART PUBLIC HEARING IS TO CONSIDER THE PROPOSED AMENDMENTS; FIRST, TO COMMISSION REGULATION 1002 AND PROCEDURE C-2; SECOND, TO REGULATION 1008 AND PROCEDURE D-11; AND THIRD, TO REGULATION 1005 AND PROCEDURE D-3, RESPECTIVELY. EACH PROPOSAL WILL BE HEARD AND ACTED UPON SEPARATELY BY THE COMMISSION.

EXECUTIVE  
DIRECTOR:

PART ONE. A SUMMARY OF THE WRITTEN COMMENTARY THAT HAS BEEN RECEIVED REGARDING THE PROPOSED AMENDMENTS TO COMMISSION REGULATION 1002 AND PROCEDURE D-2, 270-DAY LIMIT ON ACCEPTANCE OF PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS, WILL NOW BE READ INTO THE RECORD:

JACK B. STORNE, CHIEF OF POLICE, ESCALON POLICE DEPARTMENT STATED SUPPORT FOR THE PROPOSED AMENDMENT.

RAYMOND BENEVEDES, SHERIFF, LAKE COUNTY SHERIFF'S DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT NOTING THAT THE ONE-YEAR TIME LIMIT EXTENSION FOR COMPLETING THE PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS WOULD BE SOUND AND BENEFICIAL, BOTH FISCALLY AND PRACTICALLY.

JULIAN MIRANDA, CHIEF OF POLICE, IRWINDALE POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT. CHIEF MIRANDA STATED THE PROPOSED AMENDMENTS WOULD PERMIT BETTER USE OF HIS AGENCY'S RESOURCES.

STEVEN H. STAVELEY, CHIEF OF POLICE, BELMONT POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

STEVEN C. GODDEN, CHIEF OF POLICE, WINTERS POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT NOTING THAT THE PROPOSAL WOULD PROVIDE A REASONABLE APPROACH THAT WOULD SAVE SMALL AGENCIES MONEY.

DEE FARRIS, CHIEF OF POLICE, CITY OF ANGELS POLICE DEPARTMENT, STATED THE PROPOSED UPDATE EXAMINATIONS WOULD IMPOSE AN INCREASED COST FOR SMALL AGENCIES. CHIEF FARRIS STATED THAT THE UPDATE EXAMINATIONS SHOULD NOT BE REQUIRED OR SHOULD BE OPTIONAL FOR RESERVE OFFICERS WHO HAVE WORKED CONTINUOUSLY WITH THE SAME AGENCY SINCE INITIAL APPOINTMENT, UNDERGONE THE INITIAL EXMAMINATIONS, AND ARE UNDER CONSIDERATION FOR UPGRADE TO REGULAR OFFICER.

ROBERT H. WHITMER, CHIEF OF POLICE, REDDING POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

RECEIPT OF THE WRITTEN COMMENTARY HAS BEEN ACKNOWLEDGED BY POST; A SUMMARY OF THE COMMENTARY WAS READ INTO THE RECORD. RESPONSE TO THE CONCERNS OR OPPOSITION EXPRESSED IN THE WRITTEN COMMENTARY MUST AWAIT THE DISCUSSIONS AND DECISION OF THE COMMISSION.

CHAIRMAN: WE WILL NOW HEAR STAFF'S REPORT ON AMENDING COMMISSION REGULATION 1002 AND PROCEDURE C-2.

CHAIRMAN: WE WILL NOW RECEIVE, FOR THE RECORD, TESTIMONY FROM THE AUDIENCE. PERSONS TESTIFYING ON THE ISSUE BEFORE US NOW ARE REQUESTED TO PLEASE STATE THEIR FULL NAME AND AGENCY AFFILIATION.

THOSE WHO OPPOSE THE RECOMMENDATION, PLEASE COME FORWARD.

CHAIRMAN: THOSE WHO SUPPORT THE RECOMMENDATION, PLEASE COME FORWARD.

CHAIRMAN:

THERE BEING NO FURTHER TESTIMONY, THIS PORTION OF THE HEARING IS ENDED TO ALLOW THE COMMISSION TO ACT ON THIS ISSUE.

CHAIRMAN:

THE ADMINISTRATIVE CODE REQUIRES POST TO LIST EACH OBJECTION OR RECOMMENDATION MADE BY THE PUBLIC, HOW THE PROPOSED ACTION IS TO BE CHANGED TO ACCOMMODATE EACH OBJECTION OR RECOMMENDATION, OR THE REASONS FOR MAKING NO CHANGE. THE CHAIR CALLS UPON THE EXECUTIVE DIRECTOR TO ADDRESS THE RECOMMENDATION MADE BY DEE FARRIS, CHIEF OF POLICE, CITY OF ANGELS POLICE DEPARTMENT.

EXECUTIVE  
DIRECTOR:

RESPONSE TO DEE FARRIS' SUGGESTION. CHIEF FARRIS PROPOSES THAT THERE BE NO TIME LIMITATION ON THE ACCEPTANCE OF INITIAL PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS FOR RESERVE PEACE OFFICERS WHO WORK CONTINUOUSLY WITH THE SAME AGENCY AND ARE EVENTUALLY APPOINTED AS REGULAR OFFICERS. TELEPHONIC RESEARCH CONDUCTED BY POST INDICATES THAT CONSIDERABLE AGREEMENT EXISTS AMONG PSYCHOLOGISTS AND SPECIALISTS IN OCCUPATIONAL MEDICINE AS TO THE APPROPRIATENESS OF EXTENDING THE CURRENT 270-DAY TIME LIMIT ON PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS TO NO LONGER THAN ONE YEAR. IN ADDITION, GENERAL CONSENSUS WAS FOUND THAT LESS THAN COMPLETE NEW EXAMINATIONS WOULD GENERALLY BE NEEDED FOR PERSONS WHO ARE SCREENED INITIALLY IN ACCORDANCE WITH POST REQUIREMENTS AND THEN UPGRADED WITHIN THE EMPLOYING AGENCY FROM RESERVE PEACE OFFICER TO REGULAR PEACE OFFICER STATUS AFTER A PERIOD OF ONE YEAR. CHIEF FARRIS' PROPOSAL SHOULD NOT BE ADOPTED BY THE COMMISSION AND WE BELIEVE MUST BE REJECTED.

CHAIRMAN:

THE CHAIR ALSO WELCOMES THE COMMENTS AND QUESTIONS OF THE COMMISSIONERS REGARDING THIS MATTER.

CHAIRMAN:

HAVING CONSIDERED STAFF'S RECOMMENDATIONS AND THE WRITTEN AND ORAL TESTIMONY, THE CHAIR WILL NOW ENTERTAIN MOTIONS BY THE COMMISSION TO AMEND COMMISSION REGULATION AND PROCEDURE REGARDING THE 270-DAY LIMIT ON ACCEPTANCE OF PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS.

EXECUTIVE  
DIRECTOR:

PART TWO. A SUMMARY OF THE WRITTEN COMMENTARY THAT HAS BEEN RECEIVED REGARDING THE PROPOSED AMENDMENTS TO COMMISSION REGULATION 1008 AND PROCEDURE D-11, THREE-YEAR REQUALIFICATION RULE, WILL NOW BE READ INTO THE RECORD:

JACK B. STORNE, CHIEF OF POLICE, ESCALON POLICE DEPARTMENT STATED SUPPORT FOR THE PROPOSED AMENDMENT NOTING THAT THE 80-HOUR REENTRY COURSE WOULD BE A PRACTICAL APPROACH TO INSURING THE COMPETENCY OF INDIVIDUALS SEEKING TO REENTER LAW ENFORCEMENT.

RAYMOND BENEVEDES, SHERIFF, LAKE COUNTY SHERIFF'S DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT. SHERIFF BENEVEDES STATED THE REENTRY COURSE WOULD ALLOW SMALL AGENCIES LATITUDE IN THE SELECTION OF PEACE OFFICERS WHO MAY HAVE HAD A BREAK IN LAW ENFORCEMENT SERVICE. SHERIFF BENEVEDES ALSO STATED THE EXEMPTION FOR OFFICERS RETURNING TO PERMANENT LIGHT DUTY FOLLOWING ILLNESS OR INJURY WAS A COMMON SENSE AND COMPASSIONATE APPROACH TO THE PROBLEM.

JULIAN MIRANDA, CHIEF OF POLICE, IRWINDALE POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

STEVEN H. STAVELEY, CHIEF OF POLICE, BELMONT POLICE DEPARTMENT, ALSO WROTE IN SUPPORT OF THE PROPOSED AMENDMENT.

ROBERT H. WHITMER, CHIEF OF POLICE, REDDING POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

RECEIPT OF THE WRITTEN COMMENTARY HAS BEEN ACKNOWLEDGED BY POST; A SUMMARY OF THE COMMENTARY WAS READ INTO THE RECORD.

CHAIRMAN:

WE WILL NOW HEAR STAFF'S REPORT ON AMENDING COMMISSION REGULATION 1008 AND PROCEDURE D-11.

CHAIRMAN:

WE WILL NOW RECEIVE, FOR THE RECORD, TESTIMONY FROM THE AUDIENCE. PERSONS TESTIFYING ON THE ISSUE BEFORE US NOW ARE REQUESTED TO PLEASE STATE THEIR FULL NAME AND AGENCY AFFILIATION.

THOSE WHO OPPOSE THE RECOMMENDATION, PLEASE COME FORWARD.

CHAIRMAN:

THOSE WHO SUPPORT THE RECOMMENDATION, PLEASE COME FORWARD.

CHAIRMAN:

THERE BEING NO FURTHER TESTIMONY, PART TWO OF THE PUBLIC HEARING IS ENDED TO ALLOW THE COMMISSION TO ACT ON THIS ISSUE.

CHAIRMAN:

HAVING CONSIDERED STAFF'S RECOMMENDATIONS AND THE WRITTEN AND ORAL TESTIMONY, THE CHAIR WILL NOW ENTERTAIN MOTIONS BY THE COMMISSION TO AMEND COMMISSION REGULATION AND PROCEDURE REGARDING THE THREE-YEAR REQUALIFICATION RULE.



EXECUTIVE  
DIRECTOR:

PART THREE. A SUMMARY OF THE WRITTEN COMMENTARY THAT HAS BEEN RECEIVED REGARDING THE PROPOSED AMENDMENTS TO COMMISSION REGULATION 1005 AND PROCEDURE D-3, SUPERVISORY COURSE CURRICULUM AND LENGTH, WILL NOW BE READ INTO THE RECORD:

JACK B. STORNE, CHIEF OF POLICE, ESCALON POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

RAYMOND BENEVEDES, SHERIFF, LAKE COUNTY SHERIFF'S DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

JULIAN MIRANDA, CHIEF OF POLICE, IRWINDALE POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

STEVEN H. STAVELEY, CHIEF OF POLICE, BELMONT POLICE DEPARTMENT, ALSO WROTE IN SUPPORT OF THE PROPOSED AMENDMENT.

JERRY W. WARREN, DIRECTOR OF PROGRAMS, NORTHERN CALIFORNIA CRIMINAL JUSTICE TRAINING AND EDUCATION SYSTEM, SANTA ROSA CENTER, SUGGESTED THAT IF MANDATORY TESTING IS MADE A PART OF THE SUPERVISORY COURSE, POST SHOULD DEVELOP A STANDARDIZED DIAGNOSTIC TESTING METHOD FOR USE BY ALL PRESENTERS OF POST-CERTIFIED SUPERVISORY COURSES TO ASSURE MASTERY OF THE INSTRUCTIONAL MATERIAL.

GARY H. TATUM, PRESIDENT, CALIFORNIA POLICE CHIEFS ASSOCIATION, SUPPORTED THE PROPOSAL AND MADE IDENTICAL SUGGESTIONS AS JERRY WARREN WITH REGARD TO DEVELOPMENT OF STANDARDIZED MANDATORY TESTING.

ROBERT H. WHITMER, CHIEF OF POLICE, REDDING POLICE DEPARTMENT, STATED SUPPORT FOR THE PROPOSED AMENDMENT.

RECEIPT OF THE WRITTEN COMMENTARY HAS BEEN ACKNOWLEDGED BY POST; A SUMMARY OF THE COMMENTARY WAS READ INTO THE RECORD. RESPONSE TO THE CONCERNS OR OPPOSITION EXPRESSED IN THE WRITTEN COMMENTARY MUST AWAIT THE DISCUSSIONS AND DECISION OF THE COMMISSION.

CHAIRMAN:

WE WILL NOW HEAR STAFF'S REPORT ON AMENDING COMMISSION REGULATION 1005 AND PROCEDURE D-3.

CHAIRMAN:

WE WILL NOW RECEIVE, FOR THE RECORD, TESTIMONY FROM THE AUDIENCE. PERSONS TESTIFYING ON THE ISSUE BEFORE US NOW ARE REQUESTED TO PLEASE STATE THEIR FULL NAME AND AGENCY AFFILIATION.

THOSE WHO OPPOSE THE RECOMMENDATION, PLEASE COME FORWARD.

CHAIRMAN:

THOSE WHO SUPPORT THE RECOMMENDATION, PLEASE COME FORWARD.

CHAIRMAN:

THERE BEING NO FURTHER TESTIMONY, PART THREE OF THE PUBLIC HEARING IS ENDED TO ALLOW THE COMMISSION TO ACT ON THIS ISSUE.

CHAIRMAN:

THE ADMINISTRATIVE CODE REQUIRES POST TO LIST EACH OBJECTION OR RECOMMENDATION MADE BY THE PUBLIC, HOW THE PROPOSED ACTION IS TO BE CHANGED TO ACCOMMODATE EACH OBJECTION OR RECOMMENDATION, OR THE REASONS FOR MAKING NO CHANGE. THE CHAIR CALLS UPON THE EXECUTIVE DIRECTOR TO ADDRESS THE RECOMMENDATIONS MADE BY JERRY WARREN, DIRECTOR OF PROGRAMS, NORTHERN CALIFORNIA CRIMINAL JUSTICE TRAINING AND EDUCATION SYSTEM, SANTA ROSA CENTER; AND GARY H. TATUM, PRESIDENT, CALIFORNIA POLICE CHIEFS ASSOCIATION.

EXECUTIVE  
DIRECTOR:

RESPONSE TO JERRY W. WARREN'S AND GARY H. TATUM'S  
SUGGESTIONS. PASS OR FAIL TESTING FOR THE SUPERVISORY COURSE IS NOT THE PROPOSAL BEFORE THE COMMISSION. AS AN ONGOING ASSISTANCE, COURSE PRESENTERS WILL BE EXPECTED TO DETERMINE THAT THE STUDENTS UNDERSTAND AND CAN DEMONSTRATE APPLICATION OF THE CONCEPTS, THEORIES, AND PRINCIPLES THAT HAVE BEEN ADDRESSED FOR EACH OF THE TOPICAL AREAS OF THE COURSE. THIS TESTING COULD TAKE ANY OF A NUMBER OF DAILY FORMS, SUCH AS OBJECTIVE PAPER AND PENCIL TESTING, HOMEWORK, OR INDIVIDUAL OR GROUP PARTICIPATION IN CLASSROOM EXERCISES, ETC. THIS APPLICATION OF TESTING IS CONSISTENT WITH TRADITIONAL AND CONTEMPORARY TEACHER EDUCATIONAL AND INSTRUCTIONAL PRACTICES. THE ESTABLISHMENT OF A STANDARDIZED OBJECTIVE TEST FOR USE BY ALL PRESENTERS OF POST-CERTIFIED SUPRVISORY COURSES WOULD THEN OF NECESSITY ALSO REQUIRE STANDARDIZATION OF THE COURSE'S CURRICULUM TO MAINTAIN A CONSISTENT RELATIONSHIP BETWEEN THE TEST AND THE CURRICULUM. COURSE PRESENTERS HAVE HISTORICALLY ADVISED POST THAT THEY AND THEIR LAW ENFORCEMENT CLIENTS WANT TO CONTINUE TO ESTABLISH AND USE LOCALLY DETERMINED SUPERVISORY LEADERSHIP STYLES AND APPLICATIONAL APPROACHES RELATIVE TO EACH OF THE TOPICAL AREAS OF THE COURSE. POST PROPOSES TO PROVIDE GUIDANCE AS TO THE DESIGN, METHODOLOGY AND USE OF TESTING FOR THIS COURSE. THUS, THE PROPOSAL MADE BY MR. WARREN AND MR. TATUM SHOULD NOT BE ADOPTED BY THE COMMISSION AND WE BELIEVE MUST BE REJECTED.

CHAIRMAN:

THE CHAIR ALSO WELCOMES THE COMMENTS AND QUESTIONS OF THE COMMISSIONERS REGARDING THIS MATTER.

CHAIRMAN:

HAVING CONSIDERED STAFF'S RECOMMENDATIONS AND THE WRITTEN AND ORAL TESTIMONY, THE CHAIR WILL NOW ENTERTAIN MOTIONS BY THE COMMISSION TO AMEND COMMISSION REGULATION AND PROCEDURE REGARDING THE SUPERVISORY COURSE CURRICULUM AND LENGTH.

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO 95816-7083GENERAL INFORMATION  
(916) 739-5328EXECUTIVE OFFICE  
(916) 739-3864

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(916) 739-5391Reimbursements  
(916) 739-5367Resource Library  
(916) 739-5353

June 9, 1987

Dee Farris  
Chief of Police  
City of Angels Police Department  
P.O. Box 459  
City of Angels, CA 95222

Dear Chief Farris:

This is to acknowledge your letter regarding the timing of physical and psychological examinations, and the Commission's proposal to amend Commission Procedure C-2.

The current procedure allows the elapse of no longer than 270-days from the date of these examinations and appointment as a peace officer. The procedure previous to 1985 required that medical examinations be conducted within 60 days before employment as a peace officer. This time period was then extended to 270 days to accommodate a broader base of local and state personnel procedures. The Commission proposes to extend this time limitation to one year and to permit update examinations, based upon specified circumstances, when the one-year time limit is exceeded. Update examinations are being proposed as an inexpensive, convenient and medically acceptable alternative to repeating the full examination process which employers would, of course, still be able to do.

The Commission appreciates your input regarding this issue. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,



NORMAN C. BOEHM  
Executive Director



6-3-87



CITY OF ANGELS POLICE DEPARTMENT

P.O. Box 458, 753 So. Main Street  
Angels Camp, California 95222

(209) 736-2567

DEE FARRIS  
Chief of Police

28 May 1987

Georgia Pinola  
Commission on Peace Officer Standards & Training  
1601 Alhambra Boulevard  
Sacramento, CA. 95816-7083

Dear Ms. Pinola,

I am writing in regards to the proposed changes involving physical and psychological examinations. I feel that the proposed "updates" for reserve officer upgrading to regular status, do impose an increased cost for small agencies such as ours.

In cases where the initial examinations have been conducted, and reserve officers have worked continuously with the same department/agency since their initial appointment, without a break in service; no updates should be required, or it should be optional. As a small agency Chief, I have a close supervisory relationship with both regular and reserve officers. If the reserve has had any significant work problems, they would be dismissed, not considered for upgrade to regular status. Those under consideration for such upgrade should not be required to have further examinations.

The monetary savings for a large agency would be insignificant. For a small agency such as ours it means money that could be better spent on equipment.

Sincerely

*Dee Farris*  
Dee Farris  
Chief of Police

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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Course Control

(916) 739-5399

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(916) 739-5353

June 5, 1987

Jack B. Storne  
Chief of Police  
City Hall  
P.O. Box 248  
Escalon, CA 95320

Dear *Jack* Storne:

This is to acknowledge your letter of support regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the: (1) three-year requalification rule; (2) Supervisory Course curriculum and length; and (3) 270-day limit on acceptance of physical and psychological examinations.

The Commission appreciates your input regarding these issues. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,



NORMAN C. BOEHM  
Executive Director



(2) MS  
6-3-87



**ESCALON POLICE DEPARTMENT**  
CITY HALL, P.O. BOX 248, ESCALON, CALIFORNIA 95320  
JACK B. STORNE, CHIEF OF POLICE



June 1, 1987

Norman C. Boehm  
Executive Director  
Commission on P.O.S.T.  
1601 Alhambra Blvd.  
Sacramento, CA 95816-7083

*now:*

Dear Mr. Boehm:

I have just reviewed Bulletin No. 87-4 concerning the proposed amendments of Commission Regulations and Procedures. I would like to express my support for all three amendments and encourage particularly amending the three year requalification rule.

With liability issues being what they are and the public safety being at stake, there is a very strong need to insure competency of reentries or rehires. I believe the 80-hour reentry course can provide a very practical approach to insuring competency. I know of a few cases where officers wishing to reenter the law enforcement profession had to go back through an entire basic academy. That does not seem practical.

Thank you for the opportunity to respond to the proposed amendment.

Sincerely yours,

Jack B. Storne  
Chief of Police

JBS:dv



DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

## COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1801 ALHAMBRA BOULEVARD  
SACRAMENTO 95816-7083

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June 17, 1987

Raymond Benevedes, Sheriff  
Lake County Sheriff's Department  
375 Third Street  
Lakeport, CA 95453

Dear Sheriff Benevedes:

This is to acknowledge your letter of support regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the: (1) three-year requalification rule; (2) Supervisory Course curriculum and length; and (3) 270-day limit on acceptance of physical and psychological examinations.

The Commission appreciates your input regarding these issues. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,

NORMAN C. BOEHM  
Executive Director



**COUNTY OF LAKE**

Office of the County Sheriff - Coroner  
Courthouse—375 Third Street  
Lakeport, California 95453  
Telephone 707/283-2331

ARTMENT

**RAY R. BENEVEDES**  
County Sheriff - Coroner

COMMISSION ON POS.  
JUN 12 12 04 PM '87

June 9, 1987

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

Dear Mr. Boehm:

I take this opportunity to provide you with my support of the proposed amendments of Commission Regulations as outlined in Commission Bulletin 87-4.

Specifically, a revision of the three-year rule to allow an 80-hour re-entry course as an alternative means of qualification would allow small agencies such as ours a greater latitude in selecting peace officer candidates who may have had a gap in their law enforcement service. Exempting an officer returning after injury or illness would also prove beneficial to all agencies and officers, as well as appearing to be a common sense and compassionate approach to the problem.

I have contacted our licensed psychologist for his views on the proposed amendment to the 270-day Limit for Physical and Psychological Examinations. It is my opinion that the extension to one year of this requirement would be also sound and beneficial, both fiscally and practically. We have also found ourselves in a position in the past where a correctional officer employed by this agency, who had undergone a complete psychological evaluation prior to employment, was selected for employment as a deputy sheriff with our department. One year had elapsed between the two appointments, and we were faced with the requirement that he undergo a complete psychological evaluation again, despite the short time and continuous employment. My understanding is that this proposed change would give greater flexibility in similar situations.

I regret that I will be unable to attend the public hearing in San Diego in July, and appreciate your solicitation of comments on these proposed changes and issues.

Sincerely,  
  
RAY R. BENEVEDES  
Sheriff-Coroner

RRB:der

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1801 ALHAMBRA BOULEVARD  
SACRAMENTO 95818-7083**GENERAL INFORMATION**

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June 17, 1987

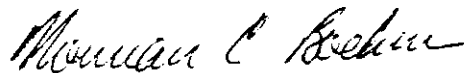
Julian Miranda  
Chief of Police  
Irwindale Police Department  
5050 N. Irwindale Avenue  
Irwindale, CA 91706

Dear Chief Miranda:

This is to acknowledge your letter of support regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the: (1) three-year requalification rule; and (2) 270-day limit on acceptance of physical and psychological examinations.

The Commission appreciates your input regarding these issues. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,

NORMAN C. BOEHM  
Executive Director

POLICE DEPARTMENT

CITY OF IRWINDALE

5050 NORTH IRWINDALE AVENUE IRWINDALE, CALIFORNIA 91706



JULIAN S. MIRANDA  
Chief of Police  
(818) 960-8733

June 3, 1987

COMMISSION ON POS  
JUN 12 12:06 PM '87

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

Dear Mr. Boehm:

We have reviewed bullentin 87-4 pertaining to the upcoming public hearing that will address amending the three year requalification rule and the 270 day limit on acceptance of physical and psychological exams.

Speaking for a small agency and its needs, we support the 80 hour re-entry course as an alternate means or requalification. We frequently choose our Police Officer candidates from our Reserve Ranks and sometimes our Reserve Officers have attended a Regular Academy before appointment. We feel that such candidates have worked sufficient amounts of time as a Reserve Officer to preclude that necessity for complete retraining. Our information on the basic course waiver exam suggests a high failure rate by candidates, if that same failure rate was experienced by our candidates, it wouldn't be beneficial to our program.

We also support extending the time period to one year on psychological and medical exams and the use of "Updated" exams on those persons upgraded within an agency. We frequently upgrade Reserves and Civilians and such a program will permit better use of our agency's resources. I do not believe the quality of our candidates will diminish as a result of any of the proposed changes.

Very truly yours,

Handwritten signature of Julian S. Miranda in cursive script.

Julian S. Miranda  
Chief of Police

JSM/smp

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1801 ALHAMBRA BOULEVARD  
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June 23, 1987

Steven H. Staveley  
Chief of Police  
Belmont Police Department  
1215 Ralston Avenue  
Belmont, CA 94002

Dear Chief Staveley:

This is to acknowledge your letter of support regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the: (1) three-year requalification rule; (2) Supervisory Course curriculum and length; and (3) 270-day limit on acceptance of physical and psychological examinations.

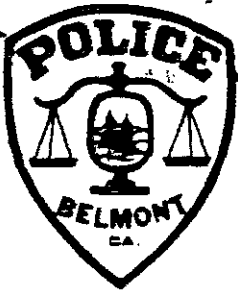
The Commission appreciates your input regarding these issues. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,



NORMAN C. BOEHM  
Executive Director





# Belmont Police Department

1215 Ralston Avenue • Belmont, California 94002 • (415) 573-3400

Steven H. Staveley, Chief of Police

June 16, 1987

COMMISSION ON POST  
JUN 19 11 56 AM '87

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

Attn: Georgia Pinola  
Staff Services Analyst

Re: Bulletin 87-4

We are in receipt of Bulletin 87-4, notifying us of a hearing scheduled for July 23, 1987, in San Diego.

Please be advised that our department will not be represented at the above scheduled hearing; however, we support the changes as noted in Bulletin 87-4.

Thank you.

*Steven H. Staveley*  
Steven H. Staveley  
Chief of Police

LG

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1801 ALHAMBRA BOULEVARD  
SACRAMENTO 95816-7083

## GENERAL INFORMATION

(916) 739-5328

## EXECUTIVE OFFICE

(916) 739-3864

## BUREAUS

*Administrative Services*

(916) 739-5354

*Center for Executive**Development*

(916) 739-2093

*Compliance and Certificates*

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*Information Services*

(916) 739-5340

*Management Counseling*

(916) 739-3868

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*Training Delivery Services*

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*Training Program Services*

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*Course Control*

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*Professional Certificates*

(916) 739-5391

*Reimbursements*

(916) 739-5367

*Resource Library*

(916) 739-5353

June 12, 1987

Steven C. Godden  
Chief of Police  
Winters Police Department  
318 First Street  
Winters, CA 95694

Dear Chief Godden:

This is to acknowledge your letter of support regarding the Commission's proposal to amend Commission Regulation and Procedure regarding the 270-day limit on acceptance of physical and psychological examinations.

The Commission appreciates your input regarding this issue. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,



NORMAN C. BOEHM  
Executive Director



6-12-87

GATEWAY TO LAKE BERRYESSA



# City of Winters

FOUNDED IN 1875  
318 First Street  
Ph. 795-4910

MAYOR: Robert Chapman  
VICE MAYOR: Roger Mosier  
COUNCIL: Robert Harris  
Roy Jones  
Joe R. Ogando  
CITY CLERK: Rosie Ornelas  
TREASURER: Margaret Dozier  
CITY MANAGER: Perry Beck

Winters, California 95694

June 10, 1987

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

RE: Public Hearing - Amendment of Commission Regulations and  
Procedures: 270-day limit on acceptance of physical and  
psychological examinations.

Please accept this communication as my support of the proposed  
change in Commission Procedure C-2. At last a reasonable approach  
that will save small agencies money. Thank you.

Sincerely,

Steven C. Godden  
Chief of Police

SCG/mc

COMMISSION ON P.O.S.  
JUN 11 1 26 PM '87



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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*Reimbursements*  
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*Resource Library*  
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June 17, 1987

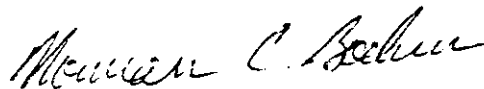
Jerry W. Warren  
Director of Programs  
NCCJTES Santa Rosa Center  
7501 Sonoma Highway  
Santa Rosa, CA 95405

Dear Mr. Warren:

This is to acknowledge your letter regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the Supervisory Course curriculum and length.

The Commission appreciates your input regarding this issue. Your letter and your proposal for POST to develop a "standardized diagnostic testing method" for the use of all presenters of POST-certified Supervisory Courses to assure mastery of the instructional material, will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,



NORMAN C. BOEHM  
Executive Director



# NORTHERN CALIFORNIA CRIMINAL JUSTICE TRAINING AND EDUCATION SYSTEM

*santa rosa center*

7501 Sonoma Highway

Santa Rosa, CA. 95405

(707) 539-5210

June 9, 1987

COMMISSION ON P.O.S.T.  
JUN 12 11 54 AM '87

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

Dear Director Boehm:

In reference to P.O.S.T. Bulletin #87-4, paragraph II, Supervisory Course; and the public hearing scheduled for July 23, 1987, I respectfully request the following information be accepted for consideration at the hearing.


## TESTING

If mandatory testing is made a part of the Supervisory Course for first level supervisors, then P.O.S.T. specialists should develop a standardized diagnostic testing method for all certified presenters to use to assure mastery of the instructional material.

## DISCUSSION OF THE ISSUE

This topic has been informally discussed at several of the previous P.O.S.T. special seminars requested for the purpose of developing and improving the Supervisory Techniques course. From the diverse thinking on the subject of testing as expressed by the various members attending, there leaves no question in my mind that if testing is mandated, it must be accompanied by a sound, objective test which is standardized for use by all of the certified course presenters.

Respectively,

  
Jerry W. Warren  
Director of Programs

JWW/cc

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

## GENERAL INFORMATION

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*Reimbursements*

(916) 739-5367

*Resource Library*

(916) 739-5353

July 14, 1987

Robert H. Whitmer  
Chief of Police  
Redding Police Department  
1313 California Street  
Redding, CA 96001-3396Dear  Chief Whitmer:

This is to acknowledge your letter of support regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the: (1) three-year requalification rule; (2) Supervisory Course curriculum and length; and (3) 270-day limit on acceptance of physical and psychological examinations.

The Commission appreciates your input regarding these issues. Your letter will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,

NORMAN C. BOEHM  
Executive Director

EX 110  
7-14-87



POLICE DEPARTMENT

# CITY OF REDDING

ROBERT H. WHITMER  
CHIEF OF POLICE

July 8, 1987

COMMISSION ON PEACE OFFICER STANDARDS  
JUL 13 12 37 PM '87

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

Dear Mr. ~~Boehm~~ Boehm:

In response to P.O.S.T. Bulletin 87-4 describing several agenda items for the forthcoming July 23, 1987 Commission Meeting in San Diego, we would like to take the opportunity to respond as follows:

. Three-Year Regualification Rule

We have long supported the requalification standards for officers returning to the police service. As a result, we support your most recent procedural change; in particular the eighty hour re-entry course concept.

. Supervisory Course

Our agency has maintained a strong history of supporting updated supervisory and management training at all levels. Your recommended curriculum changes in the Basic Supervisory Course are areas in which we feel additional training should be mandated. At the same time, we must ask ourselves, why should we be providing curriculum on values/principles/ethics at such a late date in a police officer's career. It would appear that these value structures should have been well embedded long before an officer is placed in the Basic Supervisory Course. Additionally, we believe that the Basic Supervisory Course should probably be extended in format or integrated with the "new leadership" program.

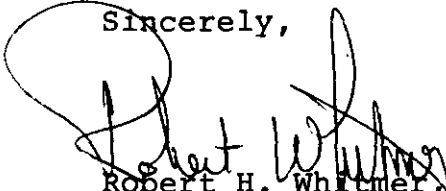
7/8/87  
page 2

. 270 Day Limit--Physical and Psychological Examinations

We support this modification which would appear to particularly impact larger agencies.

In closing, we would like to thank you for the opportunity to address these issues and look forward to continuing our excellent working relationship.

Sincerely,



Robert H. Whitmer  
Chief of Police

RHW:pw

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

## GENERAL INFORMATION

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Professional Certificates

(916) 739-5391

Reimbursements

(916) 739-5367

Resource Library

(916) 739-5353

July 20, 1987

Gary H. Tatum  
President  
California Police Chiefs  
Association Inc.  
1485 River Park Driver, Suite 200  
Sacramento, CA 95815

Dear ~~John~~ Gary Tatum:

This is to acknowledge your letter regarding the Commission's proposal to amend Commission Regulations and Procedures regarding the Supervisory Course curriculum and length.

The Commission appreciates your input regarding this issue. Your letter and your proposal for POST to develop "standardized testing" for the use of all presenters of POST-certified Supervisory Courses to assure mastery of the instructional material, will be provided to the Commission for consideration at the July 23, 1987 public hearing.

Sincerely,



NORMAN C. BOEHM  
Executive Director





# California POLICE CHIEFS Association Inc.

W  
7-20-87

1485 RIVER PARK DR., SUITE 200  
SACRAMENTO, CALIFORNIA 95815  
TELEPHONE (916) 923-1825

July 15, 1987

COMMISSION ON POST  
JUL 20 1 45 PM '87

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- RETIRED  
B. Warren Cooke  
San Bernardino (Ret.)
- STANDARDS AND ETHICS  
Michael McCrary  
Signal Hill
- TRAINING  
George Straka  
Concord
- WAYS AND MEANS  
H.O. "Sonny" Davis  
Barstow (Ret.)

Norman C. Boehm  
Executive Director  
Commission on POST  
1601 Alhambra Blvd.  
Sacramento, CA 95816-7083

Dear Norm:

I am writing to you concerning POST Bulletin #87-4, paragraph II, Supervisor Course. I would like to submit, for your consideration the following recommendation.

I applaud the intention to formally extend the course to 80 hours and also applaud that POST will recommend testing be mandated to assure mastery of the material learned. However, I feel the standardized testing procedure should originate at POST and not be left to the numerous certified course presenters to develop. Quite obviously with this diverse group of certified presenters there will be diverse opinions as to the test content and it will not be a standard test.

Therefore, I recommend that if the Commission mandates a comprehensive test will be required for the Supervisory Course, then POST design it in conformance with the currently published POST objectives.

Sincerely,

*Gary*  
GARY H. TATUM  
President  
CPCA

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Public Hearing--Modification of Commission Procedure C-2 Re: Medical & Psychological Examinations		Meeting Date July 23, 1987
Bureau Standards & Evaluation	Reviewed By	Researched By John Berner <i>[Signature]</i>
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval	Date of Report May 28, 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 Commission Procedure C-2 be modified to:

- 1) extend the current 270 day time limit for pre-employment medical and psychological suitability examinations to one year; and
- 2) permit medical and psychological suitability update examinations, as opposed to totally new examinations, for persons who:
  - a) were screened initially in accordance with POST's requirements for medical and psychological suitability examinations;
  - b) have worked continuously in the same department since the time of the initial examinations; and
  - c) upgrade within the same department to reserve officer or regular officer status.

BACKGROUND

Under current Commission requirements, pre-employment medical and psychological suitability examinations must be performed within 270 days of initial appointment as a peace officer.

At the January 22, 1987 Commission meeting, the Sacramento Police Department requested a waiver to the current 270 day time limit for their Community Service Officers, who undergo all of the POST entry-level selection requirements at the time of initial hire, and who typically upgrade to regular officer status within 18 months to 2 years.

Upon hearing the testimony presented in support of the waiver request by Lt. Michael George of the Sacramento Police Department, as well as the staff report, the Commission directed that further study be undertaken and that staff report back on:

- 1) the extent to which the Sacramento Police Department's personnel policies are unique with respect to the hiring and upgrading of Community Service Officers;



- 2) possible waiver options to the current 270 day time limit for persons who are required to meet POST's medical and psychological suitability requirements at the time of the initial hire, and who are continuously employed by the department up to the time they upgrade to sworn status; and
- 3) the appropriateness of the 270 day time limit requirement in general.

### ANALYSIS

As reported at the April 23, 1987 Commission meeting, subsequent study revealed the following:

- 1) While a number of departments use job classifications similar to the Sacramento Police Department's Community Service Officer classification, none of the departments reported that they require persons hired into such a classification to meet POST's medical and psychological suitability examination requirements at the time of initial hire.
- 2) With respect to medical examinations, the professionals contacted were in general agreement that the current 270 day time limit, when applied to the initial employment examination, could appropriately be extended up to, but not beyond, one year. Concerning the need for medical re-examination upon change in employment status within a given agency after one year, those contacted were in general agreement that less than a new medical examination would generally be necessary provided that:
  - a) the initial medical examination was conducted in conformance with POST requirements;
  - b) the results of such medical examination were available for review; and
  - c) the individual had worked continuously in the department from the time of initial appointment.

Recommendations concerning 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.

- 3) With respect to psychological suitability examinations, those professionals 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. Concerning the need to re-evaluate an individual's

psychological suitability upon upgrading to reserve or regular officer status within a department, all agreed that some sort of re-evaluation was warranted if the initial examination had been conducted over one year. Beyond this, opinions varied dramatically as to how extensive the re-evaluation should be.

Based on these findings, the staff recommended that a public hearing be held at the July 23, 1987 Commission meeting for the purpose of receiving testimony on proposed changes in Commission Procedure C-2 that would have the effect of:

- 1) extending the current 270 day time limit for medical and psychological suitability examinations to one year;
- 2) permitting updated medical and psychological suitability examinations, as opposed to complete new examinations, in those limited circumstances when a individual:
  - a) upgrades within the same department to reserve or regular officer status;
  - b) was screened initially in accordance with POST's entry-level medical and psychological suitability requirements, and the results of such initial examinations are available for review; and
  - c) has worked continuously in the department since the time of initial appointment.

Also as proposed, all medical and psychological suitability examinations would have to be conducted by qualified professionals as defined in Government Code 1031(f), and would have to 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 medical and 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 current medical and psychological suitability for appointment as a peace officer, a copy of which shall be retained by the department.

The Commission moved to adopt the staff recommendation that a public hearing be held at the July 23, 1987 Commission meeting for the purpose of reviewing testimony on the above proposed changes. Attached are suggested modifications to Commission Procedure C-2 for the purpose of implementing the proposed changes, as well as the Notice of Public Hearing.

#### RECOMMENDATION

Subject to input at the public hearing, amend Commission Procedure C-2 to:

- 1) extend the current 270 day time limit for pre-employment medical and psychological suitability examinations to one year;
- 2) permit medical and psychological suitability update examinations, as opposed to totally new examinations, for persons who:
  - a) were screened initially in accordance with POST's requirements for medical and psychological suitability examinations, and the results of the initial examinations are available for review;
  - b) have worked continuously in the same department since the time of the initial examinations; and
  - c) upgrade within the same department to reserve officer or regular officer status;
- 3) require that medical and psychological update examinations be conducted by qualified individuals as defined in Government Code 1031(f), and minimally include:
  - 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 medical 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 current medical and psychological suitability for appointment as a peace officer, a copy of which shall be retained by the department.

Proposed Language

## COMMISSION PROCEDURE C-2

## 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~~ 1 year 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.

2-9. Updated Physical and Psychological Suitability Examinations: When more than one year has passed since initial examinations were passed, physical and psychological suitability examination updates, as opposed to complete new examinations, may be conducted for individuals who:

- a) upgrade within the same agency to reserve peace officer or regularly employed peace officer status;
- b) were examined initially in accordance with all of the provisions of sub-paragraphs 2-1 through 2-8 of Commission Procedure C-2, and the results of such examinations are available for review; and
- c) have worked continuously for the agency since the time of initial appointment.

Each 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 the individual's work history and job-relevant life history while with the agency 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 physical or psychological suitability for appointment as a peace officer, a copy of which shall be retained by the agency.

Commission on Peace Officer Standards and Training

NOTICE OF PUBLIC HEARING

AMENDMENT OF COMMISSION REGULATIONS AND PROCEDURES

Notice is hereby given that the Commission on Peace Officer Standards and Training (POST), pursuant, to the authority vested in Section 13503, 13506, and 13510 of the Penal Code to interpret and make specific Sections 13505, 13506, 13510, 13510.5, and 13511 of the Penal Code, and Government Code Section 1031(f), proposes to adopt, and amend or repeal the Commission Regulations and Procedures incorporated by reference into Regulations in Chapter 2 of Title II of the California Administrative Code. A public hearing to adopt the proposed amendments will be held before the Commission on:

Date: Thursday, July 23, 1987

Time: 10:00 a.m.

Place: Bahia Resort Hotel  
998 W. Mission Bay Drive  
San Diego, California  
(619) 488-0551

Notice is also hereby given that any interested person may present oral statements or arguments, relevant to the action proposed, during the public hearing.

INFORMATIVE DIGEST

I. Three-Year Requalification Rule

Commission Regulation 1008(b) now specifies two alternatives for requalifying after a three-year or longer lapse between completion of basic training and peace officer employment or a three-year or longer break in service, these are: retraining (completing again the appropriate basic course) or completing the Basic Course Waiver Process, unless such training or examination is waived by the Commission pursuant to guidelines set forth in PAM Section D-11-12. The proposed amendment would add another option for requalifying--completion of an 80-hour California basic training requalification course.

Commission Regulation 1008(b) also specifies that "The three-year rule ... will be determined from the last date of employment as a California peace officer ...". The proposed amendment would further limit the type of California peace officer category by adding a "... position for which a basic course (as listed in PAM, Section D-1) is required ...". This change would have the effect of POST only recognizing peace officer categories for which there is the likelihood of officers while employed maintaining basic course proficiencies. Another proposed amendment to this regulation would clarify that the requalification requirement is not affected by appointment to any reserve officer position.



Commission Procedure D-11-12 currently authorizes the Executive Director to waive the testing/retraining requirement for an individual who is returning to law enforcement employment after a three-year or longer break in service, possesses a POST Basic Certificate, and meets other specified criteria. The proposed amendment would add an exemption for qualified individuals whose agency heads attest in writing to POST that the individuals are returning to permanent "light" duty assignments not involving general enforcement responsibilities.

Commission Procedure D-11-5, D-11-7, and D-11-8 specify the time limitations for completing the waiver evaluation, testing and re-testing. Proposed amendments clarify existing requirements that individuals have 180 days to make up training deficiencies revealed in the waiver evaluation and an additional 180 days to successfully complete the examinations including re-examination. Other clarifying non-substantive amendments are proposed.

## II. Supervisory Course Curriculum

Commission Procedure D-3 specifies the curriculum for the Supervisory Course--which is a POST requirement for all first-level supervisors. Proposed amendments would: (1) add testing and three new topics regarding Values/Principles/Ethics, and Liability Issues; (2) increase minimum course length from 72 hours to 80 hours; and (3) delete reference to hours for individual subjects.

## III. 270-Day Limit--Physical and Psychological Examinations

Commission Procedure C-2-2 requires that physical and psychological suitability examinations be conducted for regular officers and reserve officers no earlier than 270 days of appointment. The proposed amendments to Commission Procedure C-2 would extend the current 270-day time limit to one year, and add sub-paragraph 2-9 which would permit, in those instances where the one year time limit is exceeded, physical and psychological suitability examination updates, as opposed to complete new examinations, for individuals who:

- (a) upgrade within the same agency to reserve peace officer or regular peace officer status;
- (b) were examined initially in accordance with all provisions of Commission Procedure C-2, and the results of such examinations are available for review; and
- (c) have worked continuously in the agency since the time of initial appointment.

Examination updates must be conducted by qualified individuals as defined in Government Code 1031(f), and must include at a minimum:

- (a) a review of previous examination findings;

## ESTIMATE OF ECONOMIC IMPACT

The Commission has determined that the proposed changes: (1) will have no effect on housing costs; (2) do not impose any new mandate upon local agencies or school districts; (3) involve no increased nondiscretionary costs of savings to any local agency, school district, state agency, or federal funding to the State; (4) will have no adverse economic impact on small businesses; and (5) involve no significant cost to private persons or entities.

## CONTACT PERSON

Inquiries concerning the proposed action and requests for written material pertaining to the proposed action should be directed to Georgia Pinola, Staff Services Analyst, at the above-listed address, or by telephone at (916) 739-5400.

- (b) a review and evaluation of work history and job-relevant life history while with the agency for indicators of potential change 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 physical or psychological suitability for appointment as a peace officer.

Under existing Commission Regulations, persons who are screened initially in accordance with Commission Procedure C-2, and who subsequently upgrade within the same agency to reserve officer or regular officer status, must undergo complete new physical and psychological suitability examinations if over 270 days have transpired since the initial examinations. The proposed amendments to Commission Procedure C-2-2 would extend the time limit from 270 days to one year and would allow for updated rather than totally new examinations after one year--provided the above enumerated conditions are met.

#### PUBLIC COMMENT

The Commission hereby requests that written comments on the proposed actions; written comments must be received at POST no later than July 13, 1987 at 4:30 p.m. Written comments should be directed to Norman C. Boehm, Executive Director, Commission on Peace Officer Standards and Training, 1601 Alhambra Boulevard, Sacramento, 95816-7083.

#### ADOPTION OF PROPOSED REGULATIONS

After the hearing, and consideration of public comments, the Commission may adopt the proposals substantially as set forth without further notice. If the proposed text is modified prior to adoption and the change is related but not solely grammatical or nonsubstantial in nature, the full text of the resulting regulation will be made available at least 15 days before the date of adoption to all persons who testified or submitted written comments at the public hearing, all persons whose comments were received by POST during the public comment period, and all persons who request notification from POST of the availability of such changes. A request for the modified text should be addressed to the agency official designated in this notice. The Commission will accept written comments on the modified text for 15 days after the date on which the revised text is made available.

#### TEXT OF PROPOSAL

Copies of the Statement of Reasons and exact language of the proposed action may be obtained at the hearing or prior to the hearing upon request in writing to the contact person at the above address. This address also is the location of all information considered as the basis for these proposals. The information will be maintained for inspection during the Commission's normal business hours (8 a.m. to 5 p.m.)

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Public Hearing--Revisions to the Three-Year Rule		Meeting Date July 23, 1987
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 6-24-87	Date of Report May 18, 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

Public hearing to consider changes to the three-year break in service rule including adding an 80-hour re-entry course as an alternative for requalifying.

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 (15% 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.

At the April 1987 meeting, the Commission took action to set a public hearing for the July 1987 meeting to consider the above proposed changes.

#### 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 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.

It is proposed that the course be POST-certified under reimbursement Plan III--tuition, travel, and per diem. 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 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. The re-entry course should reduce the potential for liability associated with present testing and may reduce present staff workload related to scheduling of testing. See the attached Bulletin, Notice of Public Hearing and proposed language changes to Regulation 1008.

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.

Public Hearing Notice and Statement of Reasons concerning this hearing are included in Attachment A. All proposed language changes in regulations are described in Attachment B.

#### RECOMMENDATIONS

Subject to input from the public hearing and approval by the Office of Administrative Law, approve 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**

1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

May 22, 1987

BULLETIN: 87-4

SUBJECT: PUBLIC HEARING--AMENDMENT OF COMMISSION REGULATIONS AND PROCEDURES

A public hearing has been scheduled, in conjunction with the July 23, 1987, Commission meeting in San Diego, for the purpose of considering proposed amendments of Commission Regulations and Procedures regarding the: (1) Three-year requalification rule; (2) Supervisory Course curriculum and length; and (3) 270-day limit on acceptance of physical and psychological examinations.

I. Three-Year Requalification Rule

The three-year rule requires officers and basic course graduates with a three-year or longer lapse between completion of basic training and peace officer employment or a three-year or longer break in service to requalify. The changes include: (1) adding an 80-hour re-entry course as an alternative means of requalification; (2) specifying that the starting date (in terms of employment) 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 (as listed in PAM, Section D-1) is required"; (3) adding an exemption for officers returning to "light" duty after being off due to injury or illness; and (4) making technical changes clarifying time limitations for completing the Basic Course Waiver Process.

II. Supervisory Course

POST's current requirement is a minimum of 72 hours for the Supervisory Course for first-level supervisors. Proposed curriculum changes would add eight hours of new topics regarding Values/Principles/Ethics, thus increasing the minimum number of hours to 80. The current curriculum requirements for this course include attention to legal and liability issues as part of various other subjects. A new subject of Liability Issues is recommended to be offset by reducing the legal content from these existing subjects and reducing their hours accordingly. It is also proposed that testing be required so that presenters will conduct diagnostic testing to help assure mastery of the instructional material. Increasing the minimum course hours from 72 to 80 should have no fiscal impact upon POST or local agencies, as all existing POST-certified Supervisory Courses are 80 hours or more in length. It is also proposed to modify Commission Procedure D-3 to delete references to hours for individual subjects.

### III. 270-Day Limit--Physical and Psychological Examinations

Currently, POST's standards specify that physical and psychological suitability examinations must be conducted no earlier than 270 days before appointment as a peace officer. The proposed change would extend the time period from 270 days to one year, and would permit in those instances where the one-year time limit is exceeded that "updated" physical and psychological suitability examinations are to be conducted in those limited circumstances where an individual: (1) upgrades within the same agency from civilian or reserve officer status to regularly employed peace officer status; and (2) was screened for initial employment in accordance with POST's entry-level physical and psychological suitability requirements, and the results of such initial examinations are available for review; and (3) has been continuously employed by the agency following the initial physical and psychological suitability screening.

To implement the above changes, the Commission proposes to amend Regulation 1008 and Procedures C-2, D-3, and D-11.

The Commission invites written or oral testimony on these matters.

The attached Notice of Public Hearing, required by the Administrative Procedures Act, provides details concerning the proposed regulation and procedure changes, and it provides information regarding the hearing process. Inquiries concerning the proposed action may be directed to Georgia Pinola at (916) 739-5400.



NORMAN C. BOEHM  
Executive Director

Attachment



## Commission on Peace Officer Standards and Training

## NOTICE OF PUBLIC HEARING

## AMENDMENT OF COMMISSION REGULATIONS AND PROCEDURES

Notice is hereby given that the Commission on Peace Officer Standards and Training (POST), pursuant, to the authority vested in Section 13503, 13506, and 13510 of the Penal Code to interpret and make specific Sections 13505, 13506, 13510, 13510.5, and 13511 of the Penal Code, and Government Code Section 1031(f), proposes to adopt, and amend or repeal the Commission Regulations and Procedures incorporated by reference into Regulations in Chapter 2 of Title II of the California Administrative Code. A public hearing to adopt the proposed amendments will be held before the Commission on:

Date: Thursday, July 23, 1987  
Time: 10:00 a.m.  
Place: Bahia Resort Hotel  
998 W. Mission Bay Drive  
San Diego, California  
(619) 488-0551

Notice is also hereby given that any interested person may present oral statements or arguments, relevant to the action proposed, during the public hearing.

## INFORMATIVE DIGEST

I. Three-Year Requalification Rule

Commission Regulation 1008(b) now specifies two alternatives for requalifying after a three-year or longer lapse between completion of basic training and peace officer employment or a three-year or longer break in service, these are: retraining (completing again the appropriate basic course) or completing the Basic Course Waiver Process, unless such training or examination is waived by the Commission pursuant to guidelines set forth in PAM Section D-11-12. The proposed amendment would add another option for requalifying--completion of an 80-hour California basic training requalification course.

Commission Regulation 1008(b) also specifies that "The three-year rule ... will be determined from the last date of employment as a California peace officer ...". The proposed amendment would further limit the type of California peace officer category by adding a "... position for which a basic course (as listed in PAM, Section D-1) is required ...". This change would have the effect of POST only recognizing peace officer categories for which there is the likelihood of officers while employed maintaining basic course proficiencies. Another proposed amendment to this regulation would clarify that the requalification requirement is not affected by appointment to any reserve officer position.

Commission Procedure D-11-12 currently authorizes the Executive Director to waive the testing/retraining requirement for an individual who is returning to law enforcement employment after a three-year or longer break in service, possesses a POST Basic Certificate, and meets other specified criteria. The proposed amendment would add an exemption for qualified individuals whose agency heads attest in writing to POST that the individuals are returning to permanent "light" duty assignments not involving general enforcement responsibilities.

Commission Procedure D-11-5, D-11-7, and D-11-8 specify the time limitations for completing the waiver evaluation, testing and re-testing. Proposed amendments clarify existing requirements that individuals have 180 days to make up training deficiencies revealed in the waiver evaluation and an additional 180 days to successfully complete the examinations including re-examination. Other clarifying non-substantive amendments are proposed.

## II. Supervisory Course Curriculum

Commission Procedure D-3 specifies the curriculum for the Supervisory Course--which is a POST requirement for all first-level supervisors. Proposed amendments would: (1) add testing and three new topics regarding Values/Principles/Ethics, and Liability Issues; (2) increase minimum course length from 72 hours to 80 hours; and (3) delete reference to hours for individual subjects.

## III. 270-Day Limit--Physical and Psychological Examinations

Commission Procedure C-2-2 requires that physical and psychological suitability examinations be conducted for regular officers and reserve officers no earlier than 270 days of appointment. The proposed amendments to Commission Procedure C-2 would extend the current 270-day time limit to one year, and add sub-paragraph 2-9 which would permit, in those instances where the one year time limit is exceeded, physical and psychological suitability examination updates, as opposed to complete new examinations, for individuals who:

- (a) upgrade within the same agency to reserve peace officer or regular peace officer status;
- (b) were examined initially in accordance with all provisions of Commission Procedure C-2, and the results of such examinations are available for review; and
- (c) have worked continuously in the agency since the time of initial appointment.

Examination updates must be conducted by qualified individuals as defined in Government Code 1031(f), and must 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 agency for indicators of potential change 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 physical or psychological suitability for appointment as a peace officer.

Under existing Commission Regulations, persons who are screened initially in accordance with Commission Procedure C-2, and who subsequently upgrade within the same agency to reserve officer or regular officer status, must undergo complete new physical and psychological suitability examinations if over 270 days have transpired since the initial examinations. The proposed amendments to Commission Procedure C-2-2 would extend the time limit from 270 days to one year and would allow for updated rather than totally new examinations after one year--provided the above enumerated conditions are met.

#### PUBLIC COMMENT

The Commission hereby requests that written comments on the proposed actions; written comments must be received at POST no later than July 13, 1987 at 4:30 p.m. Written comments should be directed to Norman C. Boehm, Executive Director, Commission on Peace Officer Standards and Training, 1601 Alhambra Boulevard, Sacramento, 95816-7083.

#### ADOPTION OF PROPOSED REGULATIONS

After the hearing, and consideration of public comments, the Commission may adopt the proposals substantially as set forth without further notice. If the proposed text is modified prior to adoption and the change is related but not solely grammatical or nonsubstantial in nature, the full text of the resulting regulation will be made available at least 15 days before the date of adoption to all persons who testified or submitted written comments at the public hearing, all persons whose comments were received by POST during the public comment period, and all persons who request notification from POST of the availability of such changes. A request for the modified text should be addressed to the agency official designated in this notice. The Commission will accept written comments on the modified text for 15 days after the date on which the revised text is made available.

#### TEXT OF PROPOSAL

Copies of the Statement of Reasons and exact language of the proposed action may be obtained at the hearing or prior to the hearing upon request in writing to the contact person at the above address. This address also is the location of all information considered as the basis for these proposals. The information will be maintained for inspection during the Commission's normal business hours (8 a.m. to 5 p.m.)

## ESTIMATE OF ECONOMIC IMPACT

The Commission has determined that the proposed changes: (1) will have no effect on housing costs; (2) do not impose any new mandate upon local agencies or school districts; (3) involve no increased nondiscretionary costs of savings to any local agency, school district, state agency, or federal funding to the State; (4) will have no adverse economic impact on small businesses; and (5) involve no significant cost to private persons or entities.

## CONTACT PERSON

Inquiries concerning the proposed action and requests for written material pertaining to the proposed action should be directed to Georgia Pinola, Staff Services Analyst, at the above-listed address, or by telephone at (916) 739-5400.

Proposed Language

## REGULATIONS

1008. Waiver of Attendance of a POST-Certified Basic Course and Basic Course  
Requalification Requirements

- (a) The Commission may waive attendance of a POST-certified basic course required by Section 1005(a) of the Regulations for an individual who has completed training equivalent to a certified basic course. This waiver shall be determined by an evaluation and examination process as specified in PAM Section D-11, Waiver of Attendance of a POST-Certified Basic Course.
- (b) The Commission requires that each individual who has previously completed a POST-certified basic course, or has previously been deemed to have completed equivalent training, or has been awarded a POST certificate, but has a three-year or longer break in service as a California peace officer must be ~~retrained or complete the basic course waiver process (PAM Section D-11)~~ requalify, unless such a waiver is obtained ~~retraining or examination is waived by the Commission~~ pursuant to guidelines set forth in PAM, Section D-11-12, 13 or 14. The means for requalification are repeating the appropriate basic course, completing a POST-certified basic training requalification course, or completing the Basic Course Waiver Process (PAM, Section D-11).

These provisions apply to all individuals who seek appointment or reappointment to positions for which completion of a basic course is required elsewhere in these regulations. The three-year rule described will be determined from the last date of employment ~~as~~ in a California peace officer position for which a basic course (as listed in PAM, Section D-1) is required, or from the date of last completion of a basic course, or from the date of last issuance of a basic course waiver by POST; whichever date is most recent. Appointment to any reserve peace officer position listed in Penal Code Section 830.6, shall not be considered employment for purposes of this regulation.

PAM Section D-11 adopted effective January 28, 1982, and amended August 17, 1986, ~~and~~ November 2, 1986, and \_\_\_\_\_ \* \_\_\_\_\_ is herein incorporated by reference.

\* This date is to be filled in by OAL.

Proposed Language

COMMISSION PROCEDURE D-11

WAIVER OF ATTENDANCE OF A POST-CERTIFIED BASIC COURSE

Purpose

11-1. Establishes Guidelines: This Commission procedure establishes the guidelines for determining whether or not an individual's prior law enforcement training is sufficient for a waiver of attendance of a POST-certified basic course. The prescribed course of training appropriate to the individual's assignment is determined by the Commission and is specified in Section 1005 of the Regulations. The requirements for the basic courses are specified in POST Administrative Manual (PAM), Section D-1. A waiver of attendance of a POST-certified basic course is authorized by Section 1008 of the Regulations.

A waiver of attendance of a POST-certified basic course shall be determined through an assessment process, including evaluation and examination. The assessment process assists an agency in determining whether or not an individual should be required to attend a POST-certified basic course, and does not propose to determine whether or not the individual should be hired.

## Evaluation, Examination, and Reexamination Fee

11-2. Fee: A fee to cover administrative costs of evaluation, examination, and reexamination, if applicable, shall be charged by the Commission. The appropriate fee must accompany the request for evaluation, examination, and reexamination. The appropriate fee shall be determined by the Commission and shall be based on actual expenditures related to this procedure.

The evaluation requirement and/or the evaluation fee may be exempted by the Commission in the following circumstances:

- a. An individual who has been awarded a POST Basic Certificate is exempt from the evaluation of training and the evaluation fee. A photocopy of the certificate must accompany the application form.
- b. An individual who is hired by an agency prior to the date the agency enters the POST program is exempt from the evaluation fee.
- c. An individual who has completed a POST-certified Basic Course after July 1, 1980 is exempt from the evaluation of training and the evaluation fee. A photocopy of the certificate of completion from the academy must accompany the application form.



## Eligibility

11-3. Eligibility for Evaluation: An individual who ~~desires to be considered for employment as a full-time law enforcement officer, as defined by Regulation Section 1001(1), or a Level I Reserve Officer~~ has previously completed law enforcement training is eligible for evaluation. The request for evaluation of prior law enforcement training may be submitted to POST by the individual. To qualify for an evaluation of previously completed basic course training, the individual must have successfully completed the current minimum required hours for the appropriate basic course as specified in PAM, Section D-1.

## Evaluation of Training

11-4. Preliminary Evaluation of Completed Training: The agency, in the case of an employed individual (or when an individual is under consideration for hire), or the individual, shall compare the peace officer training previously completed by the individual with the current minimum basic course training requirement appropriate to the individual's assignment as specified in PAM, Section D-1. The training that is comparable shall be documented on the Evaluation of Training Schedule, POST Form 2-260, or POST Form 2-260.1 ~~respectively.~~ Satisfactory training in each of the Basic Course functional areas must be documented on the form and verified by supporting documents prior to requesting an evaluation from POST. Specifically, the completed training must be supported by a certificate of completion or similar documentation; transcripts are required to verify completed college and university courses. Satisfactory training must have been completed in each of

the Basic Course functional areas ~~in order for the individual for an individual~~ to be eligible to take the Basic Course Waiver Examination (BCWE) appropriate to the individual's assignment.

~~To qualify for an evaluation of previously completed basic course training, the individual must have successfully completed the current minimum required hours for the appropriate basic course as specified in Procedure D-1. The completed training must be supported by a certificate of completion or similar documentation; transcripts are required to verify completed college and university courses.~~

College or university credit in related law enforcement subjects may only be applied to those functional areas not covered through law enforcement training.

One semester unit shall be equal to a maximum of 20 training hours and one quarter unit shall be equal to a maximum of 14 training hours.

Satisfactory training must have been completed in each of the Basic Course functional areas to be eligible to take the Basic Course Waiver Examination (BCWE) appropriate to the individual's assignment.

- a. The Basic Course (PAM Procedure D-1-3): The individual must have successfully completed at least 200 hours of training in one of the following: a basic general law enforcement training course certified or approved by California POST or a similar standards agency of another state; a California reserve course; or a federal agency general law enforcement basic course. Additional law enforcement training or college and/or university courses in the related subjects may be considered to comprise the remainder of the required minimum hours.

b. The Specialized Basic Investigators Course (PAM Procedure D-1-6):

The individual must have successfully completed the current minimum hours of specific training in basic investigative subjects in a California POST-certified or approved training course, or a course certified or approved by a similar standards agency of another state, a California reserve course, or a federal agency, general or investigative enforcement basic course. Additional law enforcement training or college and/or university courses in the related subjects may be considered to comprise the remainder of the required minimum hours.

c. Prior training and education must be comparable to the functional areas presented in the appropriate Basic Course to be acceptable for evaluation.

- (1) The completed POST Form 2-260, or POST Form 2-260.1, with all supporting training and education documents shall be submitted to POST with an Application for Assessment of Basic Course Training, POST Form 2-267.
- (2) The Application Form POST 2-267 is to be signed by the individual, and by the individual and the department head when the application is submitted by the employer, in Section 1, Request for Evaluation.
- (3) Each evaluation request must be accompanied by the evaluation fee in the form of a certified check or money order, payable to the Commission on POST.

11-5. POST Evaluation Process: Upon receipt of the completed POST Forms 2-260, or 2-260.1, and POST 2-267, all supporting documents and the appropriate fee, POST will evaluate the individual's prior training to verify equivalent training. Copies of peace officer academy course and reserve officer course outlines are acceptable to support the evaluation. All training must be verified by a certificate of completion or a course roster. When college courses are used to supplement training, a copy of the individual's college transcript must be submitted. POST may require additional supporting documents to complete the evaluation.

The individual, and the agency when appropriate, will be notified of the results of the evaluation.

- a. When prior training is deemed acceptable, the individual will be eligible to take the appropriate Basic Course Waiver Examination (BCWE).
- b. When the prior training is deficient in one or more functional areas, the individual shall have up to 180 days from date of notification by POST to provide additional verification of completion of the additional required training without the payment of an additional evaluation fee. Failure to make up deficiencies within 180 days from the date of notification by POST will result in closure of the application process. Any resubmission after the deadline is subject to the training standards, testing, and fee requirements in effect at the time of resubmission.

## Basic Course Waiver Examination

11-6. Examination Scheduling: The appropriate Basic Course Waiver Examination (BCWE) will be scheduled upon receipt of the examination fee and the properly completed application form.

- a. The Application for Assessment for Basic Course Training, POST Form 2-267, signed by the individual, and the department head when appropriate, in Section 2, Request for Examination, is to be submitted to POST with the examination fee in the form of a certified check or money order, payable to the Commission on POST.
  
- b. Location and Frequency of Examination: The Basic Course Waiver Examination will be administered periodically as determined by POST. The frequency will be based upon the number of individuals eligible to take the examination. The geographic location of the individuals will be taken into consideration in determining the most appropriate location for the examination to be administered.

The individual, and the agency when appropriate, will be notified of the examination date, time, and location.

11-7. Completion of the Basic Course Waiver Examination: The examination consists of two components: written and skills.

- a. The written examination is designed to evaluate an individual's knowledge of Basic Course content and is pass/fail. An individual must pass the written examination before being admitted to the skills examination. The written examination must be completed within 180 days of notification by POST of successful completion of the waiver evaluation process, if appropriate.
  
- b. The skills examination is designed to evaluate an individual's manipulative skills as acquired in the Basic Course. An individual must demonstrate competency in each skill area. The skills examination must be completed within 180 days from the date of successful completion of the written examination.

#### Reexamination

11-8. A reexamination may be taken no later than 180 days from the date of the original examination. Failure to complete a needed re-examination within the 180 days will result in closure of the application process. Any resubmission after the deadline is subject to the training standards, testing, and fee requirements in effect at the time of resubmission.

- a. The written reexamination shall be allowed one time only, and only as an alternative to retraining. An individual who fails the written reexamination must, before exercising peace officer powers, satisfactorily complete a POST-certified basic course.

A written request for the written reexamination must be submitted to POST with the reexamination fee in the form of a certified check or money order, payable to the Commission on POST. The individual and the agency, when appropriate, will then be notified of the reexamination date, time, and location.

- b. -- An individual who fails one or more modules of the skills examination must, before exercising peace officer powers, either pass the reexamination for each of the previously failed modules or satisfactorily complete a POST-certified basic course. The skills reexamination shall be allowed more than once for each module, and only as an alternative to retraining.

Arrangements for skills reexamination must be made directly with the same POST Skills Testing Center in which the skills examination was originally taken. The POST-approved reexamination fee shall be submitted directly to the Skills Testing Center in the form of a certified check or money order, payable to the particular institution. The individual, and the agency when appropriate, will then be notified of reexamination dates and time. ~~The reexamination process must be completed within 180 days from the date of notification by POST.~~

An individual who cannot pass any module of the skills reexamination within 180 days from the date of the original examination ~~the allotted time period~~ must, before exercising peace officer powers, then satisfactorily complete a POST-certified basic course.

11-9. Upon satisfactory completion of the assessment process, a Waiver of Attendance of a POST-certified Basic Course will be granted by POST. The waiver shall be valid for three years.

11-10. -Basic Course Acceptable for Specialized Basic Investigators Course:  
An individual whose previous training satisfies the current minimum Basic Course training requirement is deemed by the Commission to have met the minimum training requirement of the Specialized Basic Investigators Course.

#### Issuance of Waiver

11-11. Specialized Basic Investigators Course Does Not Satisfy the Training Requirements of the Basic Course: An individual whose previous training only satisfies the current minimum training requirement for the Specialized Basic Investigators Course is deemed by the Commission not to have met the minimum training requirement of the Basic Course.



### Waiver of Testing/Retraining Requirement

11-12. The Executive Director may waive the testing/retraining requirement for an individual who is returning to law enforcement employment after a three-year or longer break in service, possesses a POST basic certificate, and:

- a. Is re-entering a middle management or executive rank and who will function at least at the second level of supervision; or
- b. Has been (with no more than a 60-day break between law enforcement employers) employed continuously in another state as a full-time peace officer; or
- c. Has served (with no more than a 60-day break in service between law enforcement employers) continuously as a Level I or Level II reserve officer in California and the individual's department head attests in writing that the reserve officer is currently proficient; or
- d. The individual's employment, training, and education during the break in service provides assurance, as determined by POST, that the individual is currently proficient.
- e. Is re-entering in a permanent "light" duty assignment not involving general enforcement duties if attested to in writing by the agency head.

11-13. The Executive Director may waive the testing/retraining requirement for an individual who: (1) has previously satisfied the basic course training requirement and either does or does not possess the POST Basic Certificate, and is returning to law enforcement employment after a three-year or longer break in service in California; or (2) for the first time obtains law enforcement employment after a three-year or greater lapse of time since completion of the Basic Course; and (3) the individual's department has obtained prior written approval from POST for the use of an alternative job-related testing/retraining procedure, conducted by a presenter of the POST-certified Basic Course, which verifies that the individual is currently proficient and meets or exceeds minimum performance standards established by the Commission for Basic Course equivalency evaluation and testing.

11-14. The Commission, in response to a written request or on its own motion may, upon a showing of good cause, based upon an individual's employment, proficiency, training and education, waive the testing/retraining process for any individual, other than one described in paragraph D-11-12 or D-11-13, who has satisfied the basic training requirement and is re-employed as a peace officer after a three-year or longer break in service.

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Historical Note:

Section D-11 adopted effective January 28, 1982, and amended and incorporated by reference on August 17, 1986, November 2, 1986, and \_\_\_\_\_\*.

\*This date shall be filled in following filing with the Secretary of State.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Public Hearing--Supervisory Course Curriculum Changes</b>		Meeting Date <b>July 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. Boehm</i>	Date of Approval <i>6/26/87</i>	Date of Report <b>May 15, 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

Public hearing to consider changes to the Supervisory Course curriculum including: (1) adding three subjects of Liability Issues, Testing and Values/Principles/Ethics, (2) increasing minimum course hours from 72-to 80, and (3) deleting reference to hours for individual subjects in PAM Procedure D-3.

BACKGROUND

Current POST requirements for the Supervisory Course, see Attachment A for Regulation 1005 and Commission Procedure D-3, specify the present minimum hours are 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.

For the 1985/86 Fiscal Year, the 21 POST-certified presenters offered 49 presentations graduating 1,150 trainees resulting in \$1,125,499 reimbursement.

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 curriculum update seminar of Supervisory Course coordinators and instructors, this directive along with other course content was reviewed.

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.

At the April 1987 meeting, the Commission took action to set a public hearing for the July 1987 meeting to consider the above proposed changes.

## ANALYSIS

The Supervisory Course presenters have enthusiastically endorsed the idea of adding an eight-hour subject of Values, Principles and Ethics to 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 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.

Commission Procedure D-3 currently specifies hours for individual subjects which necessitates a public hearing to change. In addition to adding the above subjects, 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 the Commission Procedure D-3 consistent with similar POST-required courses (Management and Executive Development Courses--Commission Procedures D-4 and D-5).

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.

Attachment B includes the POST Bulletin announcing this public hearing, Notice of Public Hearing, Statement of Reasons, and proposed language changes.

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

## RECOMMENDATION

Effective January 1, 1988, and upon approval by OAL, modify Commission Procedure (PAM D-3 to: (1) add three subjects of Liability Issues, Testing and Values/Principles/Ethics, (2) increase minimum course hours from 72 to 80, and (3) delete reference to hours for individual subjects.

Proposed Language

## REGULATIONS

## 1005. Minimum Standards for Training

## (a) Basic Training (Required)

- (1) Every regular officer, except those participating in a POST-approved field training program, shall satisfactorily meet the training requirements of the Basic Course before being assigned duties which include the exercise of peace officer power.

Requirements for the Basic Course are set forth in PAM, Section D-1-3, ~~(adopted effective April 15, 1982 and amended January 24, 1985), herein incorporated by reference.~~

Agencies that employ regular officers may assign newly appointed sworn personnel to a POST-approved field training program as peace officers for a period not to exceed 90 days from date of hire, without such personnel being enrolled in a basic course, if (1) the personnel have satisfied the training requirements of Penal Code Section 832 and (2) the Commission has approved a field training plan submitted by the agency and the personnel are full-time participants therein.

## 1005. Minimum Standards for Training (continued)

Requirements for a POST-approved Field Training Program are set forth in PAM, Section D-13.

- (2) Every regularly employed and paid as such inspector or investigator of a district attorney's office as defined in Section 830.1 P.C. who conducts criminal investigations, except those participating in a POST-approved field training program, shall be required to satisfactorily meet the training requirements of the District Attorney Investigators Basic Course, PAM Section D-1-4, ~~(adopted effective April 27, 1983 and amended January 24, 1985)~~ herein incorporated by reference. The standard may be satisfactorily met by successful completion of the training requirements of the Basic Course, PAM Section D-1-3, before being assigned duties which include performing specialized enforcement or investigative duties. The satisfactory completion of a certified Investigation and Trial Preparation Course, PAM Section D-1-4, is also required within 12 months from the date of appointment as a regularly employed and paid as such inspector or investigator of a District Attorney's Office.

## REGULATIONS

### 1005. Minimum Standards for Training (continued)

- (3) Every regularly employed and paid as such marshal or deputy marshal of a municipal court as defined in Section 830.1 P.C., except those participating in a POST-approved field training program, shall satisfactorily meet the training standards of the Marshals Basic Course, PAM Section D-1-5, ~~(adopted effective April 27, 1983 and amended January 24, 1985) herein incorporated by reference.~~ The standards may be satisfactorily met by successfully completing the training requirements of the Basic Course, PAM Section D-1-3, before being assigned duties which include performing specialized enforcement or investigative duties. The satisfactory completion of a certified Bailiff and Civil Process Course or a Bailiff and Court Security Course and a Civil Process Course, PAM Section D-1-5, is also required within 12 months from the date of appointment as a regularly employed and paid as such marshal or deputy marshal of a municipal court.
- (4) Every specialized officer, except marshals, deputy marshals, and regularly employed and paid as such inspectors or investigators of a district attorney's office, shall satisfactorily meet the training requirements of the Basic Course, PAM Section D-1-3, within 12 months from the date of appointment as a regularly employed specialized peace officer; or for those specialized

## 1005. Minimum Standards for Training (continued)

agency peace officers whose primary duties are investigative and have not satisfactorily completed the Basic Course, the chief law enforcement administrator may elect to substitute the satisfactory completion of the training requirements of the Specialized Basic Investigators Course, PAM Section D-1-6, ~~adopted effective October 20, 1983, herein incorporated by reference.~~

- (5) Every limited function peace officer shall satisfactorily meet the training requirements of the Arrest and Firearms (P.C. 832) Course.
- (6) Every peace officer listed in paragraphs (1) - (5) shall complete the training requirements of Penal Code Section 832 prior to the exercise of peace officer powers.

(b) Supervisory Course (Required)

- (1) Every peace officer promoted, appointed or transferred to a first-level supervisory position shall satisfactorily complete a certified Supervisory Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position.



## REGULATIONS

### 1005. Minimum Standards for Training (continued)

- (2) Every regular officer who is appointed to a first-level supervisory position shall attend a certified Supervisory Course and the officer's jurisdiction may be reimbursed provided that the regular officer has been awarded or is eligible for the award of the Basic Certificate.
- (3) Every regular officer who will be appointed within 12 months to a first-level supervisory position may attend a certified Supervisory Course if authorized by the department head, and the officer's jurisdiction may be reimbursed following satisfactory completion of such training, provided that the officer has been awarded or is eligible for award of the Basic Certificate.
- (4) Every regular officer who is assigned to a quasi-supervisory position may attend a certified Supervisory Course if authorized by the department head and the officer's jurisdiction may be reimbursed following satisfactory completion of such training, provided that the officer has been awarded or is eligible for award of the Basic Certificate.
- (5) Requirements for the Supervisory Course are set forth in the POST Administrative Manual, Section D-3, ~~(adopted effective April 15, 1982), herein incorporated by reference.~~

## 1005. Minimum Standards for Training (continued)

## (c) Management Course (Required)

- (1) Every peace officer promoted, appointed or transferred to a middle management position shall satisfactorily complete a certified Management Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position.
- (2) Every regular officer who is appointed to a middle management or higher position shall attend a certified Management Course and the jurisdiction may be reimbursed, provided the officer has satisfactorily completed the training requirements of the Supervisory Course.
- (3) Every regular officer who will be appointed within 12 months to a middle management or higher position may attend a certified Management Course if authorized by the department head, and the officer's jurisdiction may be reimbursed following satisfactory completion of such training, provided that the officer has satisfactorily completed the training requirements of the Supervisory Course.

## REGULATIONS

### 1005. Minimum Standards for Training (continued)

- (4) Every regular officer who is assigned to a first-level supervisory position may attend a certified Management Course if authorized by the department head, and the officer's jurisdiction may be reimbursed following satisfactory completion of such training, provided that the officer has satisfactorily completed the training requirements of the Supervisory Course.
- (5) Requirements for the Management Course are set forth in the POST Administrative Manual, Section D-4, ~~(adopted effective April 15, 1982), herein incorporated by reference.~~

#### (d) Continuing Professional Training (Required)

- (1) Every peace officer below the rank of first-level middle management position as defined in Section 1001(p) shall satisfactorily complete the Advanced Officer Course of 24 or more hours at least once every two years after completion of the Basic Course.
- (2) The above requirement may be met by satisfactory completion of an accumulation of certified Technical Course totaling 24 or more hours, or satisfactory completion of an alternative method of compliance as determined by the Commission. In addition to

## 1005. Minimum Standards for Training (continued)

the above methods of compliance, supervisors may also satisfy the requirement by completing Supervisory or Management Training Courses.

(3) Every regular officer, regardless of rank, may attend a certified Advanced Officer Course and the jurisdiction may be reimbursed.

(4) Requirements for the Advanced Officer Course are set forth in the POST Administrative Manual, Section D-2, ~~(adopted effective April 15, 1982 and amended January 24, 1985), herein incorporated by reference.~~

(e) Executive Development Course (Optional)

(1) The Executive Development Course is designed for department heads and their executive staff positions. Every regular officer who is appointed to an executive position may attend a certified Executive Development Course and the jurisdiction may be reimbursed, provided the officer has satisfactorily completed the training requirements of the Management Course.

## REGULATIONS

### 1005. Minimum Standards for Training (continued)

- (2) Every regular officer who will be appointed within 12 months to a department head or executive position may attend a certified Executive Development Course if authorized by the department head and the officer's jurisdiction may be reimbursed, provided the officer has satisfactorily completed the training requirements of the Management Course.
- (3) Requirements for the Executive Development Course are set forth in PAM Section D-5.

#### (f) Technical Courses (Optional)

- (1) Technical Courses are designed to develop skills and knowledge in subjects requiring special expertise.
- (2) Requirements for Technical Courses are set forth in PAM Section D-6.

#### (g) Approved Courses

- (1) Approved courses pertain only to training mandated by the Legislature for various kinds of peace officers and other groups. The Commission may designate training institutions or agencies to present approved courses.

1005. Minimum Standards for Training (continued)

- (2) Requirements for Approved Courses are set forth in PAM Section D-7.

(h) Seminars (Optional)

- (1) Seminars are designed to disseminate information or study and solve current and future problems encountered by law enforcement.

- (2) Requirements for Seminars are set forth in PAM Section D-8.

(i) Field Management Training (Optional)

- (1) Field Management Training is designed to assist in the solution of specific management problems within individual Regular Program departments.

- (2) Requirements for Field Management Training are set forth in PAM Section D-9.

PAM Section D-1-3 adopted effective April 15, 1982, and amended January 24, 1985 is herein incorporated by reference.

## REGULATIONS

### 1005. Minimum Standards for Training (continued)

PAM Section D-1-4 adopted effective April 27, 1983, and amended January 24, 1985 is herein incorporated by reference.

PAM Section D-1-5 adopted effective April 27, 1983 and amended January 24, 1985 is herein incorporated by reference.

PAM Section D-1-6 adopted effective October 20, 1983 is herein incorporated by reference.

PAM Section D-2 adopted effective April 15, 1982, and amended January 24, 1985 is herein incorporated by reference.

PAM Section D-3 adopted effective April 15, 1982, and amended \* is herein incorporated by reference.

PAM Section D-4 adopted effective April 15, 1982 is herein incorporated by reference.

\*This date is to be inserted by OAL.

Proposed Language

Commission Procedure D-3

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:

<del>1.0</del> Introduction-Role Identification	<del>4 hours</del>	<del>9.0</del> Planning and Organizing	<del>4 hours</del>
<u>Values, Principles, Ethics</u>		<del>10.0</del> Communication	<del>6 hours</del>
<del>2.0</del> Leadership Styles	<del>4 hours</del>	<del>11.0</del> Training	<del>8 hours</del>
<u>Liability Issues</u>		<del>12.0</del> Report Review	<del>4 hours</del>
<del>3.0</del> Assertive Leadership	<del>4 hours</del>	<del>13.0</del> Investigations	<del>2 hours</del>
<del>4.0</del> Employee Performance Appraisal	<del>8 hours</del>	<del>14.0</del> Stress	<del>4 hours</del>
<del>5.0</del> Counseling	<del>6 hours</del>	<del>15.0</del> The Transition	<del>2 hours</del>
<del>6.0</del> Discipline	<del>8 hours</del>	<u>Testing</u>	
<del>7.0</del> Employee Relations	<del>4 hours</del>		
<del>8.0</del> Administrative Support	<del>4 hours</del>		

Total Minimum Required Hours ~~72~~ 80



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Historical Note:

Section D-3 adopted effective April 15, 1985, and amended and incorporated by reference \_\_\_\_\_\*\_\_\_\_\_.

\*This date shall be filled in following filing with the Secretary of State.

## COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

ATTACHMENT B

1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

May 22, 1987

BULLETIN: 87-4

SUBJECT: PUBLIC HEARING--AMENDMENT OF COMMISSION REGULATIONS AND PROCEDURES

A public hearing has been scheduled, in conjunction with the July 23, 1987, Commission meeting in San Diego, for the purpose of considering proposed amendments of Commission Regulations and Procedures regarding the: (1) Three-year requalification rule; (2) Supervisory Course curriculum and length; and (3) 270-day limit on acceptance of physical and psychological examinations.

I. Three-Year Requalification Rule

The three-year rule requires officers and basic course graduates with a three-year or longer lapse between completion of basic training and peace officer employment or a three-year or longer break in service to requalify. The changes include: (1) adding an 80-hour re-entry course as an alternative means of requalification; (2) specifying that the starting date (in terms of employment) 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 (as listed in PAM, Section D-1) is required"; (3) adding an exemption for officers returning to "light" duty after being off due to injury or illness; and (4) making technical changes clarifying time limitations for completing the Basic Course Waiver Process.

II. Supervisory Course

POST's current requirement is a minimum of 72 hours for the Supervisory Course for first-level supervisors. Proposed curriculum changes would add eight hours of new topics regarding Values/Principles/Ethics, thus increasing the minimum number of hours to 80. The current curriculum requirements for this course include attention to legal and liability issues as part of various other subjects. A new subject of Liability Issues is recommended to be offset by reducing the legal content from these existing subjects and reducing their hours accordingly. It is also proposed that testing be required so that presenters will conduct diagnostic testing to help assure mastery of the instructional material. Increasing the minimum course hours from 72 to 80 should have no fiscal impact upon POST or local agencies, as all existing POST-certified Supervisory Courses are 80 hours or more in length. It is also proposed to modify Commission Procedure D-3 to delete references to hours for individual subjects.

### III. 270-Day Limit--Physical and Psychological Examinations

Currently, POST's standards specify that physical and psychological suitability examinations must be conducted no earlier than 270 days before appointment as a peace officer. The proposed change would extend the time period from 270 days to one year, and would permit in those instances where the one-year time limit is exceeded that "updated" physical and psychological suitability examinations are to be conducted in those limited circumstances where an individual: (1) upgrades within the same agency from civilian or reserve officer status to regularly employed peace officer status; and (2) was screened for initial employment in accordance with POST's entry-level physical and psychological suitability requirements, and the results of such initial examinations are available for review; and (3) has been continuously employed by the agency following the initial physical and psychological suitability screening.

To implement the above changes, the Commission proposes to amend Regulation 1008 and Procedures C-2, D-3, and D-11.

The Commission invites written or oral testimony on these matters.

The attached Notice of Public Hearing, required by the Administrative Procedures Act, provides details concerning the proposed regulation and procedure changes, and it provides information regarding the hearing process. Inquiries concerning the proposed action may be directed to Georgia Pinola at (916) 739-5400.



NORMAN C. BOEHM  
Executive Director

Attachment

Commission Procedure D-11-12 currently authorizes the Executive Director to waive the testing/retraining requirement for an individual who is returning to law enforcement employment after a three-year or longer break in service, possesses a POST Basic Certificate, and meets other specified criteria. The proposed amendment would add an exemption for qualified individuals whose agency heads attest in writing to POST that the individuals are returning to permanent "light" duty assignments not involving general enforcement responsibilities.

Commission Procedure D-11-5, D-11-7, and D-11-8 specify the time limitations for completing the waiver evaluation, testing and re-testing. Proposed amendments clarify existing requirements that individuals have 180 days to make up training deficiencies revealed in the waiver evaluation and an additional 180 days to successfully complete the examinations including re-examination. Other clarifying non-substantive amendments are proposed.

## II. Supervisory Course Curriculum

Commission Procedure D-3 specifies the curriculum for the Supervisory Course--which is a POST requirement for all first-level supervisors. Proposed amendments would: (1) add testing and three new topics regarding Values/Principles/Ethics, and Liability Issues; (2) increase minimum course length from 72 hours to 80 hours; and (3) delete reference to hours for individual subjects.

## III. 270-Day Limit--Physical and Psychological Examinations

Commission Procedure C-2-2 requires that physical and psychological suitability examinations be conducted for regular officers and reserve officers no earlier than 270 days of appointment. The proposed amendments to Commission Procedure C-2 would extend the current 270-day time limit to one year, and add sub-paragraph 2-9 which would permit, in those instances where the one year time limit is exceeded, physical and psychological suitability examination updates, as opposed to complete new examinations, for individuals who:

- (a) upgrade within the same agency to reserve peace officer or regular peace officer status;
- (b) were examined initially in accordance with all provisions of Commission Procedure C-2, and the results of such examinations are available for review; and
- (c) have worked continuously in the agency since the time of initial appointment.

Examination updates must be conducted by qualified individuals as defined in Government Code 1031(f), and must include at a minimum:

- (a) a review of previous examination findings;

**Commission on Peace Officer Standards and Training****NOTICE OF PUBLIC HEARING****AMENDMENT OF COMMISSION REGULATIONS AND PROCEDURES**

Notice is hereby given that the Commission on Peace Officer Standards and Training (POST), pursuant, to the authority vested in Section 13503, 13506, and 13510 of the Penal Code to interpret and make specific Sections 13505, 13506, 13510, 13510.5, and 13511 of the Penal Code, and Government Code Section 1031(f), proposes to adopt, and amend or repeal the Commission Regulations and Procedures incorporated by reference into Regulations in Chapter 2 of Title II of the California Administrative Code. A public hearing to adopt the proposed amendments will be held before the Commission on:

Date: Thursday, July 23, 1987

Time: 10:00 a.m.

Place: Bahia Resort Hotel  
998 W. Mission Bay Drive  
San Diego, California  
(619) 488-0551

Notice is also hereby given that any interested person may present oral statements or arguments, relevant to the action proposed, during the public hearing.

**INFORMATIVE DIGEST****I. Three-Year Requalification Rule**

Commission Regulation 1008(b) now specifies two alternatives for requalifying after a three-year or longer lapse between completion of basic training and peace officer employment or a three-year or longer break in service, these are: retraining (completing again the appropriate basic course) or completing the Basic Course Waiver Process, unless such training or examination is waived by the Commission pursuant to guidelines set forth in PAM Section D-11-12. The proposed amendment would add another option for requalifying--completion of an 80-hour California basic training requalification course.

Commission Regulation 1008(b) also specifies that "The three-year rule ... will be determined from the last date of employment as a California peace officer ...". The proposed amendment would further limit the type of California peace officer category by adding a "... position for which a basic course (as listed in PAM, Section D-1) is required ...". This change would have the effect of POST only recognizing peace officer categories for which there is the likelihood of officers while employed maintaining basic course proficiencies. Another proposed amendment to this regulation would clarify that the requalification requirement is not affected by appointment to any reserve officer position.

## ESTIMATE OF ECONOMIC IMPACT

The Commission has determined that the proposed changes: (1) will have no effect on housing costs; (2) do not impose any new mandate upon local agencies or school districts; (3) involve no increased nondiscretionary costs of savings to any local agency, school district, state agency, or federal funding to the State; (4) will have no adverse economic impact on small businesses; and (5) involve no significant cost to private persons or entities.

### CONTACT PERSON

Inquiries concerning the proposed action and requests for written material pertaining to the proposed action should be directed to Georgia Pinola, Staff Services Analyst, at the above-listed address, or by telephone at (916) 739-5400.

- (b) a review and evaluation of work history and job-relevant life history while with the agency for indicators of potential change 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 physical or psychological suitability for appointment as a peace officer.

Under existing Commission Regulations, persons who are screened initially in accordance with Commission Procedure C-2, and who subsequently upgrade within the same agency to reserve officer or regular officer status, must undergo complete new physical and psychological suitability examinations if over 270 days have transpired since the initial examinations. The proposed amendments to Commission Procedure C-2-2 would extend the time limit from 270 days to one year and would allow for updated rather than totally new examinations after one year--provided the above enumerated conditions are met.

#### PUBLIC COMMENT

The Commission hereby requests that written comments on the proposed actions; written comments must be received at POST no later than July 13, 1987 at 4:30 p.m. Written comments should be directed to Norman C. Boehm, Executive Director, Commission on Peace Officer Standards and Training, 1601 Alhambra Boulevard, Sacramento, 95816-7083.

#### ADOPTION OF PROPOSED REGULATIONS

After the hearing, and consideration of public comments, the Commission may adopt the proposals substantially as set forth without further notice. If the proposed text is modified prior to adoption and the change is related but not solely grammatical or nonsubstantial in nature, the full text of the resulting regulation will be made available at least 15 days before the date of adoption to all persons who testified or submitted written comments at the public hearing, all persons whose comments were received by POST during the public comment period, and all persons who request notification from POST of the availability of such changes. A request for the modified text should be addressed to the agency official designated in this notice. The Commission will accept written comments on the modified text for 15 days after the date on which the revised text is made available.

#### TEXT OF PROPOSAL

Copies of the Statement of Reasons and exact language of the proposed action may be obtained at the hearing or prior to the hearing upon request in writing to the contact person at the above address. This address also is the location of all information considered as the basis for these proposals. The information will be maintained for inspection during the Commission's normal business hours (8 a.m. to 5 p.m.)

## COMMISSION AGENDA ITEM REPORT

Agenda Item Title Proposed Changes to Certificate Programs		Meeting Date July 23, 1987
Bureau Compliance and Certificates	Reviewed By	Researched By Darrell L. Stewart <i>DS</i>
Executive Director Approval <i>Norman C. Borlaug</i>	Date of Approval	Date of Report July 2, 1987
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.

ISSUE

Should modifications be made in the POST regular and specialized certificate programs to change the emphasis for award from type of agency to type of basic training course?

BACKGROUND

There has been general dissatisfaction with the POST certificate programs for several years by certain categories of peace officers. In January 1982, due to legislation, marshals and district attorney investigators became eligible for reimbursement in the POST program. Consistent with precedent, their officers expected to receive regular certificates. Due to the specialized nature of their duties, borne out by a study of the job they perform, the Commission withheld admitting them into the Regular Certificate Program. In October 1982, the Commission again reviewed the background of the certificate programs and options for potential revisions. This review resulted in no action at the time. Attached to this report are materials identified in the previous study and options previously considered (see Attachment A).

The Commission formed a Certificate Review Committee at its January 1987 meeting for the purpose of again reviewing facts and sentiments surrounding the issues of the certificate programs.

The Certificate Review Committee conducted two public input sessions, in Sacramento and Ontario, where input was received and issues and alternatives were discussed. The Committee reported tentative recommendations regarding basic certificates to the Commission at its meeting on April 23, 1987, and asked staff to further research issues on higher level certificates. Upon recommendations of the Committee, the Commission acted to consider the certificate changes at the July Commission meeting with a public discussion. A notice was sent to the field as Bulletin 87-5 (see Attachment B). As described in the bulletin, changes, if approved, would result in all officers who meet the selection standards, complete the regular Basic Course, and complete one year of experience in their agency would receive the regular Basic Certificate. The name of the agency would be recorded on the certificate.



The Certificate Review Committee met on June 18, 1987, in Ontario to consider the higher level certificates issues. Additionally, there was renewed discussion of placing agency categories on the face of certificates rather than agency names. Reasons for this preference were; (1) concern that there would be requests for reissuance of certificates in instances where officers have changed departments, and (2) the belief that the category is a more clear and appropriate description of the type of experience upon which the certificate is awarded.

### ANALYSIS

It has been proposed that the Regular Basic Certificate be issued to officers who have completed the Basic Course, regardless of agency affiliation, and that the Specialized Basic Certificate be issued to peace officers who have completed a specialized basic course. This change in concept for the award of certificates can be administratively accommodated. However, the acceptability of this proposal to agencies in the Regular Certificate program may be questionable (see letters of concern attached to this report).

It has been proposed that certificates include an agency category on the face of the certificate. Staff has been asked to develop a list of appropriate categories. A list of 42 categories was developed (see Attachment C) using the peace officer groups listed in the Penal Code 830 series. This list could be reduced to 23 categories if college police were consolidated into one category, and state agency investigators were consolidated into another category.

There are some problems associated with developing a limited number of category titles and assigning agencies to the categories. Some agencies may disagree with the assignment process and petition the Commission for a change. However, if the 42 categories are utilized, many categories are synonymous with the agency name, which should not be objectionable.

Currently, the Specialized Certificate Program includes the agency name on all certificates. Also, all Management and Executive certificates include the agency name. Staff believes either the agency name or the 42 categories are administratively feasible.

It is believed important to preface an agency category on the certificate with words which reinforce the concept of experience as a significant aspect of the award. Words such as "experience category" can be typed on the certificate. Staff can easily accommodate this change on new certificates issued (see Attachment D).

If the proposal to award Basic Certificates on the revised criteria is adopted, all higher level certificates would follow the type of Basic Certificate issued. Peace officers receiving Regular Basic Certificates would receive regular higher certificates throughout their careers, and those receiving Specialized Basic Certificates would receive that series of higher level certificates during their careers. The Certificate Review Committee has reviewed this recommendation and concurs.

If proposed changes are adopted, it is suggested that reissuance of Specialized Certificates be permitted. When qualified holders of the Specialized Certificate series (Basic and higher level) request reissuance for the Regular Certificate series because of program changes to Basic Certificates on the type of basic course completed, a reissuance of the series seems appropriate.

If the peace officer's category or employing agency is identified on the basic certificate, the question of reissuance, or issuance of additional certificates, arises. When peace officers move to other agencies and between categories, should they be eligible for a new certificate that recognizes the new employer or category? The options are:

1. Make clear that the designation is intended to recognize the initial employer or category only and that no replacement or additional basic certificates will be awarded.
2. Issue, on request only, additional but not replacement basic certificates.
3. Issue, on request only, an updated replacement basic certificate.

Option 1 would minimize administrative and cost impact, but would likely generate complaints. If peace officer categories were used, there would be desire on the part of many officers for a new certificate noting the new category. This would be less of a problem if the agency name were noted.

Option 2 would allow issuance of multiple basic certificates to those who change agencies and categories. This approach would probably satisfy recipients but would have a cost impact. Cost impact could be significant if individual agency names were placed on the certificate.

Option 3 appears least satisfactory. Cost impact would occur and be aggravated by need to revise records and retrieve original certificates. Inasmuch as a prior certificate was rescinded or revised, there would be also the appearance of changing historical fact by reissuance.

It would appear that if agency names are placed on the certificates, the most practical course would be to decline to reissue certificates when officers move to another agency. If peace officer categories were noted, that approach could also be followed; but consideration should be given to issuing additional certificates to recognize experience in additional categories.

Regarding higher level certificates, except as stated above on reissuance of a series due to program changes, reissuance is not suggested. Reissuance of higher level certificates involves a number of issues such as past practice, local arrangements on bonus and incentive pay, and other possible technical complications. Since there is no legal requirement to possess higher level certificates, there is no need to reissue them regardless of whether a peace officer category or agency name is decided upon as appropriate for the Basic Certificate.

#### CONCLUSION

The Commission desired to provide opportunity for input at the July Commission meeting, and defer a decision until after the close of discussion.

HISTORICAL REVIEW OF POST  
CERTIFICATE PROGRAM

Regular Program

The first POST professional certificate was the Basic, which was proposed in 1962 and was issued commencing January 1, 1964. It was established as an award to peace officers employed by departments participating in the POST Program to provide personal recognition of their qualifications. These included (1) satisfying minimum selection requirements, (2) completion of the POST Basic Course, (3) completion of a minimum one-year probationary period, and (4) an endorsement by the department head. The purpose of the Basic Certificate was obviously to recognize the personal suitability and competence of the recipient officer.

All participants in the original POST program were police and sheriff departments. Therefore, the certificate recognized competence in the general law enforcement job.

The Intermediate and Advanced Certificates were established in 1966 and were awarded to officers in participating departments who were already qualified for, or in possession of, the Basic Certificate. Also, additional years of experience and higher levels of education and training were required. The higher the education and training attainments, the less additional work experience was required for the award of these certificates.

While additional education and training were required for higher certificates, these achievements alone were not sufficient. Additional years of experience were required. This combination of requirements was indicative of the intent that certificates would represent levels of job competence.

Supervision, Management, and Executive Certificates also require a combination of experience, education, and training. Consistent with the general theme of the program, competence is also implied by these certificates.

By the late 1960's, the certificates were being recognized as desirable by both officers and employers.

The Basic Certificate holder enjoyed enhanced lateral mobility. Employers began recruiting certificate holders knowing that retraining was not required and that the holder had demonstrated job competence to the satisfaction of a prior employer. Effective January 1, 1985, the Commission began requiring psychological screening, background and medical reviews for lateral transfers, which buttresses the certificate program.

Intermediate and Advanced Certificates became the basis for bonus pay in many cities and counties. The certificates were viewed as desirable for this purpose because they signified more than mere longevity - and more than education incentive. It may be presumed that the combination of greater experience and educational training attainments were viewed by employers as representing higher levels of job competence.

The fundamental requirements for the Intermediate, Advanced, Supervisory, Management, and Executive Certificates have remained unchanged since their establishment.

The requirements for, and the import of, the Basic Certificate have changed as a result of the passage of Penal Code Section 832.4. This law applied to police officers, deputy sheriffs, and certain other specified peace officers identified in P.C. 830.1 who are employed for the "prevention and detection of crime and the general enforcement of the criminal laws of this state." The law established the Basic Certificate as a de facto license, since the above named "general law enforcement" officers were required to have the Basic Certificate within 18 months of their employment in order to continue to exercise the powers of a peace officer after the expiration of such 18-month period.

The 18-month deadline for acquiring the certificate caused POST to drop the requirement for successful completion of a probationary period, since some jurisdictions had probationary periods longer than 18 months. POST substituted a "one-year satisfactory service requirement" for this probationary requirement.

Penal Code Section 13510.1 required POST to establish a certification program through a legislative mandate in 1980. Sub-section "f" of this statute required cancellation of certificates of those convicted of a felony. This statute also requires POST to provide a certificate program that includes the Basic, Intermediate, Advanced, Supervisory, Management, and Executive Certificates to recognize training, education, and experience in the general law enforcement duties of police officers, deputy sheriffs, college campus police and CHP officers.

### Specialized Program

In the late 1960's many requests for certificate eligibility were received from agencies not participating in the POST program. The Specialized Law Enforcement Program was established in 1970 for agencies not eligible to participate in the regular program. Agencies were allowed to participate and officers meeting POST standards were eligible for the award of "specialized" certificates. The specialized certificates paralleled the "regular" certificate program existing at that time for officers in "general law enforcement." Significant differences in "specialized" certificates were the training (different basic courses were required for marshals, investigators, and patrol officers) and the type of experience. Because jobs varied, the type of employer was and is today recorded on the specialized certificates.

Pressure for re-alignment in the POST Certificate Program has grown out of new entries in the POST regular program. Originally only police departments, sheriff departments, and police districts participated in the regular program because of the "general law enforcement" duties. The only non-reimbursable agency that received "regular" certificates was the California Highway Patrol. This agency entered the regular program in 1966.

In the 1970's state college and university police entered the reimbursement program, and their officers were awarded "regular" certificates. In 1981 community college campus police were placed in the reimbursement program and were awarded "regular" certificates. Reimbursement and "regular" were considered synonymous as it related to the certificate program.

In 1982 marshals and district attorney investigators became eligible for reimbursement in the POST Program. Consistent with precedent, their officers expected to receive "regular" certificates. Due to the specialized nature of their duties, as borne out by a study of the job they perform, the Commission withheld admitting them into the "Regular" Certificate Program. These officers continue to press POST for the issuance of "regular" certificates. The Regular Basic Certificate now connotes "general law enforcement" experience, as required in P.C. 832.4, carries greater prestige in the law enforcement field and currently provides a vehicle for lateral mobility that is not associated with the Specialized Basic Certificate.

### Comments

It appears from review of the growth and development of the certificate program that, although not explicitly articulated, the professional certificates were originally intended to represent levels of competency. The Basic Certificate is generally accepted as indicating that the holder is "competent" as a peace officer. This fact is manifested by the increasing appearance of the requirement in law enforcement job advertisements that the applicant possess a Basic Certificate.

Currently, the basic certificates of the two programs (Regular and Specialized) may be obtained in the following manner:

The REGULAR BASIC CERTIFICATE requires:

- o Satisfaction of selection standards.
- o Completion of the Regular Basic Course, including a performance-based test, required for "general law enforcement" officers.
- o Completion of at least one year of satisfactory work experience in a "general law enforcement" agency.
- o Endorsement by the employing department head.

The SPECIALIZED BASIC CERTIFICATE requires:

- o Satisfaction of selection standards.
- o Completion of either the regular Basic Course or a Specialized Basic Course.
- o Completion of at least one year's satisfactory service in a variety of peace officer occupations (name of employing agency is recorded on the certificate).
- o Endorsement by the employing department head.

It is clear that there are fundamental differences between the Basic Certificate and the Specialized Basic Certificate relating to experiential requirements and, with some agencies, in the training requirements. The two

certificates, therefore, signify different - without regard for superior or subordinate - standards for different jobs. The Regular Basic Certificate is required by law (P.C. 832.4) for general law enforcement officers, while there are no certificate requirements in law for current holders of the Specialized Basic Certificate.

2/19/87



## COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7083

June 19, 1987

CALIFORNIA PEACE OFFICERSREGULAR PROGRAM

	<u># Agencies</u>	<u># Sworn</u>
Sheriff Departments (830.1)	58	17,978
Municipal Police Departments (830.1)	347	29,260
District Police Departments (830.1, 830.31)	5	250
UC, CSU and CSC Police Departments (830.2)	28	597
Community College Police Departments (830.31)	14	125
California Highway Patrol (830.2)	1	5,553
Transit District Police (830.4)	2	63
School District Police (830.4)	4	363
San Diego Harbor Police (Basic Certificates only) (830.1)	1	45
TOTAL Regular Program	460	54,234

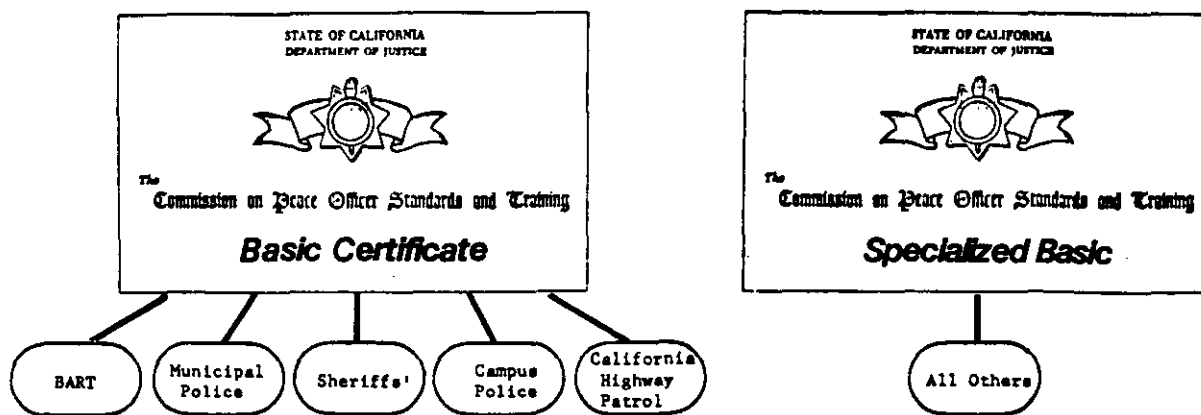
SPECIALIZED PROGRAM

Airport District Police (830.4)	3	183
California State Agencies		
Investigative Units (830.1, 830.2, 830.3)	16	980
Uniform Units (830.2, 830.3)	5	1,962
Community College Districts (830.31)	1	55
Coroners (830.31)	2	23
District Police Departments (830.31)	3	37
District Attorney Investigators (830.1)	42	664
Harbor Police Departments (830.31)	2	56
Housing Authority Police (830.4)	1	40
Marshals (830.1)	13	1,110
Railroad Police (830.4)	4	260
Welfare Fraud, Child Support Investigators (830.31)	7	46
TOTAL Specialized Program	99	5,416
TOTAL REGULAR AND SPECIALIZED PROGRAM:	559	59,650

(Authorized) RESERVES

Sheriff Departments (830.6)	50	4,755
Police Departments (830.6)	292	10,008
California Fish and Game (830.6)	1	200
East Bay Park District (830.6)	1	19
TOTAL RESERVES:	344	14,982

# CURRENT CERTIFICATE PROGRAM

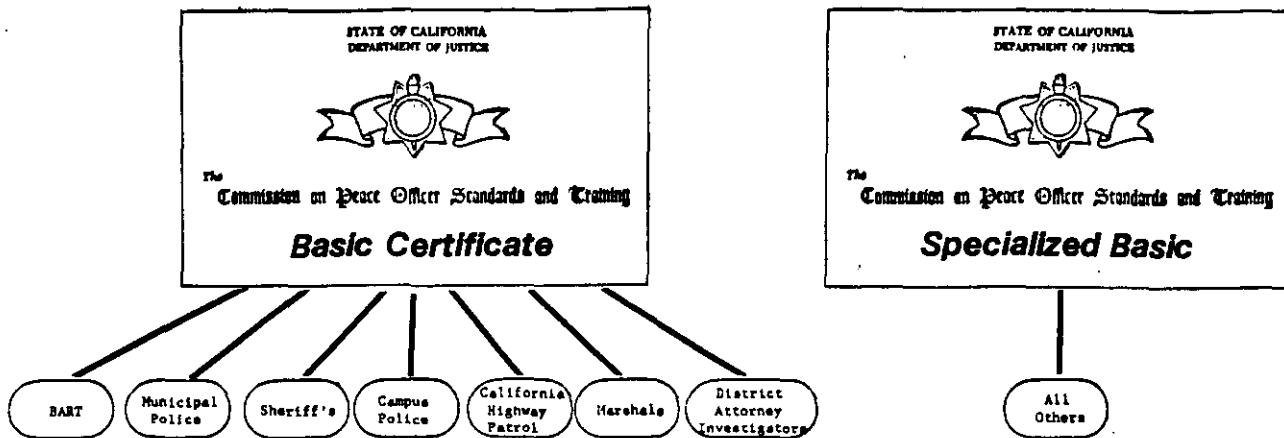


	General Law Enforcement Certificate	Specialized Law Enforcement Certificate
Requirements	<p>Selection Standards Basic Course</p> <p>One year experience in an agency responsible for general law enforcement</p> <p>Endorsement</p>	<p>Selection Standards Basic or Investigator Basic Course</p> <p>One year in a variety of law enforcement agencies</p> <p>Endorsement</p>
Emphasis	Importance on type of eligible agency experience (general, front line)	Importance is on experience in a specialized, not general, law enforcement agency
Impact	This means an officer is appropriately selected, trained and has performed successfully in applicable (or general) duties	This means that an officer has been appropriately selected, trained, and has performed successfully in a specialized agency not recognized as performing general law enforcement functions
	<p><u>Arguments for Maintaining Current Program</u></p> <ul style="list-style-type: none"> <li>● Currently highly regarded by police and sheriffs who are 90% of the POST Program.</li> <li>● Regular basic certificate signifies <u>competence</u> in general law enforcement.</li> <li>● Now has great statewide and nationwide recognition.</li> <li>● Ease of administration.</li> <li>● Significant change could change meaning and utility of basic certificate.</li> </ul>	<p><u>Arguments against Maintaining Current Program</u></p> <ul style="list-style-type: none"> <li>● Many specialized peace officers desire the regular Basic Certificate.</li> <li>● Exceptions exist already in the Regular Program, i.e., CHP and deputy sheriff's jailer.</li> <li>● General law enforcement is difficult to define.</li> <li>● Specialized officers often now attend the full Basic Course.</li> <li>● Some specialized officers may perform duties which upon review might be classified as general law enforcement.</li> </ul>



# ALTERNATIVE 1

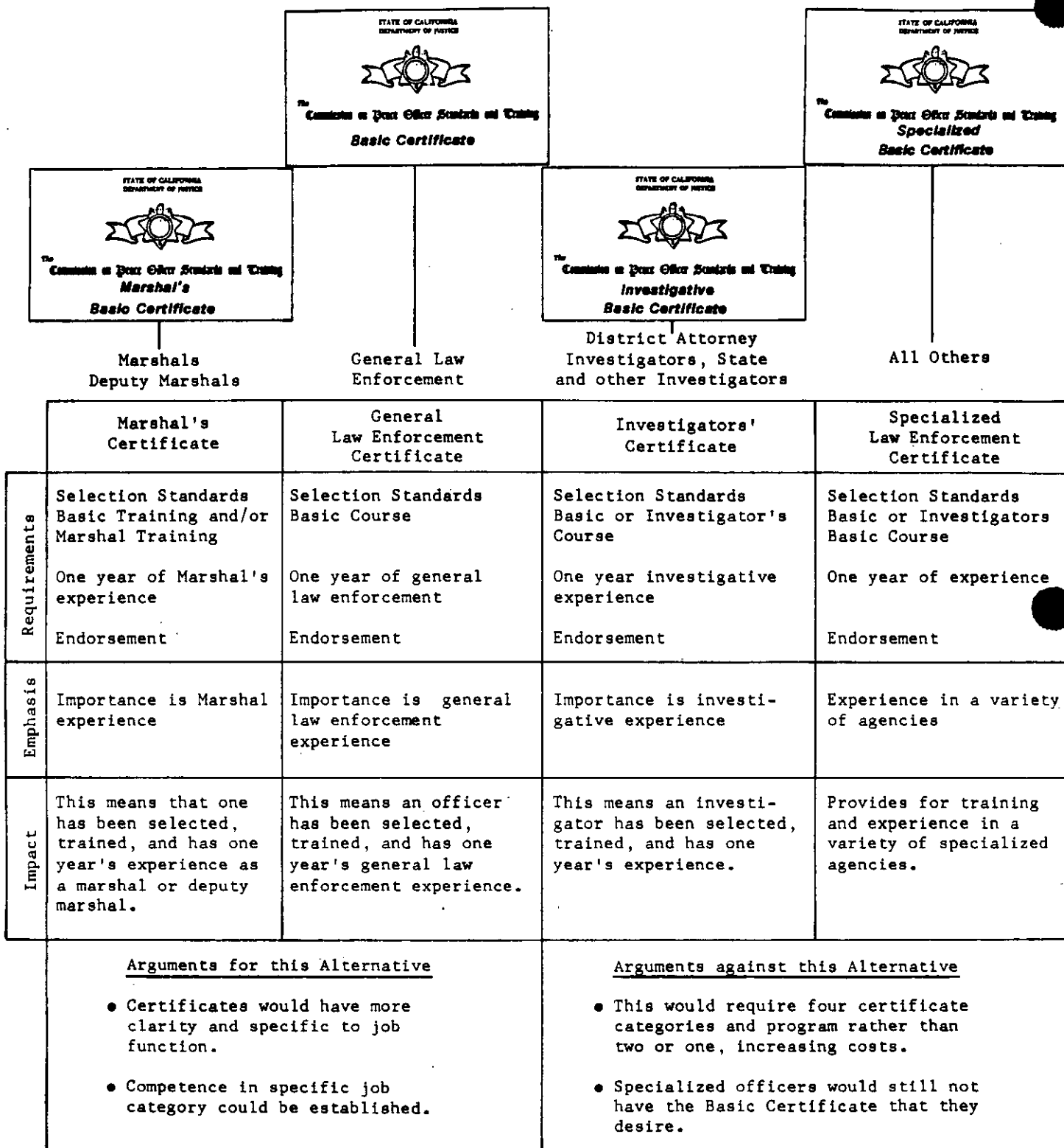
Allows Marshals and District Attorney Investigators in Regular Program to receive the Basic Certificate.



	General Law Enforcement Certificate	Specialized Law Enforcement Certificate
Requirements	Selection Standards Basic Course or Specialized Basic Course  One year in an agency responsible for general law enforcement  Endorsement	NO CHANGE
Emphasis	Importance on experience received, General	Importance on type of agency in which experience is received
Impact	Adds exceptions to the requirements of general law enforcement experience. Allows some to receive certificate without Basic Course	NO CHANGE
	<u>Arguments for Modification</u> <ul style="list-style-type: none"> <li>● Marshals and most District Attorney Investigators, already have attended the Basic Course.</li> <li>● Exceptions already exist in program relative to experience requirements.</li> </ul>	<u>Arguments against Modification</u> <ul style="list-style-type: none"> <li>● Change would make more exceptions to general experience requirement.</li> <li>● Would obscure the meaning of the Basic Certificate by adding job classes and training courses.</li> <li>● Usefulness of certificate as a training standards indicator would be lessened.</li> </ul>

## ALTERNATIVE 2

### Establishes four generic certificates



## ALTERNATIVE 3

Uses single form certificate - type of training and category of agency is indicated

Training - Basic Course  
Agency Type - Municipal  
                     Police  
                     or  
                     Marshal's Office



Requirements	<p style="text-align: center;">           Selection Standards            Appropriate Basic Training Course             One year law experience             Endorsement         </p>		
Emphasis	<p style="text-align: center;">           Emphasizes experience            by category and basic            training course         </p>		
Impact	<p style="text-align: center;">           Shows that an officer has            been selected, trained in            a designated Basic Course            and has one year's experience            in a specified law enforcement            function         </p>		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;"> <p><u>Arguments for this Alternative</u></p> <ul style="list-style-type: none"> <li>● Easier to administer and maintain certificate stock-one certificate form.</li> <li>● Makes absolutely clear training and experience received.</li> <li>● All POST-participating agencies get same form.</li> </ul> </td> <td style="width: 50%; padding: 5px;"> <p><u>Arguments against this Alternative</u></p> <ul style="list-style-type: none"> <li>● An individual officer might want to change certificates when he changes agency category.</li> <li>● Could be perceived as weakening the certificate by giving the same certificate to all member agencies.</li> <li>● Would lessen utility because single certificate embraces multiple jobs and standards.</li> </ul> </td> </tr> </table>	<p><u>Arguments for this Alternative</u></p> <ul style="list-style-type: none"> <li>● Easier to administer and maintain certificate stock-one certificate form.</li> <li>● Makes absolutely clear training and experience received.</li> <li>● All POST-participating agencies get same form.</li> </ul>	<p><u>Arguments against this Alternative</u></p> <ul style="list-style-type: none"> <li>● An individual officer might want to change certificates when he changes agency category.</li> <li>● Could be perceived as weakening the certificate by giving the same certificate to all member agencies.</li> <li>● Would lessen utility because single certificate embraces multiple jobs and standards.</li> </ul>
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## ALTERNATIVE 4

Certificates are based on training. Emphasizes training rather than experience; unlike other alternatives, these could not be carried through to higher certificates. Intermediate and Advanced Certificates could not be awarded based on Basic Certificate.



All who attend  
Regular basic courses



All who attend  
Specialized basic courses

	Basic Certificate	Specialized Certificate
Requirements	<p>Selection Standards Basic Course</p> <p>One year of any experience</p> <p>Endorsement</p>	<p>Selection Standards Specialized Basic Course</p> <p>One year of any experience</p> <p>Endorsement</p>
Emphasis	<p>Emphasis is on the training</p>	
Impact	<p>On training, since certificate only means one is selected and <u>trained</u> to perform, not that he has necessarily <u>performed</u> successfully, in a particular type of agency.</p> <p>Basic Certificate is no longer a standard of minimum competence.</p>	
	<p style="text-align: center;"><u>Arguments for this Alternative</u></p> <ul style="list-style-type: none"> <li>● All participating officers would receive the same certificate if they received the same training.</li> <li>● Would build a pool of Basic Course graduates.</li> <li>● Many specialized officers already complete same Basic Course.</li> <li>● Would enhance lateral mobility for specialized personnel.</li> </ul>	<p style="text-align: center;"><u>Arguments against this Alternative</u></p> <ul style="list-style-type: none"> <li>● Police and sheriff departments (90% of POST members) may feel that the value of certificates are lessened if all specialized officers get them.</li> <li>● It is a radical change in that the emphasis is now placed on training, and experience then loses specificity.</li> <li>● Could encourage non-job related training.</li> <li>● Lessens usefulness of the certificate as a job competency indicator.</li> </ul>

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95818-7083

ATTACHMENT B

June 10, 1987

BULLETIN: 87-5

SUBJECT: PROPOSAL TO AWARD THE REGULAR POST BASIC CERTIFICATE TO ALL PEACE OFFICERS WHO MEET SELECTION STANDARDS, COMPLETE THE REGULAR POST BASIC COURSE AND COMPLETE ONE YEAR'S EXPERIENCE IN THEIR AGENCY

The POST Commission will consider proposed changes in the POST certificate program at its regular meeting July 23, 1987 in San Diego, 10 a.m., at the Bahia Hotel, 998 W. Mission Bay Drive. Modifications are being considered as a result of public input meetings on this subject in March and April of this year. The Commission invites written or oral input on this matter.

Currently, the regular POST Basic Certificate is awarded to city police officers, deputy sheriffs, CHP officers, campus police officers, and certain district police officers. The Specialized Basic Certificate is awarded to deputy marshals and district attorney investigators in the reimbursement program, and to all peace officers in the non-reimbursable Specialized Certificate Program.

The principal change to be considered is issuance of the regular POST Basic Certificate to all peace officers, regardless of agency type, who have met POST selection standards, completed the regular Basic Course and completed one year of service with their agency. The agency name would be included on the certificate. The Specialized Basic Certificate would be issued to those peace officers who have met the POST selection standards, completed a Specialized Basic Course and one year of service with their agency.

In the event the proposed changes are adopted, the Commission may consider related changes in Intermediate, Advanced, Supervisory, Management and Executive Certificates. Several alternatives may be considered to keep an equitable relationship between an issued Basic Certificate and the other certificates.

Inquiries concerning this subject may be directed to Darrell Stewart, Bureau Chief, Compliance and Certificates Bureau at (916) 739-5388.

NORMAN C. BOEHM  
Executive Director

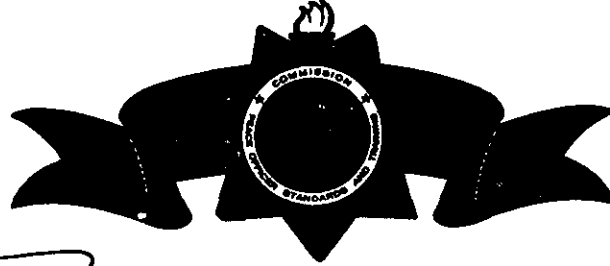
Categories of Peace Officers

- |                                      |                                |                               |
|--------------------------------------|--------------------------------|-------------------------------|
| 1. Sheriff Department                |                                |                               |
| 2. Municipal Police                  |                                |                               |
| 3. District Police                   |                                |                               |
| 4. College Police                    | } 24. University Police        |                               |
| 5. Highway Patrol                    |                                | 25. Community College Police  |
| 6. Transit Police                    |                                | 26. State College Police      |
| 7. School District Police            |                                |                               |
| 8. Harbor Police                     |                                |                               |
| 9. Airport Police                    |                                |                               |
| 10. State Police                     |                                |                               |
| 11. State Fair Police                |                                |                               |
| 12. Park Police                      |                                |                               |
| 13. Fish and Game                    |                                |                               |
| 14. State Investigations             | } 27. ABC                      |                               |
| 15. Coroner                          |                                | 28. Consumer Affairs          |
| 16. District Attorney Investigations |                                | 29. Medical Quality Assurance |
| 17. Housing Authority Police         |                                | 30. Dental Examiners          |
| 18. Marshals                         |                                | 31. DMV                       |
| 19. Railroad Police                  |                                | 32. Horse Racing Board        |
| 20. Welfare Fraud Investigations     |                                | 33. Fire Marshal              |
| 21. Child Support Investigations     |                                | 34. Food/Drug                 |
| 22. Hospital Police                  |                                | 35. Labor Standards           |
| 23. Security Peace Officer           |                                | 36. Department of Health      |
|                                      |                                | 37. Department of Insurance   |
|                                      | 38. Fair Housing               |                               |
|                                      | 39. Comptroller                |                               |
|                                      | 40. Department of Corporations |                               |
|                                      | 41. Contractors Licensing      |                               |
|                                      | 42. OES                        |                               |
|                                      | 43. Secretary of State         |                               |
|                                      | 44. Lottery Commission         |                               |

GEORGE DEUKMEJIAN  
GOVERNOR

STATE OF CALIFORNIA  
DEPARTMENT OF JUSTICE

JOHN K. VAN de KAMP  
ATTORNEY GENERAL



*The*

**Commission on Peace Officer Standards and Training**

*Heretofore awards the*

**Basic Certificate**

*to*

J O H N E . L A W

Municipal Police

Date

*For having fulfilled the requirements for character, education, training, and experience  
as prescribed in Title 11 of the California Administrative Code.*

*Robert Wasserman*

CHAIRMAN

*Thomas C. Beehm*

EXECUTIVE DIRECTOR

**B**

ATTACHMENT D

GEORGE DEUKMEJIAN  
GOVERNOR

STATE OF CALIFORNIA  
DEPARTMENT OF JUSTICE

JOHN K. VAN de KAMP  
ATTORNEY GENERAL



*Van de Kamp*  
The  
Commission on Peace Officer Standards and Training

Hereby awards the

Basic Certificate

to

J O H N E. L A W

Experience Category: Municipal Police

Date

For having fulfilled the requirements for character, education, training, and experience  
as prescribed in Title 11 of the California Administrative Code.

*Robert Wasserman*

CHAIRMAN

*Norman C. Boehm*

EXECUTIVE DIRECTOR

B

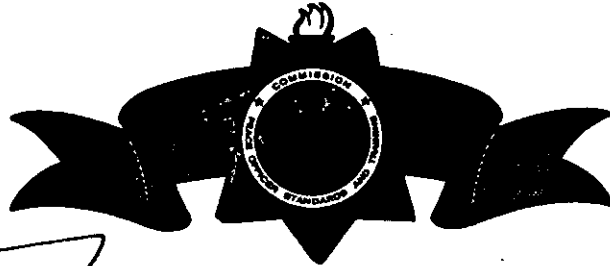
ATTACHMENT D



GEORGE DEUKMEJIAN  
GOVERNOR

STATE OF CALIFORNIA  
DEPARTMENT OF JUSTICE

JOHN K. VAN de KAMP  
ATTORNEY GENERAL



*The*

# Commission on Peace Officer Standards and Training

*Hereby awards the*

## Basic Certificate

to

J O H N E. L A W

Battle Mountain Police Department

Date

*For having fulfilled the requirements for character, education, training, and experience  
as prescribed in Title 11 of the California Administrative Code.*

*Robert Wasserman*

CHAIRMAN

*Norman C. Beehm*

EXECUTIVE DIRECTOR

**B**

ATTACHMENT D



DEPARTMENT OF POLICE  
 ROGER M. MOULTON  
 CHIEF



401 DIAMOND ST.  
 P.O. BOX 639  
 REDONDO BEACH, CA 90277-0639  
 TELEPHONE  
 (213) 379-2477

# CITY OF REDONDO BEACH CALIFORNIA

June 23, 1987

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

Dear Sir:

I would like to go on record in opposition to the proposal to award regular P.O.S.T. Basic Certificates to all peace officers who meet the established criteria.

After 32 years in law enforcement I still cherish my Basic P.O.S.T. Certificate because it is the very foundation that was necessary to build my career and achieve my current status as police chief.

Although I'm in full support of your specialized certification program in designated areas of law enforcement, I believe it would be a disservice to equate their duties and responsibilities with traditional peace officers who put their lives on the line daily.

I would urge you to maintain your standards and reject this ill-conceived and ill-advised proposal.

Yours for professional law enforcement,

*Roger M. Moulton*

Roger M. Moulton  
 Chief of Police

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# City of Concord

OFFICE OF CHIEF OF POLICE

CITY COUNCIL

Ronald K. Mullin, Mayor  
Colleen Coit, Vice Mayor  
June V. Bulman  
Diane Longshore  
Stephen L. Weir  
Michael T. Oberroder, City Clerk

June 23, 1987

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

Gentlemen:

Re: POST Bulletin 87-5

I am concerned about the issue of granting POST Basic Certificates to all police officers who have met POST selection standards, completed the regular basic course, and completed one year of service with their agency, regardless of agency type.

I believe the training a police officer assigned to street and highway duties and responsibilities in the first year after the basic academy is much more complex, critical and intensive than those specialized assignments such as deputy marshal, district attorney investigator and the like. I believe that is why they are in a special class.

Currently, my department routinely hires lateral police officers based on possession of a POST Basic Certificate. We feel comfortable in that we know that the possessor has prior experience in general law enforcement duties. Certification of these specialized positions would certainly downgrade the status of both the certificate and those officers currently entitled to them under more comprehensive guidelines.

I would encourage the Commission to reject this proposal for the preceding reasons and because it would require further revision of all certificates issued by POST.

Sincerely,

  
George J. Straka  
Chief of Police

JUN 29 1 46 PM '87

COMMISSION ON POST

GJS:ym



CITY OF WEST COVINA

CRAIG L. MEACHAM  
CHIEF OF POLICE

JUN 25 1 35 PM '87  
COMMISSION ON POST

June 19, 1987

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

Dear Mr. Boehm:

Concerning your correspondence on June 10, 1987, relating to the POST Commission meeting scheduled for July 23, 1987, I would like to indicate some concern about one of the topics to be discussed.

I understand there is some difference between the training qualifications for the regular POST Basic Certificate and the Specialized Basic Certificate.

Currently peace officers who are certified under Section 832.2 PC receive Specialized Certificates, while peace officers certified under 832.1 PC receive regular Basic Certificates.

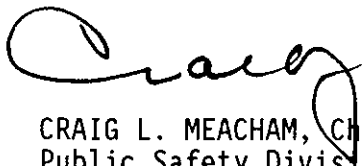
My concern lies with the current and future reimbursement practices of POST and whether or not the officers previously reimbursed under the Specialized Certification Program will be eligible for enhanced reimbursement under the more liberal regular basic plan.

I am concerned that once all peace officers are certified under the regular POST Basic Certificate Program, the funds already allocated for reimbursement of 832.1 peace officers will be adversely affected. The issue centers around two areas; whether

or not more training reimbursement funds will be allocated to finance the added financial burden of the 832.2 officers, and if no additional funds are allocated the amount of reimbursement will be decreased thereby decreasing the amount of training that can be provided.

Absent a resolution of this issue, further study and explanation should be provided prior to a decision being rendered. I am opposed to the proposed change without that matter being resolved.

Sincerely,



CRAIG L. MEACHAM, Chief of Police  
Public Safety Division Manager

jb

cc: Chief Thayer  
Chief Lowenberg  
Chief Tatum



# CITY OF PLEASANTON

P.O. BOX 520 • PLEASANTON, CALIFORNIA 94566-0802

June 24, 1987

**CITY OFFICES**  
200 OLD BERNAL AVE.

**CITY COUNCIL**  
847-8001

**CITY MANAGER**  
847-8008

**CITY ATTORNEY**  
847-8003

**FINANCE**  
847-8033

**PERSONNEL**  
847-8012

**PLANNING**  
847-8023

**ENGINEERING**  
847-8041

**BUILDING INSPECTION**  
847-8015

**COMMUNITY SERVICES**  
847-8160

**FIELD SERVICES**  
5335 SUNOL BLVD.

**PARKS**  
847-8056

**SANITARY SEWER**  
847-8061

**STREETS**  
847-8066

**WATER**  
847-8071

**FIRE**  
4444 RAILROAD AVE.  
847-8114

**POLICE**  
4833 BERNAL AVE.  
847-8127

Commission on Peace Officers  
Standards and Training  
1601 Alhambra Boulevard  
Sacramento, California 95816-7083

Subject: POST BULLETIN 87-5

Gentlemen:

The present certification program separates those who perform the full range of police duties from the specialized enforcement personnel. Those receiving the POST Basic Certificate attend a POST Academy, complete an extensive field training program, and receive specialized enforcement training, such as traffic accident investigation, while being closely observed and evaluated during a 12 to 24 month probation period. Those personnel in the specialized enforcement area do not receive such training and are consequently given a POST Specialized Basic Certificate.

The POST Basic Certificate should not be derogated. Do not award the certificate based solely upon completion of a POST Basic Academy and one year. With just any type agency, such recipients would not have received the other mandated training given the present Basic Certificate eligibles required by their wider range of duties.

I urge you not to change the current regular POST Basic Certificate Program.

Sincerely,

  
W. E. Eastman  
Chief of Police

WEE:b

COMMISSION ON POST  
JUN 25 11 56 AM '87



# CITY OF HUNTINGTON BEACH

2000 MAIN STREET  
P. O. BOX 70

POLICE DEPARTMENT

CALIFORNIA 92648

Tel: (714) 960-8811

**G. L. PAYNE**  
Chief of Police

June 25, 1987

JUN 29 2 10 PM '87  
COMMISSION ON P.O.S.T.

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

Gentlemen:

RE: P.O.S.T. BULLETIN 87-5

I wish to go on record as being opposed to the proposal of elevating the status of specialized peace officers to the same level as the regular officer by modifying the issuance of the basic P.O.S.T. certificate.

This appears to be another attempt by persons in those specialized categories to equate themselves with regular peace officers and also make available to them the same reimbursement plans.

To continue to allow attempts such as this to water down the efficacy of P.O.S.T. certificates is, in my opinion, detrimental to all California law enforcement.

Sincerely,

  
G. L. Payne  
Chief of Police

GLP:JBP:aa



**CITY OF SAN BERNARDINO**

P. O. BOX 1559, SAN BERNARDINO, CALIFORNIA 92401-1559

**POLICE DEPARTMENT**

**DONALD J. BURNETT  
CHIEF OF POLICE**

July 1, 1987

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

Dear Commissioners:

I have received information related to the proposal to award the regular POST Basic Certificate to all peace officers who meet selection standards, complete the regular POST Basic Course and complete one year's experience in their agency. I am opposed to this proposal. I believe that such a move will provide for confusion concerning the background an individual has associated with the one year's experience element.

When you consider that a peace officer can be a member of a sheriff's department, a city police department, the San Diego Unified Port District Harbor Department, the Department of Justice, the California Highway Patrol, the State Police, University or College Police Departments, the Department of Corrections, the Department of Fish and Game, Department of Parks and Recreation, etc., there is great diversity in what that one year's experience provides to the holder of a POST Basic Certificate as proposed. I have named only a few organizations that a person can work for and possess peace officer powers. To suggest that many of these peace officers are qualified to possess the Basic Certificate currently allowed for the limited classifications of peace officer is to suggest they are all equal. They are not! The Basic Certificate must remain restricted to those peace officer classifications that are currently authorized to possess it who are, as you know, city police officers, deputy sheriffs, CHP officers, campus police officers and certain district police officers. The POST Basic Certificate should not be available to investigators of the California Horse Racing Board, inspectors of the Food and Drug Section, Fire Marshals, or lottery security personnel for example.

JUL 7 10 54 AM '87  
COMM-SION POST



Commission on Peace Officer  
Standards and Training

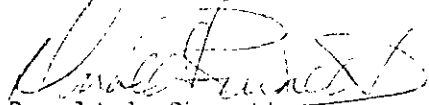
Page 2

July 1, 1987

We who are currently authorized to receive the POST Basic Certificate are proud of the police profession and work hard to maintain the standards of law enforcement. I do not believe that giving all peace officers the opportunity to possess the POST Basic Certificate will be in the best interests of the police profession and, in fact, will detract from our ability to maintain the excellent reputation we enjoy throughout the nation.

Please consider the ramifications of this proposal and consider a vote in opposition to its passage.

Yours truly,



Donald J. Burnett  
Chief of Police

cgr

cc: Norm Boehm, Executive Director, POST



June 29, 1987

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

Gentlemen:

The purpose of this correspondence is to express my concern over the Commission's proposal to classify all California Peace Officers the same as reflected in P.O.S.T. Bulletin 87-5. Peace Officer classification has been extended in past years to a wide range of individuals, in most instances do not possess the extensive and continued training received by police officers, deputy sheriffs and highway patrolmen. Furthermore, the duties they perform and the hazards they routinely encounter are not of the same caliber or degree which routinely face police officers, deputy sheriffs and the California Highway Patrol. To grant these specialists the same Peace Officer Certificate as regular sworn members of the C.H.P. and various police departments and sheriffs' offices would decrease the value of such certificate.

I ask you to reconsider this proposal and encourage you to not change the P.O.S.T. Basic Certificate Program.

Very truly yours,

  
Neil J. Purcell  
Chief of Police/Director of Public Safety

JUL 1 11 35 AM '87



## ANALYSIS

The full draft report is presented under separate cover. A summary of the study methods and results follows.

Research Strategy. The principal research strategy was that of a predictive criterion-related validity study, wherein Proficiency Test scores were correlated with the following measures of job performance, all collected at a later time.

Job Simulations. Probationary officers were observed and evaluated as they responded to and resolved several realistic scenarios. The scenes were specially designed for the study and assessed primarily the ability to apply legal knowledge.

Performance Ratings. Patrol officers and field trainees were rated by their supervisors and training officers on important job performance dimensions, using specially developed appraisal instruments after having received training in the use of the instruments.

Field Training and Probation Success. Data were collected from participating agencies regarding officers' completion of field training and probation. Different outcomes (e.g., completed, resigned, terminated) were classified and coded to derive indices of success for both field training and probation.

Study Population. The primary study population included entry-level police officers and deputy sheriffs assigned to the patrol function. In total, data were collected on over 2,000 officers representing 57 departments.

Ancillary Research. POST Reading and Writing Test scores were available for many of the officers in the study, making it possible, for the first time, to evaluate the validity of the test as a predictor of job performance. In addition, for a subset of the officers in the study, the Proficiency Test was administered both at the beginning and the end of training, making it possible to evaluate both: (1) the extent of learning in the basic academy; and (2) the degree to which knowledge acquired in basic training is related to subsequent performance on the job.

## Study Findings.

- o Proficiency Test scores were found to be sufficiently reliable for program evaluation purposes (current use of test). Use of the test for purposes of making decisions regarding individuals' competencies would require a lengthening of the test to increase reliability.
- o Proficiency Test scores were found to be positively and significantly correlated with the following measures of performance as a patrol officer:
  - Overall performance on job simulations: ( $\hat{r}=.41$ , .39 observed,  $N=125$ ,  $p<.01$ , one-tailed);<sup>1</sup>
  - Field trainee performance ratings (total composite): ( $\hat{r}=.29$ , .24 observed,  $N=176$ ,  $p<.01$ , one-tailed);
  - Patrol officer performance ratings (total composite): ( $\hat{r}=.23$ , .19 observed,  $N=629$ ,  $p<.01$ , one-tailed);
  - Field training success index: ( $r=.20$ ,  $N=1895$ ,  $p<.01$ , one-tailed);
  - Probation success index: ( $r=.19$ ,  $N=1687$ ,  $p<.01$ , one-tailed).
- o Officers who successfully completed field training obtained significantly higher Proficiency Test scores than officers who failed to complete field training ( $F=15.52$ ;  $df=2$ , 1892;  $p<.0001$ ). Similar results were obtained for probation success ( $t=5.22$ ,  $df=1679$ ,  $p<.0001$ ).

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<sup>1</sup>Linear relationships are expressed numerically as correlation coefficients ( $r$ ). Correlations represent the degree of relationship between measures taken on things, on a scale ranging from -1 to +1; zero indicates no relationship and 1 (+ or -) indicates a perfect correspondence between measures. Estimates of true correlations that would be obtained if performance measures were infallible are denoted by " $\hat{r}$ ." The probabilities of obtaining, by chance, correlations as large or larger than those observed are denoted by " $p$ ."

- o Trainees who took the Proficiency Test both before and after basic training obtained significantly higher scores after training (average gain of 2.22 standard deviations,  $t=52.911$ ,  $df=390$ ,  $p<.0001$ ), indicating that substantial learning occurs in basic training. The extent of learning was found to be significantly correlated with field training success ( $r=.38$ ,  $N=61$ ,  $p<.05$ , one-tailed), but not with composite ratings of job performance ( $r=.15$ ,  $N=85$ , n.s.).
- o POST Reading and Writing Test scores were found to significantly correlate with the following measures of success in training and later performance as a patrol officer:
  - Achievement in basic training as measured by scores on the POST Proficiency Test: ( $\hat{r}=.61$ , .56 observed,  $N=1270$ ,  $p<.0001$ , one-tailed).
  - Ratings of writing skill and performance for field trainees: ( $\hat{r}=.48$ , .39 observed,  $N=96$ ,  $p<.01$ , one-tailed) and for patrol officers ( $\hat{r}=.30$ , .24 observed,  $N=367$ ,  $p<.01$ , one-tailed).
  - Ratings of job knowledge for field trainees: ( $\hat{r}=.26$ , .19 observed,  $N=98$ ,  $p<.05$ , one-tailed) and for patrol officers ( $\hat{r}=.19$ , .14 observed,  $N=366$ ,  $p<.05$ , one-tailed).
  - Overall ratings of field trainee performance: ( $\hat{r}=.24$ , .19 observed,  $N=97$ ,  $p<.05$ , one-tailed).
  - Completion of field training: ( $r=.16$ , ( $N=1055$ ,  $p<.01$ , one-tailed) and probation ( $r=.19$ ,  $N=895$ ,  $p<.01$ , one-tailed).

## CONCLUSIONS

Proficiency Test. The pattern of observed relationships between scores on the Proficiency Test and job performance measures was consistent with expectations. That is, scores on the test were found to be significantly correlated with job

behaviors requiring underlying job knowledge, but not with less knowledge oriented job behaviors (vehicle operations, interpersonal behavior, etc.). A necessary prerequisite to using the Proficiency Test for purposes of assessing individuals' competencies would be to increase test reliability by lengthening the test.

Training Effect. Learning in basic training was found to be substantial, and preliminary findings indicate that knowledge acquired through training is related to later success in field training.

Reading and Writing Tests. Substantial evidence was found for the validity of the POST Reading and Writing Test as a predictor of later performance as a patrol officer. These results further demonstrate the utility of using reading and writing test scores as one component in the selection process for entry-level law enforcement officers.

#### RECOMMENDATION

Approve issuance of report of Proficiency Test Study findings to the Legislature.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Report on Reading/Writing Standard		Meeting Date July 23, 1987
Bureau Standards and Evaluation	Reviewed By	Researched By John G. Berner <i>[Signature]</i>
Executive Director Approval <i>[Signature]</i>	Date of Approval 7-4-87	Date of Report June 30, 1987
Purpose: <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input checked="" 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

Status report on POST entry-level reading and writing testing requirement.

BACKGROUND

The effect of POST Regulation 1002(a)(9) on the overall reading and writing abilities of new officers has been studied each of the last 4 years. Results have shown modest but steady improvement in the reading and writing abilities of new recruits (as measured by the POST tests) during a time of decline in such abilities among job applicants.

Results have also shown yearly increases in the number of local agencies using the POST tests; fairly uniform use of the POST tests among local agencies of all sizes; a dramatic increase in the number of basic academies using the POST tests to screen nonaffiliated students; significant improvements in test scoring turnaround time for the POST tests; and local establishment of minimum cutoff scores on the POST tests that, with few exceptions, meet or exceed the POST recommended minimum. A summary of the results for the current fiscal year follows.

ANALYSIS

Shown in the below table are the average scores obtained on the POST reading and writing tests by academy cadets each of the last two years. As indicated in the bottom row of the table, the scores for all academy cadets were essentially unchanged from the previous year (average score of 51.7 for FY 85/86 versus average score of 51.4 for FY 86/87). Further, no significant differences were found over the previous year for the subgroups of cadets consisting of: (1) affiliated cadets [ $\bar{X}$  = 52.7 (85/86) versus 52.3 (86/87)]; (2) nonaffiliated cadets who were screened for admittance into the academy on the basis of reading and writing tests [ $\bar{X}$  = 51.4 (85/86) versus 50.9 86/87)]; and (3) nonaffiliated students who were not previously tested [ $\bar{X}$  = 43.2 (85/86) versus 44.5 (86/87)]. Although not shown in the table, statistically significant differences continue to exist in the scores obtained by academy cadets ( $\bar{X}$  = 51.4) versus job applicants ( $\bar{X}$  = 48.2).



Average Scores Achieved by Academy Cadets  
on POST Reading and Writing Tests

	FY 85/86	FY 86/87
Affiliated Cadets	52.7	52.3
Nonaffiliated Cadets		
Prescreened	51.4	50.9
Non Prescreened	43.2	44.5
TOTALS	51.7	51.4

A significant concern identified two years ago was that of prescreening nonaffiliated cadets. Considerable progress was made last year with all but 4 of the 18 community college affiliated academies prescreening open enrollment students by the end of the year. Additional progress was made this year, such that all but one of the community college affiliated academies is now prescreening open enrollment students, and the lone remaining academy is conducting pretesting for counseling purposes. Furthermore, 98% of all prescreened nonaffiliated cadets were found to have achieved a score at or above the POST recommended minimum on the POST tests. This compares to 94.2% for all affiliated cadets.

Use of POST Tests

The POST tests were administered a total of 252 times during the fiscal year, of which 209 administrations were by employing agencies and 44 administrations were by POST-certified basic academies. Contrary to expectations, this represents only a 5% increase over the previous year. However, both the San Francisco Police Department and the California Highway Patrol have announced their intentions to use the POST tests for the first time in FY 87/88. If this occurs, the number of POST tests administered in FY 87/88 could easily double over the just completed fiscal year (the vast majority of this increase would come from the use of the tests by CHP, the costs for which would not be underwritten by POST).

Cutoff Scores Used on POST Tests

Agencies and academies continue to set cutoff scores at or above the POST recommended minimum of 37. The average cutoff score used by agencies during the past year was 43.2, which compares to an average score of 41.9 for the previous year. The average cutoff score used by academies was also comparable to the year before (40.3 vs. 39.7). No agency or academy used a cutoff score below the POST recommended minimum of 37.

## Test Scoring Turnaround Time on POST Tests

The average time for scoring and mailing of test results was further reduced from 2.5 to 2.0 working days during the fiscal year, and users of the tests continue to express general satisfaction concerning the timeliness with which they receive test results.

## Job-Relatedness of POST Tests

Research conducted during the fiscal year shows the POST tests continue to be highly predictive of achievement in basic training as measured by the POST Proficiency Test. In addition, for the first time evidence was obtained that the tests are predictive of various measures of job performance, including field training ratings, and ratings of incumbent officer writing skills and job knowledge. Thus, the job-relatedness evidence for the tests has been further bolstered.

## Pilot Testing of New Writing Skills Test

A major shortcoming of the existing POST writing skills test is that it is multiple-choice in format, and thus does not require the test taker to compose a written passage. At the time the test was developed, attempts to develop a reliable method for scoring a written passage failed. Within the past several years, new "holistic" methods for scoring passages have been developed and POST recently pilot-tested such a scoring procedure on essays written by Sacramento Police Department job applicants. While time consuming, the scoring procedure was found to result in acceptable interrater reliability, suggesting that additional pilot testing be conducted in order to further evaluate the potential for such testing, as well as to allow for follow-up evaluation to obtain information concerning the validity of scores on such a test as predictors of academy and field performance. Accordingly, additional pilot testing will be conducted during FY 87/88 and will be reported upon at a future Commission meeting. If such testing proves to be feasible, POST would lack the resources to provide test scoring services, but could possibly train local agency representatives to administer and score such tests.

## Continued Concerns Over Writing Skills of New Officers

One of the more salient findings from the 1986 POST Field Survey was that law enforcement supervisors and managers continue to be concerned about the writing skills of new officers. A possible means of addressing this concern is that of instituting a new form of exam which requires the test taker to write a passage. As mentioned previously, recently conducted research to evaluate the feasibility of this approach will be expanded upon during 87/88. Another potential course of action would be that of raising the current recommended minimum passing score on the POST tests. Never before available information regarding the probabilities of various outcomes (completing field training, completing probation, obtaining passing score on pilot version of written passage test, etc.) associated with different scores on the POST tests is now being organized for analysis in order to reexamine current POST recommendations regarding minimum passing scores. These activities were discussed with the Commission Long Range Planning Committee at their June, 1987 meeting, at which time the committee requested that staff report to them prior to the October Commission meeting concerning the results of this analysis. Based on current experience, if support is found for raising the POST recommended pass point, there is strong reason to believe that agencies and academies will follow the recommendation.

## Summary and Conclusions

Overall, the reading and writing abilities of future officers (academy cadets) remained essentially unchanged from the previous year, with 93.9% of all cadets achieving a score on the POST tests that meets or exceeds the POST recommended minimum. Average test scores of academy cadets continue to be significantly higher than those of job applicants.

Within the nonaffiliated academy cadet group, increased prescreening for reading and writing skills continued during the year, with all but one community college affiliated academy now conducting prescreening.

The number of times the POST tests were administered by agencies and academies increased a modest 5% over the previous fiscal year. However, the projected first time use of the POST tests by the San Francisco Police Department and the California Highway Patrol would increase testing volume by 100% or more during FY 87/88.

Both employing agencies and academies continued to routinely set minimum cutoff scores on the POST tests at or above the POST recommended minimum of 37 (average cutoff score for agencies was 43.2; average cutoff score for academies was 40.3).

The average turnaround time for scoring and mailing of results on the POST tests was further reduced from 2.5 working days to 2.0 working days.

Further substantiation was found for the job relatedness of the POST tests, with evidence available for the first time regarding the validity of the tests as predictors of patrol officer performance.

Continued concern over the writing skills of new officers was evidenced in the results of the 1986 POST Field Survey. Two potential means of addressing this concern are being explored. The first entails further exploration of the reliability and validity of tests which require the test taker to compose a written passage; the second entails a re-evaluation of the current minimum passing score -- the results of which will be reported to the Commission Long Range Planning Committee in October.

## Discussion

In total, results for the year indicate no significant changes over the previous year. Further, in the absence of some action on the part of the Commission that would alter current testing requirements, there is little reason to expect that different results will be obtained for FY 87/88.

The writing skills of new officers continue to be an area of concern, and the two activities underway which may serve to alleviate this concern -- development and evaluation of a new writing skills test and re-evaluation of the recommended minimum passing score on the existing POST tests -- constitute difficult and sensitive projects, the results of which will be reported on at future Commission meetings. In the meantime, the most prudent course of action would appear to be that of maintaining current Commission policies.

In this regard, it is further recommended that previous plans to conduct another yearly evaluation of the effect of POST's reading and writing testing requirements be curtailed. Such evaluation requires extensive testing of academy cadets at a cost of approximately \$15,000 to POST (contract services), as well as considerable testing time from the academies. Since any changes in academy cadet skills that may result from either the introduction of a new writing skills test or the introduction of a higher recommended minimum passing score on the current POST tests would take some time to occur, and since there is no apparent reason to believe that cadet skills will change in the absence of either of these actions, it would appear reasonable to delay any further evaluation activities until such time as it appears more greatly warranted. Furthermore, even in the absence of the cadet testing program, it will still be feasible to monitor test score performance of both job applicants and those affiliated and nonaffiliated cadets who take the POST tests as a condition for employment/admittance to a basic academy.

#### RECOMMENDATIONS

1. Maintain current policies with regard to entry-level reading and writing requirements.
2. Delay further evaluation activities to monitor the impact of current policies until such time as staff reports back on the results of ongoing work to:
  - (a) evaluate the reliability and validity of an essay type writing skills test.
  - (b) reevaluate the current recommended minimum passing score on the existing POST tests.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title <b>Basic Course Curriculum Modification--Deaf and Hearing Impaired</b>		Meeting Date <b>July 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 L. Bachman</i>	Date of Approval <b>6-22-87</b>	Date of Report <b>June 10, 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 performance objective be added to POST's minimum curriculum standards for the Basic Course concerning communicating with the deaf and hearing impaired?

BACKGROUND

Currently POST has no minimum curriculum requirements in the Basic Course relating to dealing or communicating with the deaf. Some academies teach this as locally determined content, and many law enforcement agencies provide roll call and in-house training on this subject. Various associations representing the deaf and hearing impaired have expressed concern about officers' conduct in communicating with the deaf and hearing impaired. These groups have encouraged POST to develop standardized training applicable to all peace officers.

A curriculum development committee composed of law enforcement agency personnel, academy instructors, representatives of the deaf and hearing impaired, and association advocates developed the following proposed performance objective and supporting unit guide material.

ANALYSIS

It is proposed that the following performance objective be added to POST's Basic Course curriculum:

5.7.1 The student will identify the necessary considerations in communicating effectively with the deaf and hearing impaired including:

- A. Recognition
- B. Approach
- C. Communicating
- D. Safety
- E. Legal

The supporting unit guide suggests content relevant to each of these considerations. Recognition identifies the extent of deafness, acceptable and non-acceptable terms, indicators of deafness, and distinguishing between a deaf person and a pretender. Approach relates to getting the deaf person's attention, courtesy, request for driver license, and issuing a traffic citation. Communicating provides an outline of general tips in communicating with the deaf. Safety considerations are reviewed. Finally, legal considerations focus on issuing Miranda Rights to deaf people and use of interpreters.

This proposed performance objective has been reviewed by the basic academy directors, and all support its addition to the Basic Course. It is projected that this training would require approximately one hour of instruction and can be accommodated within the existing 520-hour minimum.

It is proposed that the addition of this performance objective become effective January 1, 1988 to permit academies an opportunity to properly plan.

#### RECOMMENDATION

Approve the addition of one performance objective to the minimum POST curriculum requirements of the Basic Course relating to communicating with the deaf and hearing impaired.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Recommended Guidelines for Law Enforcement Officer Safety		Meeting Date
Bureau Management Counseling Servs.	Reviewed By Michael C. DiMiceli <i>Di-</i>	Researched By Jim McArthur <i>JM</i>
Executive Director Approval <i>Morgan C. Arthur</i>	Date of Approval 7-6-87	Date of Report June 30, 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 approval of the recommended guidelines for law enforcement officer safety resulting from the study of California peace officers killed in the line of duty (see Attachment A).

BACKGROUND

Assembly Bill 1911 (Stirling), Chapter 885, 1985 authorized a study of incidents in which peace officers were killed. The study was to conclude with a report to the Legislature, the development of guidelines establishing optional standard procedures, and changes in peace officer basic training. Responsibility for the study was assigned to the Commission.

The study of peace officers killed in the line of duty analyzed 530 assaults with firearms and 40 deaths of peace officers from gunshot that occurred between January 1, 1980 and November 1, 1986. The study identified specific activities and situations that pose extraordinary hazards to the life of a peace officer. Fatal traffic collisions and other causes of death were also noted in the study. Details and findings of the study are described in the report, "California Peace Officers Killed In the Line of Duty." The Commission approved the report at the January, 1987 meeting. Subsequently, the report was submitted to and accepted by the Legislature.

ANALYSIS

In addition to the report, AB 1911 requires development of guidelines establishing optional standard procedures for use by law enforcement agencies. Changes to the Basic Course Curriculum that are based on the study findings will be submitted at future meetings of the Commission.

The guidelines that arise from the study data identify the issues, situations and concerns from which agency-specific procedures and tactics should be developed. The service priorities, policies and procedures of each local agency should reflect the environment and community in which the agency functions. Accordingly, the guidelines were drafted with the view that specific standard procedures and tactics are best articulated and implemented by each local agency. The Commission may expect the specific issues described in the guidelines to be used by agency administrators to improve operating policy, tactics and procedures to reduce the risk of serious injury or death to peace officers.

RECOMMENDATION -- Approve publication and dissemination of the guidelines.

GUIDELINES FOR LAW ENFORCEMENT OFFICER SAFETY

Resulting from the Study of  
California Peace Officers Killed in the Line of Duty

Prepared by the  
Commission on Peace Officer Standards and Training

1987



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## FOREWORD

Assembly Bill 1911 (Stirling), Chapter 885, 1985 authorized a study of incidents in which peace officers were killed in the line of duty and required the development of guidelines establishing optional standard procedures along with changes in peace officer basic training. Responsibility for the study was assigned to the Commission on Peace Officer Standards and Training. To provide a wider frame of reference, the study was expanded and analyzed 530 assaults with firearms as well as 40 deaths from gunshot wounds of California peace officers. The study covered the period between January 1, 1980 and November 1, 1986. Fatal traffic collisions and other causes of death were also noted in the study.

Analysis of the data identified specific activities and situations that pose extraordinary hazards to the life of a peace officer. Details of the survey findings are described in the Commission on Peace Officer Standards and Training report, "CALIFORNIA PEACE OFFICERS KILLED IN THE LINE OF DUTY," December, 1986. The survey is the basis for the guidelines that are described herein, and suggests changes that may be required to the basic training curriculum. The guidelines identify the issues, situations and concerns from which agency-specific procedures and tactics should be developed.

The service priorities, policies and procedures of each agency in California should reflect the environment and community in which the agency functions. Accordingly, guidelines developed as a part of this study were drafted with the view that specific standard procedures and tactics are best articulated and implemented by each local agency. These guidelines, based on the findings of the statewide study, identify the issues, concerns and hazards that are common to most agencies and officers. It is anticipated by the Commission that the specific issues described in the guidelines will be used by agency administrators to improve operating policy, tactics and procedures to reduce the risk of serious injury or death to peace officers.

The study carries to a higher level the Commission's historic commitment to improved procedures and training for officer safety. It represents the first comprehensive, statewide study of circumstances relating to peace officer killings. The study supports refinements and improvements in basic training. The guidelines also suggest a more detailed and specific focus for in-service procedures and training.

As a result of the study, it became clear that an ongoing review and research process would be an invaluable service to law enforcement. Beginning in 1987-88, the Legislature and Governor approved the resources necessary for the continuing study of assaults on peace officers. A research center at the Commission will extend the study just completed to the continuing review of assaults and deaths as they occur, and expand the base of knowledge with contemporary data. Procedural guidelines and training information resulting from this on-going analysis will be provided to local agencies and trainers to update tactics and curricula.

In addition, regional skill training centers proposed by the Commission, if approved and funded, will provide specialized training in hazardous

situations, field tactics, and the use of force. These and other efforts represent a continuing commitment which sustains the purpose and spirit of the legislation into the future.

The guidelines which follow were developed with the assistance of the Advisory Committee, comprised of individuals knowledgeable about field tactics currently used. In addition to the guidelines developed from the study data, the Advisory Committee offered additional recommendations for training. The Committee's recommendations are included, following the guidelines.

The guidelines are presented in Section A. Recommendations of the Advisory Committee are presented in Section B. Both sections deserve close attention.

Questions or comments concerning this document should be directed to the Management Counseling Services Bureau at (916) 739-3868. For additional copies of this document, please call the POST Library at (916) 739-5353.

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## INTRODUCTION

The guidelines are intended for the optional use of law enforcement agencies and are based upon the specific findings of the study of peace officers killed in the line of duty between 1981 and 1986. Administrators and trainers concerned with the implementation of the guidelines are encouraged to thoroughly review the detailed findings described in the study report, "California Peace Officers Killed in the Line of Duty." Supportive information for each guideline will be found in the study report.

Guidelines are principally oriented to training. It is envisioned that agencies implementing these guidelines for training will rely upon a combined approach of agency based instruction, training bulletins and POST-certified courses.

There are of course, a multitude of officer-safety practices, techniques and habits that are generally accepted by law enforcement and taught in the POST Basic Course and various in-service training courses. The guidelines in this document are not intended to represent a complete summary of safety issues, but rather represent only what reasonably may be concluded based upon the examination of those peace officer killings identified in this study. Additionally, the guidelines are focused on issues representing multiple occurrences -- that is, the same factor was present in several incidents where officers were killed. Single factors identified in other incidents reported in the study will also be of value and interest to administrators, trainers and individual officers.

SECTION A. GUIDELINES FOR OPTIONAL STANDARD PROCEDURES

- Guideline #1: Each agency should reinforce, through directives, internal training or POST-certified training courses, the need for officers to follow accepted safety procedures and tactics when responding to hazardous situations.

The procedures and tactics should:

- \* provide planned responses to hazardous situations, including conditions for delayed responses;
- \* define and standardize the actions of primary and backup officers;
- \* minimize risks; and
- \* be tailored to the needs of the agency, reflect current knowledge and protect the officers and the community.

Comment:

Fifty-five percent of the officers killed and 69% of the officers assaulted had prior knowledge that the situation to which they were responding was potentially hazardous.

Thirty-nine percent of the officers killed and 50% of the officers assaulted received information, prior to arriving at the scene, that weapons were involved.

- Guideline #2: Each agency, when providing direction on the response to hazardous calls, should know the field situations that pose extraordinary hazards to officers.

The study identified the following hazardous situations:

- \* dealing with intoxicated or mentally ill persons;
- \* disturbance cases;
- \* robbery-in-progress incidents; and
- \* serving arrest and search warrants (particularly narcotic-related warrants).

- Guideline #3: Each officer should understand the extraordinary hazards posed by persons who are under the influence of drugs or alcohol or are mentally ill, and should receive training in techniques to deal safely with such individuals.

Comment:

Forty-six percent of the suspects who killed officers were under the influence of intoxicating liquor, drugs, or were mentally ill.

- Guideline #4: Each officer should understand the increased dangers involved in disturbance cases and robbery-in-progress calls, and should receive special training in the response to these high-hazard incidents.

Comment:

Disturbance cases of all types constituted the most common incident in which officers were killed or assaulted. Twenty percent (8) of the 40 officers who were killed and 27% of the officers assaulted were involved in an incident classified as a disturbance. Three of the eight officers were involved in a domestic disturbance.

Crime-in-progress was the third most common incident in which officers were assaulted or killed. Robberies were the most hazardous of the crime-in-progress incidents. Fifty-one percent of the crime-in-progress assaults and all of the officer deaths (4) occurred during robberies.

- Guideline #5: Officers assigned to a team for the purpose of serving an arrest or search warrant should receive special training in this high-risk activity.

Comment:

Eight of the forty (20%) officers killed were serving arrest and search warrants. Four of these officers were serving narcotics-related warrants.

- Guideline #6: Each officer should understand the increased danger when dealing at close range with suspicious persons, and should receive training that reinforces safe methods of handling suspects at this range.

Comment:

Twenty-one of the killings (51%) occurred when the distance between the officer and the suspect was less than five feet.



- Guideline #7: Each officer should be required to demonstrate proficiency in techniques to prevent the handgun from being taken by the suspect.

Comment:

Four of the six officers killed by their own weapon were shot after the handgun was forcibly taken during a struggle with the suspect.

- Guideline #8: Each officer should understand the responsibilities of the first officer at the scene and the tactical objectives of delayed response in hazardous situations. Delayed response considerations should include:

- \* waiting for a backup officer or special team; or
- \* waiting for more appropriate equipment; or
- \* implementing a high-hazard response plan.

Comment:

In 12 of 40 (30%) incidents in which an officer was killed by gunshots, no backup officer was present.

- Guideline #9: Each officer should demonstrate knowledge of the different responsibilities of, and the teamwork required by, the "primary officer" and the "backup officer".

Comment:

The study demonstrates that superiority of numbers of officers is not always enough to forestall violence. In over 70% of the cases in which officers were assaulted or killed by a single suspect, one or more backup officers were present at the scene.

- Guideline #10: Each officer should receive training in the use of available cover to reduce the potential for injury in a hazardous encounter.

Comment:

Only 35% of the officers killed used available natural or artificial cover. Eighty-nine percent of the officers who were assaulted with firearms but not killed used available cover during the assault.

- Guideline #11: Each officer should understand the advantages and limitations of body armor.

Comment:

Nineteen of the fifty-two officers who were wearing body armor when they were assaulted believed the body armor reduced the seriousness of their injuries.

Forty officers were shot in the torso area of the body. Of this number, 18 (45%) were wearing protective vests. Five (27%) of the 18 officers wearing vests died as a result of the gunshot wounds. Only one death involved penetration of the vest. Eight (36%) of the 22 officers not wearing vests who were shot in the torso area died as a result of the gunshot wounds.

- Guideline #12: Firearms training should emphasize proficiency with all weapons normally available to the officer and conditions commonly encountered in the field. Judgment and proficiency should be demonstrated under conditions that include shooting under stress, in limited and artificial light, and from different positions and types of available cover.

Comment:

Fourteen (35%) of the 40 officers who were killed by gunshot fired their weapon at the suspect(s). Of the 14 officers who fired their weapons, eight (57%) were able to hit the suspect at least once; five missed the suspect, and one case was not available.

The remaining twenty-six officers who were killed (65%) did not fire their weapon.

Approximately two-thirds of the killings occurred outdoors. Twenty-seven percent of the officers who were killed and 57% of the officers who were assaulted were shot outdoors in artificial light or no light.

- Guideline #13: Each officer should receive training, using realistic scenarios, in observation and search techniques. Training should emphasize close observation of suspects' hands and actions, and areas within vehicles where handguns can be concealed. Training should emphasize the possibility that a suspect may have more than one weapon.

Comment:

Fifty-five percent of the 120 suspects who assaulted/killed officers with a concealed firearm had the firearm concealed on their person, in their hand or in their vehicle.

Suspects had a secondary weapon immediately available in 36% of the killings and 26% of the assaults.

SECTION B. SUPPLEMENTAL RECOMMENDATIONS OF THE ADVISORY COMMITTEE

The Advisory Committee reviewed the study data and participated in the development of the guidelines. In addition to the guidelines suggested by the data, the committee offered recommendations for training based on their observations and experience with hazardous situations. Those recommendations include:

- Each serious assault should be reviewed as soon as it is practical to do so. The findings of the review should be distributed in informational bulletins and in-service and tactical training.
- Agencies should articulate policy and train officers in the accepted interpersonal communications skills and demeanor with the public. Training should emphasize skills to reduce and avoid violence. Emphasis on communication skills and the appropriate response to exhibited behavior just prior to assaults should assist officers to handle critical incidents more effectively and reduce injuries.
- Law enforcement training should emphasize the importance of a "will to survive". Training should encourage the officer to continue to fight to live, in spite of the tactical situation or the injuries received.

LONG RANGE PLANNING COMMITTEE MEETING NOTES  
June 18, 1987  
Clarion Hotel  
Ontario, California

Present: Commissioners Robert Wasserman, Edward Maghakian, Raquel Montenegro, Alex Pantaleoni and Robert Vernon

Also Present: Norman C. Boehm, Executive Director and staff members Glen Fine, John Berner and Mike DiMicelli

A. Field Needs Survey

The Committee reviewed with staff-identified significant findings of the recently completed Field Needs Survey. There was consensus that the results of the survey provided valuable input to the Commission and a number of issues are being pursued by staff that will enhance the Commission's efforts to keep programs and priorities consistent with the expressed needs of the field. The Committee agreed that the issues identified should be pursued over a period of time and acted on as appropriate and timely. Items which the Committee dealt with in some detail included the following:

1. Field training programs

The survey indicated a fairly equal split among responses as to whether peace officers should mandate FTO programs or simply distribute model FT programs as guidelines. The Committee has great interest in the subject and the method of these programs and believes that current efforts that are devoted to guidelines rather than mandates is appropriate at this time.

2. Production and distribution of video tapes for roll call training purposes

The survey identified this as an item of great interest on the part of law enforcement agencies. There was general discussion of alternatives and ranging costs from professionally produced to agency produced videos. The Commission's past and current efforts through the publication of the media catalog was also reviewed. A preliminary assumption was that current efforts in their present form are not meeting the needs identified by law enforcement agencies. Because of the strong law enforcement interest in the subject POST should take a harder look at the entire matter and come up with creative and workable ways to address the need. There was consensus to recommend that Commission instruct staff to study and more thoroughly assess ways of addressing the problem and to specifically address potential costs associated with a more active POST operated program of collecting existing tapes from agencies and distributing them to law enforcement agencies.

3. Instructor Development

Responses to the survey suggest a strong support for greater involvement by POST in the training of those instructors teaching in POST certified courses. Committee members share the concern for this issue and strongly support greater efforts by POST in the instructor development area. It was believed that some further consideration might be given to POST creditation of instructors. It was the Committee's consensus that this matter should be presented to the Commission with the recommendation of preparing a state-of-the-art instructor development course.

4. Writing Skills

There was interest in the Essay Test as an alternative to the current method of testing writing skills. More information will be forthcoming.

5. Courtroom Testimony

The need for improved courtroom testimony was noted. Interest was expressed in this becoming a roll call training tape. This matter will be discussed more in the future.

6. Management Counseling Services

Response to the survey expressed a strong interest in seeing expanded services in three areas. These areas are: On-site Management Counseling, Development of Management Procedural Manuals and Development of Management Systems Computer Software. Field interest in these areas will be explored by staff. The Committee discussed, however, and expressed a concern with respect to software development and offered a precaution that potential pitfalls should be carefully examined before POST considers moving into the software arena.

7. Peace Officer Recruitment

This was the major item identified by the field in response to request to identify areas where POST could do more to assist the local agencies. The Committee received a presentation by staff regarding available statistics on recruitment, selection and retention. They also received information showing changing demographics and its potential impact on future improvement. Consensus of the Committee was to recommend to the Commission that staff should be instructed to further study this area by follow-up survey, seminars and use of other means to gather more information about this important problem and potential for future POST involvement.

B. Reading and Writing Testing Information

The Committee received a briefing from staff on the preliminary data collected on the past year on the subject of reading and writing tests. Because the data is preliminary, it is suggested that the performance of applicants and academy trainees on these tests are approximately the same as the scores last year. There was a discussion by the Committee of the possibility of a recommended increase in the cut off scores now recommended by POST. The Committee expressed its preference to review with staff at a further meeting any proposal that may be developed to modify the cut off score.

C. Peace Officer Killing Study Guidelines Recommendations

The Committee received a draft of the guidelines developed by staff based upon the previously completed study. The study was required by AB 1911. Upon approval and distribution, these guidelines will complete the Commission's obligations under that law. After review of guidelines for standards in training as they relate to officers serving in hazardous instances, the Commission concluded that the material as drafted is appropriate.

D. Proposed Training Conference for Other State Directors

The Committee discussed staff proposal to organize a state-of-the-art seminar on peace officer training and technology for California and other POST agencies. They believe the idea to be excellent. The Committee expressed interest in expanding the seminar to one of an international nature and expressed a need to see ample proof of California attention in order to assure the working topics discussed will be of lasting benefit to California as well as other States involved.

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FINANCE COMMITTEE MEETING NOTES

June 18, 1987  
Clarion Hotel  
Ontario, California

Present: Commissioners Robert L. Vernon, Alex Pantaleoni and Les Sourisseau

Also Present: Norman C. Boehm, Executive Director and staff members Glen Fine, Tom Liddicoat, Otto Saltenberger and Darrell Stewart

1. Year End Financial Report

The Committee received a report on the status of revenue to the fund, and took note of a projected one million dollar shortfall in revenue. Revenue continues to a flattened or perhaps fallen level and continues to be received in an erratic manner. After review of the status of the current revenue budget and consideration of the projected shortfall in revenue, the Committee acted to recommend to the Commission that unexpended reimbursement monies as of July 7, 1987 (current estimate \$1.8 Million) be carried over to the 1987/88 Fiscal Year to held offset 1986/87 commitments arriving during early 1987/88. The Committee also received a report on efforts by POST and others to learn why revenues are erratic and not keeping pace with projections.

The Committee also reviewed current fund condition and present volume of reimbursable trainees. The volume of reimbursable trainees attained historic high levels with the increased numbers principally in technical and advanced officer courses. It is believed that significant increases in these numbers are attributable to past action of the Commission to increase the in-service training requirements.

2. Report on Potential Salary Reimbursement Rates for FY 1987/88

After review of projected available funding for the 1987/88 Fiscal Year, the Committee acted to recommend to the Commission the following policy reimbursement plan to begin effective July 1, 1987: Basic Course reimbursement 30% of salary; all other salary reimbursable courses 40% of salary. This proposal, if adopted, would leave a relatively thin contingency of approximately \$1.2 Million in the aid to local government budgets.

The Committee also recommends that the Commission act to increase per diem reimbursement for trainees from \$66 to \$70 per day. The estimated impact of this increase is \$467,000 per year. The per diem increase was taken into account in setting the recommended salary reimbursement levels.

3. Budget Change Proposals for FY 1988/89

The Committee reviewed a staff report on proposed budget change projected for 1988/89 Fiscal Year. It was noted that each proposal was based on either an audit recommendation, legislative mandate or contingent upon a successful bond issue for regular training centers. The Committee recommends approval of the following:

	<u>Positions</u>	<u>\$</u>
A. Civilian Dispatcher Selection and Training Standards (AB 546)	1.5 -	\$ 115,000
B. PC 832 Testing (SB 138)	1.5 -	195,000
C. CALSTARS Support (To correct a staffing deficiency noted during an audit)	1 -	27,000
D. Training Facility Bond Act Support (Contingent upon bond issue passage)	7 -	398,000

4. Review of Reimbursement Plans for Certified Courses

A report was received from staff on the review previously requested on the status of certified course reimbursement. The report addressed the issues of: Increase in Subsistence Rate for Trainees, More Flexibility in Meeting CPT Requirement, Salary Reimbursement for all Mandated Supervisory Training, Modification of Job Specific Salary and Potential Changes for Simplification. After review and discussion, it was the consensus of the Committee that these issues should be pursued further and that the Long Range Planning Committee should also take them under consideration.

5. Adjournment - 12:00 p.m.



K

Commission on Peace Officer Standards and Training  
Legislative Review Committee Meeting  
July 23, 1987, 9 a.m.  
Bahia Hotel, LaJolla Room  
San Diego, California

AGENDA

1. Status Report on Active Legislation
2. Reconsideration of POST Position on Amended Bills
  - AB 1162 (Relating to Penalty Assessments) - Recommend removing "oppose" position.
  - AB 2625 (Relating to basic training requirements) - Recommend "neutral" position.
3. New Legislation
  - AB 1073 (Stirling) - Missing Person Guidelines and Training
4. Open Discussion
5. Adjournment

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BILL-FILE - COMMISSION ON POST-MASTER  
TYPE - ACTIVE LEG  
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AB 100 HAZARDOUS MATERIALS: ENFORCEMENT  
ELDER

SUMMARY: THIS BILL WOULD ENACT THE LOCAL TOXICS  
06/25/87 ENFORCEMENT AND TRAINING ACT OF 1988 AND  
WOULD ESTABLISH WITHIN THE OFFICE OF CRIMINAL  
JUSTICE PLANNING A PROGRAM TO PROVIDE TRAINING  
PROGRAMS IN THE ENFORCEMENT OF HAZARDOUS  
MATERIALS LAW FOR PEACE OFFICERS, LOCAL PUBLIC  
HEALTH AND ENVIRONMENTAL OFFICERS, AND LOCAL  
PUBLIC PROSECUTORS, AND TO ENHANCE LOCAL  
HAZARDOUS MATERIALS ENFORCEMENT EFFORTS.

FISCAL

NOTES: POST TO PROVIDE HAZARDOUS MATERIALS TRAINING

CALENDAR: 07/14/87 SENATE COMMITTEE ON JUDICIARY  
# 4 Room 4203 1:30 p.m.

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
ACTIVE LEG	NEUTRAL	TRAINING

AB 546 LOCAL LAW OFFICERS:  
CONDIT STANDARDS & TRAINING

SUMMARY: THIS BILL WOULD REQUIRE THE COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING TO  
ESTABLISH AND ENFORCE MINIMUM STANDARDS  
RELATING TO LOCAL PUBLIC SAFETY DISPATCHERS.

FISCAL

NOTES: POST TO ESTABLISH DISPATCHER STANDARDS

CALENDAR: 07/14/87 SENATE COMMITTEE ON JUDICIARY  
# 15 Room 4203 1:30 p.m.

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
ACTIVE LEG	SUPPORT	STND/TRNG

































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BILL-FILE - COMMISSION ON POST-MASTER  
TYPE - INFO LEG  
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AB 464 PEACE OFFICERS  
WATERS, M

SUMMARY: THIS BILL WOULD PROVIDE THAT FIREFIGHTER/SECURITY  
04/21/87 GUARDS EMPLOYED BY THE MILITARY DEPARTMENT ARE  
PEACE OFFICERS.

FISCAL

NOTES: PEACE OFFICER POWERS FOR STATE MILITARY  
DEPARTMENT GUARDS.

STATUS: IN SENATE--SECOND READING FILE--ASSEMBLY BILLS

TYPE	POSITION	TOPIC
INFO LEG	NONE	GENERAL LE

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AB 646 PRIVATE SECURITY SERVICES  
STIRLING

SUMMARY: UNDER EXISTING LAW, THE ADVISORY BOARD ON PRIVATE  
05/13/87 SECURITY SERVICES CONSISTS OF 9 MEMBERS, APPOINTED  
BY THE GOVERNOR, 2 OF WHOM ARE PRIVATE PATROL  
OPERATORS, 2 OF WHOM ARE ALARM COMPANY OPERATORS,  
AND 5 OF WHOM ARE PUBLIC MEMBERS. THIS BILL  
WOULD REPLACE ONE OF EACH OF THE ABOVE CLASSES OF  
THE BOARD, OTHER THAN PUBLIC MEMBERS, WITH A  
AN INSTRUCTOR AND A MEMBER OF A LAW  
ENFORCEMENT ORGANIZATION OR ASSOCIATION WHILE  
MAINTAINING THE MEMBERSHIP OF THE BOARD AT 9  
MEMBERS. EXISTING LAW PROVIDES THAT NO UNIFORMED  
EMPLOYEE OF A PRIVATE PATROL OPERATOR SHALL, AMONG  
OTHER THINGS, FAIL TO CARRY A VALID AND CURRENT  
SECURITY GUARD REGISTRATION CARD OR FAIL TO CARRY  
A FIREARMS PERMIT WHEN CARRYING OR USING A FIREARM  
ON DUTY. THIS BILL WOULD APPLY THOSE PROVISIONS  
TO ANY PERSON REQUIRED TO BE REGISTERED AS A  
SECURITY GUARD RATHER THAN APPLYING THEM TO  
UNIFORMED EMPLOYEE OF A PRIVATE PATROL OPERATOR  
AND WOULD REQUIRE THE CARRYING OF AN ADDITIONAL  
FORM OF IDENTIFICATION, AS SPECIFIED.

FISCAL STATE-MANDATED

NOTES: INCREASES PRIVATE SECURITY STANDARDS























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 BILL-FILE - COMMISSION ON POST-MASTER  
 TYPE - INFO LEG  
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SB 682 PEACE OFFICERS  
 ROBBINS

SUMMARY: UNDER EXISTING LAW, ANY PERSON REGULARLY EMPLOYED AS AN AIRPORT LAW ENFORCEMENT OFFICER BY CERTAIN PUBLIC ENTITIES IS DEEMED A PEACE OFFICER WITH CERTAIN AUTHORITY AND POWER. THIS BILL WOULD INCLUDE WITHIN THIS CLASSIFICATION ANY PERSON APPOINTED BY CERTAIN PUBLIC ENTITIES AS AN AIRPORT LAW ENFORCEMENT OFFICER.

NOTES: ALLOWS PUBLIC AGENCY TO EMPLOY OR APPOINT PEACE OFFICERS.

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
INFO LEG	NONE	GENERAL LE

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 SB 738 COURTS: PENALTY ASSESSMENTS  
 DAVIS

SUMMARY: THIS BILL WOULD INCREASE THE PENALTY ASSESSMENT TO \$7 FOR EVERY \$10 OR FRACTION THEREOF, AND REQUIRE \$2 FOR EVERY \$7 COLLECTED TO BE TRANSMITTED DIRECTLY TO THE RESTITUTION FUND.

URGENCY FISCAL STATE-MANDATED

NOTES: INCREASES REVENUE TO RESTITUTION FUND.

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

TYPE	POSITION	TOPIC
INFO LEG	NONE	FUNDING

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BILL-FILE - COMMISSION ON POST-MASTER  
TYPE - INFO LEG  
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SB 934 FINES AND FORFEITURES  
MCCORQUODALE

SUMMARY: THIS BILL WOULD REQUIRE THAT ALL MONEYS  
RECEIVED FROM FINES AND FORFEITURES DEPOSITED  
WITH THE COUNTY TREASURER BE TRANSFERRED ONCE  
A MONTH BY THE COUNTY TREASURER INTO THE STATE  
TREASURY TO THE CREDIT OF THE STATE HOSPITAL  
PEACE OFFICERS TRAINING FUND, WHICH IS  
CREATED BY THE BILL.

FISCAL STATE-MANDATED

NOTES: CREATES TRAINING FUND FOR HOSPITAL PEACE OFFICERS.

CALENDAR: 07/15/87 ASSEMBLY COMMITTEE ON PUBLIC SAFETY  
# 45 Room 126 1:30 p.m.

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

TYPE	POSITION	TOPIC
INFO LEG	NONE	FUNDING

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SB 1027 PEACE OFFICERS  
DAVIS

SUMMARY: THIS BILL WOULD PROVIDE THAT CERTAIN DESIGNATED  
04/06/87 INVESTIGATORS, AS DEFINED, EMPLOYED BY THE  
INVESTIGATION DIVISION OF THE EMPLOYMENT  
DEVELOPMENT DEPARTMENT ARE PEACE OFFICERS,  
AND THUS ELIGIBLE FOR PERL.

FISCAL

NOTES: PEACE OFFICER POWERS FOR STATE EMPLOYMENT DEV-  
ELOPMENT DEPARTMENT INVESTIGATORS.

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

TYPE	POSITION	TOPIC
INFO LEG	NONE	GENERAL LE











Senate Bill No. 1253

CHAPTER 435

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

[Approved by Governor September 3, 1987. Filed with Secretary of State September 3, 1987.]

LEGISLATIVE COUNSEL'S DIGEST

SB 1253, 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.

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

SECTION 1. Section 76140.5 is added to the Education Code, to read:

76140.5. Notwithstanding Section 76140, a community college may classify a nonresident student who has been hired by a public agency, as a resident for purposes of enrollment in and completion of police academy training courses at a community college, if the student has passed all other requirements of the public agency and if written assurances are provided by the public agency that it intends to classify the student as a peace officer upon successful completion of the police academy training course.

O

Assembly Bill No. 1569

CHAPTER 612

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

[Approved by Governor September 12, 1987. Filed with Secretary of State September 14, 1987.]

LEGISLATIVE COUNSEL'S DIGEST

AB 1569, 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.

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

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

O

Assembly Bill No. 2538

CHAPTER 843

An act to amend Section 832.4 of the Penal Code, relating to peace officers.

[Approved by Governor September 19, 1987. Filed with Secretary of State September 21, 1987.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2538, 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 require designated peace officers, except sheriffs, elected constables, or elected marshals, who are 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.

This bill would provide that in cases where the probationary period established by the employing agency is 24 months, these peace officers may continue to exercise the powers of a peace officer for an additional 3-month period to allow for the processing of the certification application.

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

SECTION 1. Section 832.4 of the Penal Code is amended to read:

832.4. (a) Any undersheriff or deputy sheriff of a county, 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, 1974, and is responsible for the prevention and detection of crime and the general enforcement of the criminal laws of this state, shall obtain the basic certificate issued by the Commission on Peace Officer Standards and Training within 18 months of his employment in order to continue to exercise the powers of a peace officer after the expiration of such 18-month period.

(b) Every peace officer listed in subdivision (a) of Section 830.1, except a sheriff, elected constable, or elected marshal, who is employed after January 1, 1988, shall 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.

Assembly Bill No. 2568

CHAPTER 573

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

[Approved by Governor September 11, 1987. Filed with Secretary of State September 11, 1987.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2568, 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.

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

SECTION 1. Section 14613.4 is added to the Government Code, to read:

14613.4. Every state police officer of the California State Police Division, prior to the date he or she is first deputized by the appointing power, shall have satisfactorily completed the basic course as set forth in the Commission on Peace Officer Standards and Training.

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AMENDED IN SENATE SEPTEMBER 10, 1987

AMENDED IN SENATE SEPTEMBER 9, 1987

AMENDED IN SENATE AUGUST 31, 1987

AMENDED IN SENATE AUGUST 20, 1987

AMENDED IN ASSEMBLY JUNE 23, 1987

AMENDED IN ASSEMBLY MAY 28, 1987

CALIFORNIA LEGISLATURE—1987-88 REGULAR SESSION

**ASSEMBLY BILL**

**No. 2625**

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**Introduced by Assembly Member Elder  
(Principal coauthor: Assembly Member Hauser)**

**(Coauthor: Assembly Members Bane, Costa, Farr, and  
Tanner)**

**(Coauthors: Senators Campbell, Deddeh, Dills, Cecil Green,  
Marks McCorquodale, Presley, Roberti, and Torres)**

March 6, 1987

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An act to amend Section 832.3 of, and to add Section 417.3 to, the Penal Code, relating to criminal law ; ~~and declaring the urgency thereof, to take effect immediately.~~

LEGISLATIVE COUNSEL'S DIGEST

AB 2625, as amended, Elder. Criminal law.

(1) Existing law makes it a misdemeanor for any person, except in self-defense, in the presence of any other person to draw or exhibit any firearm, whether loaded or unloaded, in a rude, angry, or threatening manner, or to, in any manner, unlawfully use the same in any fight or quarrel.

This bill would make it a felony for any person, except in self-defense, in the presence of any other person who is an occupant of a motor vehicle proceeding on a public street or

highway to draw or exhibit any firearm, whether loaded or unloaded, in a threatening manner against another person in such a way as to cause a reasonable person apprehension or fear of bodily harm, thereby imposing a state-mandated local program by creating a new crime.

(2) Existing law, except as otherwise specified, requires any sheriff, undersheriff, or deputy sheriff, any police officer of a city, and any police officer 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 provide that the training course for an undersheriff and deputy sheriff of a county and a police officer of a city shall be the same.

This bill would also supersede provisions in AB 766 for the disposition of the net proceeds from the sale of a motor vehicle subject to forfeiture because of its use in the commission of an offense involving the exchange of a firearm from a motor vehicle, as specified.

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.

This bill would provide that no reimbursement is required by this act for a specified reason.

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

Vote:  $\frac{2}{3}$  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 417.3 is added to the Penal Code,
- 2 to read:
- 3 417.3. Every person who, except in self-defense, in
- 4 the presence of any other person who is an occupant of
- 5 a motor vehicle proceeding on a public street or highway,



1 draws or exhibits any firearm, whether loaded or  
2 unloaded, in a threatening manner against another  
3 person in such a way as to cause a reasonable person  
4 apprehension or fear of bodily harm is guilty of a felony  
5 punishable by imprisonment in the state prison for 16  
6 months or two or three years or by imprisonment for 16  
7 months or two or three years and a three thousand dollar  
8 (\$3,000) fine.

9 Nothing in this section shall preclude or prohibit  
10 prosecution under any other statute.

11 SEC. 2. Section 832.3 of the Penal Code is amended to  
12 read:

13 832.3. (a) Except as provided in subdivision (b), any  
14 sheriff, undersheriff, or deputy sheriff of a county, any  
15 police officer of a city, and any police officer of a district  
16 authorized by statute to maintain a police department,  
17 who is first employed after January 1, 1975, shall  
18 successfully complete a course of training prescribed by  
19 the Commission on Peace Officer Standards and Training  
20 before exercising the powers of a peace officer, except  
21 while participating as a trainee in a supervised field  
22 training program approved by the Commission on Peace  
23 Officer Standards and Training. The training course for  
24 an undersheriff and deputy sheriff of a county and a  
25 police officer of a city shall be the same.

26 (b) For the purpose of standardizing the training  
27 required in subdivision (a), the commission shall develop  
28 a training proficiency testing program, including a  
29 standardized examination which enables (1)  
30 comparisons between presenters of such training and (2)  
31 development of a data base for subsequent training  
32 programs. Presenters approved by the commission to  
33 provide the training required in subdivision (a) shall  
34 administer the standardized examination to all graduates.  
35 Nothing in this subdivision shall make the completion of  
36 such examination a condition of successful completion of  
37 the training required in subdivision (a).

38 (c) Notwithstanding subdivision (c) of Section 84500  
39 of the Education Code and any regulations adopted  
40 pursuant thereto, community colleges may give

1 preference in enrollment to employed law enforcement  
2 trainees who shall complete training as prescribed by this  
3 section. At least 15 percent of each presentation shall  
4 consist of nonlaw enforcement trainees if they are  
5 available. Preference should only be given when the  
6 trainee could not complete the course within the time  
7 required by statute, and only when no other training  
8 program is reasonably available. Average daily  
9 attendance for such courses shall be reported for state  
10 aid.

11 (d) Prior to July 1, 1987, the commission shall make a  
12 report to the Legislature on academy proficiency testing  
13 scores. This report shall include an evaluation of the  
14 correlation between academy proficiency test scores and  
15 performance as a peace officer.

16 SEC. 3. Notwithstanding paragraph (5) of subdivision  
17 (d) of Section 246.1 of the Penal Code, as proposed to be  
18 added by Assembly Bill 766 of the 1987-88 Regular Session  
19 of the Legislature, any net proceeds from the sale of  
20 vehicles pursuant to Section ~~426.1~~ 246.1 shall be deposited  
21 in the General Fund and shall be available for  
22 appropriation by the Legislature in the Budget Act for  
23 law enforcement programs relating to the discharge of  
24 firearms on streets, highways, and freeways.

25 SEC. 4. No reimbursement is required by this act  
26 pursuant to Section 6 of Article XIII B of the California  
27 Constitution because the only costs which may be  
28 incurred by a local agency or school district will be  
29 incurred because this act creates a new crime or  
30 infraction, changes the definition of a crime or infraction,  
31 changes the penalty for a crime or infraction, or  
32 eliminates a crime or infraction.

33 ~~SEC. 5. This act is an urgency statute necessary for~~  
34 ~~the immediate preservation of the public peace, health,~~  
35 ~~or safety within the meaning of Article IV of the~~  
36 ~~Constitution and shall go into immediate effect. The facts~~  
37 ~~constituting the necessity are:~~

38 ~~In order for the public to receive the maximum~~  
39 ~~benefits of protection provided for under this act, it is~~  
40 ~~essential that this act take effect immediately.~~

AMENDED IN SENATE AUGUST 24, 1987  
AMENDED IN ASSEMBLY APRIL 30, 1987  
AMENDED IN ASSEMBLY APRIL 20, 1987

CALIFORNIA LEGISLATURE—1987-88 REGULAR SESSION

**ASSEMBLY BILL**

**No. 1726**

**Introduced by Assembly Member Areias**

March 5, 1987

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An act to amend Section 13518 of, and to add Section 13518.1 to, the Penal Code, relating to emergency medical services.

LEGISLATIVE COUNSEL'S DIGEST

AB 1726, as amended, Areias. Communicable diseases.

Under existing law, every city police officer, sheriff, deputy sheriff, marshal, deputy marshal, peace officer member of the California State Police and the California Highway Patrol, and every peace officer member of a district authorized by statute to maintain a police department, with specified exceptions, is required to meet the training standards prescribed by the Emergency Medical Services Authority for the administration of first aid and cardiopulmonary resuscitation.

This bill would require that this training include instruction in the use of a portable manual mask and airway assembly designed to prevent the spread of communicable diseases.

This bill would require every law enforcement agency employing peace officers, as described, to provide each peace officer with training in the use of an appropriate portable manual mask and airway assembly designed to prevent the spread of communicable diseases when applying cardiopulmonary resuscitation. This bill would also require a law enforcement agency to ~~make available~~ provide to each peace officer a portable manual mask and airway assembly.

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 13518 of the Penal Code is  
2 amended to read:  
3 13518. (a) Every city police officer, sheriff, deputy  
4 sheriff, marshal, deputy marshal, peace officer member  
5 of the California State Police, peace officer member of  
6 the California Highway Patrol, and police officer of a  
7 district authorized by statute to maintain a police  
8 department, except those whose duties are primarily  
9 clerical or administrative, shall meet the training  
10 standards prescribed by the Emergency Medical Services  
11 Authority for the administration of first aid and  
12 cardiopulmonary resuscitation. This training shall  
13 include instruction in the use of a portable manual mask  
14 and airway assembly designed to prevent the spread of  
15 communicable diseases. In addition, satisfactory  
16 completion of periodic refresher training or appropriate  
17 testing in cardiopulmonary resuscitation and other first  
18 aid as prescribed by the Emergency Medical Services  
19 Authority shall also be required.

1 (b) The course of training leading to the basic  
2 certificate issued by the commission shall include  
3 adequate instruction in the procedures described in  
4 subdivision (a). No reimbursement shall be made to local  
5 agencies based on attendance at any such course which  
6 does not comply with the requirements of this  
7 subdivision.

8 (c) As used in this section, "primarily clerical or  
9 administrative" means the performance of clerical or  
10 administrative duties for a minimum of 90 percent of the  
11 time worked within a pay period.

12 SEC. 2. Section 13518.1 is added to the Penal Code, to  
13 read:

14 13518.1. In order to prevent the spread of  
15 communicable disease, every law enforcement agency  
16 employing peace officers described in subdivision (a) of  
17 Section 13518 shall ~~make available to~~ *provide to each of*  
18 these peace officers an appropriate portable manual  
19 mask and airway assembly for use when applying  
20 cardiopulmonary resuscitation.

21 SEC. 3. Notwithstanding Section 17610 of the  
22 Government Code, if the Commission on State Mandates  
23 determines that this act contains costs mandated by the  
24 state, reimbursement to local agencies and school  
25 districts for those costs shall be made pursuant to Part 7  
26 (commencing with Section 17500) of Division 4 of Title  
27 2 of the Government Code. If the statewide cost of the  
28 claim for reimbursement does not exceed five hundred  
29 thousand dollars (\$500,000), reimbursement shall be  
30 made from the State Mandates Claims Fund.

CERTIFICATE REVIEW COMMITTEE MEETING NOTES

June 18, 1987

Clarion Hotel

Ontario, California

Present: Commissioners Robert L. Vernon, Ed Maghakian, Robert Wasserman

Also present: Norman C. Boehm, Executive Director, and staff members  
Glen Fine and Darrell Stewart

1. Certificate Review Follow-up

The committee reviewed and discussed the proposed revisions and criteria for award of POST basic certificate, regular and specialized. Rather than placing the department name on all regular certificates, the committee concluded that its preference is to place the category of peace officer on the certificate. Reasons for this preference are: (1) concern that there would be requests for issuance of certificates in instances where individual officers have changed departments, and (2) the belief that the category of peace officer is a more clear and appropriate description of the type of experience upon which in part the certificate is awarded.

There was renewed discussion of approaching the peace officer category concept using perhaps four or five categories. It was concluded, however, that ease of administration might be best assured if individual categories are used for all statutorily identified peace officer classes. Staff was to include a full listing of potential categories for consideration.

The Committee also believed it important to preface a peace officer reference on the certificate with a printed statement simply to type of experience or experience category. This is believed important by the Committee as a means of reinforcing that the one year peace officer experience required for issuance of the certificate is a significant aspect of the award.

The Committee also discussed the matter of impact of proposed changes on all higher level certificates and recommends that all higher level certificates be issued on the same basis as the basic certificate; that is, peace officer category. Peace officer category would be identified under the name of the recipients for the intermediate, advanced and other higher certificates. For those persons who under the proposed change format would continue to receive the specialized basic certificate, it was concluded that all higher certificates should remain in the specialized category as is now done.

The Committee considered also the matter of reissuance of certificates and concluded the following:

1. If the format including identifying of peace officer categories (as opposed to the specific department at time of issuance as presently proposed) is adopted for future basic regular certificates, then upon request of the recipients, the certificate should be reissued if the individual transfers from one law enforcement category to another and upon completion of one year's experience in the new category.
2. Current holders of regular certificates would not qualify for reissuance of certificates under the new format.
3. For current holders of specialized certificate who would qualify for regular certificates under the proposed change, reissuing the certificate upon request strictly on a time permits basis.

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**1601 ALHAMBRA BOULEVARD  
SACRAMENTO, CALIFORNIA 95816-7063

M

**ORGANIZATIONAL AND PERSONNEL POLICIES COMMITTEE**

Tuesday, June 23, 1987

10:00 a.m.

Telephone Conference Call

**AGENDA**

1. Call to Order
2. Additional 1000 Square Feet of Floorspace at POST Headquarters
3. Review of Executive Director's Vacation Allotment

As the Committee is aware, the only tangible positive recognition the Commission can give the Executive Director is in the form of a vacation policy. All other compensation-related issues are the purview of the Department of Personnel Action over which the Commission has no control.

The Commission has, for the past several years, authorized the Executive Director 33 days of vacation per year, with a cumulative cap of 60 days. Recommend continuation of current allocation with no changes this year.

4. Adjournment



# Memorandum

N

Commission Advisory Liaison Committee

Date : June 11, 1987

*Norm*

Norman C. Boehm  
Executive Director

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

Subject: Advisory Committee Membership

## Background

At the April 23, 1987 Commission meeting, the Commission directed the Commission's Advisory Liaison Committee to review the current makeup of the POST Advisory Committee and also to consider the addition of other organizations to this group.

At the present time there are sixteen (16) members of the POST Advisory Committee, each appointed to staggered terms of three years. This number has steadily increased over the years from the original seven (7) organizations represented when the Committee was established in early 1969. The current makeup of the POST Advisory Committee includes the following representatives:

Public Members (one is an honorary position)	(3)
Peace Officers' Research Association of California	(1)
California Organization of Police and Sheriffs	(1)
California Highway Patrol	(1)
California Peace Officers' Association	(1)
Women Peace Officers' Association of California	(1)
California Association of Administration of Justice Educators	(1)
California Police Chiefs' Association	(1)
California Academy Directors' Association	(1)
State Law Enforcement Management	(1)
California Specialized Law Enforcement	(1)
Community Colleges	(1)
California State Sheriffs' Association	(1)
California Association of Police Training Officers	(1)

As you will recall, at the April Commission meeting the Commission deferred action on filling one POST Advisory Committee public member term that expires in September of this year. The incumbent, Mimi Silbert, has indicated she does not desire to be reappointed. In addition, with the departure of Jack Pearson from state employment, a decision has not yet been made on whether or not to retain the State Law Enforcement Management position on the Advisory Committee. Jack's term is also set to expire in September of this year.

The Commission also deferred responding to a letter from Frank Patino, President of the California Law Enforcement Association of Records Supervisors

(CLEARS) to have a representative appointed to the POST Advisory Committee. It was felt that the Commission Advisory Liaison Committee should consider this request during its review of the makeup of the POST Advisory Committee.

In addition to determining the ultimate makeup of the POST Advisory Committee, it is anticipated that your honorable body will also want to consider the development of specific criteria which will assist POST staff in responding to future requests from organizations desiring to be represented on the Advisory Committee. At the present time each one of these requests is forwarded directly to the Commission for whatever action they deem appropriate. This does not allow for an expeditious or uniform reply to the various groups seeking representation.

### Analysis

When the POST Advisory Committee was established in 1969, the purpose was given as "assisting the Commission in developing and implementing programs to raise the level of competency of local law enforcement". The number of persons represented on the Advisory Committee was obviously not a significant issue, as the number was increased from seven members to nine members within the first six months. That number has gradually increased over the years to the current 16 members. Along with the increase in the number of persons represented on the Advisory Committee, the role of the Committee has been further refined to provide that the principal purpose of the Committee is to provide "two-way communications between the Commission and associations and organizations".

Currently, the Commission is expending approximately \$11,500 annually on POST Advisory Committee activities. Of this amount, about \$700 per year is spent on each member to cover the cost of travel and per diem to the four regularly scheduled meetings. These costs are part of the POST administrative budget.

### Comments

Based on the charge given by the Commission, it would seem that your honorable body would want to consider the following issues:

1. Establishment of criteria for representation on the POST Advisory Committee.
2. Review of current membership to ascertain if the above criteria is being met.
3. Consideration of any possible new organizations to the POST Advisory Committee.

Commission on Peace Officer Standards and Training  
Advisory Committee Meeting  
Bahia Hotel, Bay Room  
San Diego, California  
July 22, 1987, 10 a.m.

AGENDA

Call To Order and Roll Call	Chair
Welcoming of New Members	Chair
Approval of Minutes of Previous Meeting	Chair
Announcements	Chair
Presentation of Award to Member Jack Pearson	Chair
Executive Director's Remarks	Executive Director
Accreditation Issues	Commissioners
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 95816-7083

POST ADVISORY COMMITTEE MEETING  
Sacramento Hilton Inn  
Sacramento, California  
April 22, 1987

MINUTES

CALL TO ORDER

The meeting was called to order at 10 a.m. by Vice-Chair Bill Shinn.

ROLL CALL OF ADVISORY COMMITTEE MEMBERS

ROLL WAS CALLED.

Present were: 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 California

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

Jack Pearson, State Law Enforcement Management

Michael Sadleir, Calif. Specialized Law Enforcement

J. Winston Silva, Community Colleges

Floyd Tidwell, Calif. State Sheriffs' Assoc.

Gary Wiley, Calif. Assoc. of Police Training Officers

Absent were: Carolyn Owens, Committee Chair, Public Member

Mimi Silbert, Public Member

Commission Advisory Liaison Committee Members present:

Commissioner Edward Maghakian, Chair

Commissioner Carm Grande

Commissioner Alex Pantaleoni

Guest was: John Clements, Calif. Highway Patrol

POST Staff Present:

Norman Boehm, Executive Director

Glen Fine, Deputy Executive Director

Don Beauchamp, Assistant Executive Director

Michael DiMiceli, Bureau Chief, Management Counseling

Harold Snow, Bureau Chief, Training Program Services

Imogene Kauffman, Executive Secretary

## APPROVAL OF MINUTES OF PREVIOUS MEETING

MOTION - McKeown, second - Wiley, carried unanimously to approve the minutes of the January 21, 1987 Advisory Committee Meeting in San Diego.

## EXECUTIVE DIRECTOR'S REMARKS

A copy of the California Law Enforcement Training Facilities Equipment Needs Study and a copy of the Officer Killing Study were presented to each Advisory Committee Member. The Executive Director directed his remarks to the Study on Facilities and Equipment and the need to develop additional training capability in key areas such as shooting and driving, to include the use of simulators. To address these needs, a \$300 million bond issue has been introduced, and support has been received from several sheriffs, PORAC, California Chiefs' Association and CPOA.

MOTION - Lowenberg, second - Silva, carried unanimously that the Advisory Committee take a support position on the bond issue for regional skill training centers.

## COMMISSION MEETING AGENDA REVIEW

Glen Fine, Deputy Executive Director, reviewed and discussed the Commission Meeting Agenda for the April 23, 1987 meeting.

## PRESENTATION OF AWARD TO MEMBER RAYMOND C. DAVIS

A plaque was presented to Ray Davis, Chief of Police, Santa Ana Police Department, in appreciation of his services on the Advisory Committee as the representative of CPOA since 1984.

## HAZARDOUS MATERIALS TRAINING SUB-COMMITTEE REPORT

Joe McKeown, Chairman of the Hazardous Materials Training Sub-Committee, reported that the Sub-Committee had met at 9 a.m. on April 22, 1987. At that meeting it was reported that CSTI has developed the Basic First Responder Course, and several other courses are being considered, including an Advanced First Responder, On-Scene Managers course, Hazardous Materials Technician, Specialist, and Investigators. Issues yet to be resolved include the qualifications and possible grandfathering of instructors and the issuance of certificates of completion to course graduates.

It was the recommendation of the sub-committee that inasmuch as the committee had completed its assignment that it now be disbanded.

## STATE ACCREDITATION SUB-COMMITTEE REPORT

Jack Pearson, Chairman of the State Accreditation Sub-Committee, reported that the Sub-Committee met on March 31, 1987, in San Diego. Among the guests were Ken Medeiros, Executive Director, Commission on Accreditation for Law Enforcement Agencies (CALEA), and John Duffy, San Diego County Sheriff and Chairman of CALEA. The purpose of the meeting was to acquaint the Advisory Sub-Committee members with the National Accreditation Program so they could better determine what options may be available at POST.

Chairman Pearson understood the charge from the Commission was to explore accreditation within California; whether or not POST should embark on that endeavor; and is it feasible for POST to establish an accreditation program in California separate and apart from CALEA. The group discussed the various aspects of accreditation, both pro and con with no conclusions reached as to where the Commission should go from here.

In summary, Vice-Chairman Shinn stated he would report the following to the Commission:

- The meetings of the Accreditation Sub-Committee and Advisory Committee were informative; however, the Sub-Committee needs to further discuss the issues at future meetings before reporting back to the Commission.

#### MANAGEMENT COUNSELING BUREAU BRIEFING

Michael DiMiceli, Bureau Chief, Management Counseling Services Bureau, presented a briefing on the functions performed in the Management Counseling Services Bureau of POST.

#### ADVISORY COMMITTEE MEMBER REPORTS

Women Peace Officers' Assoc. of Calif. - Barbara Gardner announced that the next conference of the Association is scheduled for May 11-13 in Universal City in conjunction with the CPOA Conference.

Calif. Assoc. of Police Training Officers - Gary Wiley reported that the Semi-Annual State Board meeting of CAPTO will be held the week of April 27 in Monterey. The fall conference will be in October in Palm Springs. As reported at the April meeting, the problems of over-booking of training classes is still coming up.

Calif. Assoc. of Administration of Justice Educators - Derald Hunt reported that CAAJE's Annual Conference is scheduled for April 29-30 and May 1, 1987 at Lake Tahoe. The thrust of the conference will be a study of the five-course core curriculum, a project that is funded by the Community College Chancellor's Office. CAAJE members from the state's 2-year and 4-year colleges will review the core courses for technical legal and philosophical up-dating. Courses will also be reviewed for purposes of emphasizing "concepts" as opposed to "skills" and to minimize duplication with basic academy programs. With the Association's addition of 22 new members this past year, CAAJE's membership has now reached 150 members - the highest it has been in five years.

California Highway Patrol - Bill Oliver reported the CHP recently completed a contractual agreement with Dr. Steven Wallach, who is recognized nationally for his evaluation capabilities, to verify the CHP physical performance program in relation to actual work tasks that the officers perform. If members of the Commission or staff would like copies, let Bill know. The ongoing dispute with the State Personnel Board over a psychological screening program is still present. Suit will be filed if no administrative relief is received. CHP has introduced legislation that would permit the CHP Commissioner to conduct the psychological screening.

DEPARTMENT OF JUSTICE

JOHN K. VAN DE KAMP, Attorney General

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**601 ALHAMBRA BOULEVARD  
ACRAMENTO 95816-7083

## GENERAL INFORMATION

(916) 739-5328

## EXECUTIVE OFFICE

(916) 739-3864

June 4, 1987

## BUREAUS

*Administrative Services*

(916) 739-5354

*Center for Executive**Development*

(916) 739-2093

*Compliance and Certificates*

(916) 739-5377

*Information Services*

(916) 739-5340

*Management Counseling*

(916) 739-3868

*Standards and Evaluation*

(916) 739-3872

*Training Delivery Services*

(916) 739-5394

*Training Program Services*

(916) 739-5372

*Course Control*

(916) 739-5399

*Professional Certificates*

(916) 739-5391

*Reimbursements*

(916) 739-5367

*Resource Library*

(916) 739-5353

John Van de Kamp  
Attorney General  
State Department of Justice  
3580 Wilshire Boulevard  
Los Angeles, CA 90010

Dear John:

Thank you for forwarding the May 4 letter from Terry Herst regarding the need for police training in distinguishing between diabetic and intoxicated persons. It is an important concern.

Diabetic reactions are currently being addressed in the POST basic course as one of the several conditions which may cause a person to show signs and symptoms of intoxication. Basic course requirements include training in recognizing differences between intoxication and those of a diabetic reaction. Because of your inquiry, I have asked our Training Program Bureau to review the topic again with both law enforcement and medical experts to ensure that training is correct and appropriate.

At your request, the item will be on the July Commission agenda by way of information. Then, following review of curriculum content, any proposed formal changes would be brought back to the Commission for action at the October meeting.

Sincerely,



NORMAN C. BOEHM  
Executive Director





**American  
Diabetes  
Association**

SOUTHERN CALIFORNIA AFFILIATE, INC.  
LOS ANGELES CHAPTER

POST

3460 WILSHIRE BLVD., SUITE 900, LOS ANGELES, CA 90010 — (213) 381-3639

May 4, 1987

Attorney General John Van De Kamp  
3580 Wilshire Boulevard, Room 800  
Los Angeles, CA 90020

ATTN: Esther Mots

Dear John:

Andrea was kind enough to instruct me on how to get this letter directly to you.

The problems due to diabetes are factors which members of the police department have to deal with daily, whether knowingly or unknowingly.

The Los Angeles Police Department has recognized that this has not been addressed and that it is necessary to do so. They have made a three minute training film--with approval of the American Diabetes Association of Southern California--and have been showing it since March 6, 1987. The day after the first showing, two diabetics were aided.

The police are also offered a card to carry in their breast pocket. I have enclosed a copy of that card along with a copy of the newspaper article concerning this issue.

I feel it is pertinent to the State of California to also deal with this issue. I know you are on the board for police officer's training. Will you please help me? I am available to travel or speak in order to accomplish this. The film is available only for law enforcement showing through:

Lt. R. I. Kindermann  
Los Angeles Police Academy  
1880 N. Academy Drive  
Los Angeles, CA 90012  
(213) 485-3163

I am anxiously awaiting your reply.

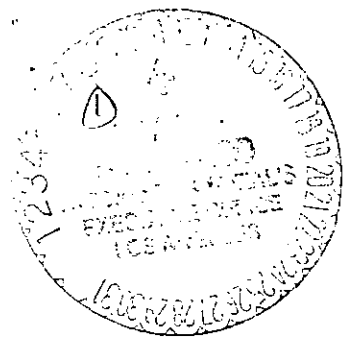
Cordially,

*Terry S. Herst*  
Terry S. Herst

TSH:sb

Enclosure

① Delivered  
② Sent to Post  
Comm. ... 2  
Norm. Bush 6  
consideration 2  
tell her 2  
S/b





# Memorandum

TO : POST Commission

Date : October 6, 1987

Norman C. Boehm  
Executive DirectorFrom : **Commission on Peace Officer Standards and Training**

Subject: Retirement Continuance for Future POST Consultants

## Issue

Should the Commission seek legislation that would allow peace officers who are employed in the future as POST consultants to maintain their membership in the safety member retirement system?

## Background

In an effort to ensure that POST is staffed by competent and experienced law enforcement professionals, the Commission has traditionally attempted to recruit mid-career law enforcement executive and management personnel to serve as POST law enforcement consultants. The ranks specifically targeted for recruitment include law enforcement executive staff, as well as middle management positions, normally captain and lieutenant levels. In years past, the salary level of the law enforcement consultant position has been sufficiently competitive to induce law enforcement officials interested in the consultant positions to consider foregoing their higher law enforcement safety member retirement benefits in favor of the regular state employee retirement program afforded POST consultants. This is no longer the case as consultant salaries have declined in comparison to those of law enforcement. As a result, persons in these targeted positions have shown a lack of interest in competing for the consultant positions. Those that have successfully completed the selection process have shown great reluctance to accept the substantial pay and benefit reduction that is generally required to come to work for POST. Although POST will continue to attract a certain number of retired law enforcement executives and managers, who are drawing retirement benefits from their previous employment, the current benefit program is obviously not enticing the younger, mid-career law enforcement executive and management personnel to accept employment with POST.

## Analysis

POST was created by law enforcement to provide a service that up until that time was not being provided and was very much needed. It is essentially a program for local law enforcement, governed by a body of local representatives and staffed by personnel employed primarily from local law enforcement ranks. This combination has worked well in the 26 years of POST's existence to ensure

that local needs were understood and met, and that POST would not become just another "state agency". This balance may be in jeopardy if POST cannot convince local law enforcement personnel of the benefits associated with working for POST.

In discussing this matter with persons who are on, or have been on, an eligible list for POST consultant, the loss of benefits seems to be an issue of great importance. The fact that most candidates have 15 or more years vested in the safety member retirement program and would not be allowed to continue in this system, appears to be a significant factor in considering POST employment. Most see movement from the safety class to miscellaneous retirement as a step down, and one they choose not to opt for.

Membership in the state safety member retirement system is not necessarily tied to peace officer powers. Several classifications of state employees, such as CYA and Department of Corrections teachers, museum security guards, etc., have been assigned to this retirement group without peace officer status. The State Personnel Board evaluates each request for inclusion in the safety member retirement system on an individual basis.

#### Comments

It appears that POST must either seek to provide additional incentive in the form of increased salary benefits or a continuance of safety member retirement in order to convince law enforcement personnel in the target group (law enforcement executives and middle managers) to seriously consider employment with POST. Efforts to increase salaries has traditionally not been successful due to "benchmarking" with other state agencies. That is, that POST salaries are not compared to local law enforcement middle managers (the target group) but rather to other state employees. The approach of allowing continuance of a law enforcement official's safety member retirement while employed as a POST consultant appears to be a viable alternative that should be seriously considered.

#### Recommendation

POST seek legislation to allow law enforcement officers employed in the future as POST consultants to retain their safety member retirement benefits.