

Memorandum

To : All Commissioners

Date : December 1, 1972

Executive Director

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

Subject: COMMISSION MEETING
December 14-15, 1972
Los Angeles International Hotel
Los Angeles International Airport
6211 W. Century Blvd.
Los Angeles, California 90045

December 14: 10 a.m. - 5 p.m.
Gold Room

December 15: 9 a.m. - 2 p.m.
Gold Room

AGENDA

1. Call to Order
2. Introduction of Guests
3. Approval of Minutes
4. Executive Director's Report
 - a. FBI Training Advisory Committee
 - b. NASDLET - National Resource Center
 - c. Directors' Retreat
5. Education and Training Division
 - a. Certification of Courses
 - b. Initial Employment Training Policy
 - c. Policy Recommendations
 - (1) Outside agency participation percentage
 - (2) Tuition for outside agencies
 - d. P.C. 832 - Attorney General's Opinion
 - e. Community-Police Relations Leadership Training Program Status Report

6. Police Standards Division - Status Report
7. Technical Services Division
 - a. Center for Police Management Proposal - Status Report
8. Administration Division
 - a. Project and Committee Reports
 - (1) Project S. T. A. R.
 - (2) Minority Recruitment Project
 - (3) Advisory Committee
 - b. Consultant Exam Results
 - c. Report on Reclassification of Staff
9. Financial and Budget Report
10. Legislative Report
11. Old/New Business
 - a. Executive Certificate Requirement Modification
 - (1) Executive Development Course Equivalency Requirement
 - b. Firearms Use Policy Meeting - Status Report
12. Election of Officers
13. Date and Place of Next Meeting/Hearing
14. Adjournment


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COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

MINUTES

December 14-15, 1972
Los Angeles, California

The meeting was called to order at 10 a.m. by Chairman Fabbri.
A quorum was present.

Present:

JOHN FABBRI	- Chairman
JACK G. COLLINS	- Vice-Chairman
LYELL C. CASH	- Commissioner
BEN CLARK	- Commissioner
ROBERT F. GROGAN	- Commissioner
DAN KELSAY	- Commissioner
ROBERT S. SEARES	- Commissioner
ERIC E. YOUNGER	- Representative of the Attorney General

Also Present:

BOB L. CRESS	- POST Advisory Committee Representative
GENE S. MUEHLEISEN	- Executive Director
CARL R. BALL	- Assist. Director, Education & Training Divn.
F. S. BROWN	- Administrative Services Officer
BRADLEY W. KOCH	- Assist. Director, Police Standards Divn.
JEWELL L. ROSS	- Assistant to the Executive Director
G. E. TOWNSEND	- Assist. Director, Administrative Services Divn.
G. W. WILLIAMS	- Bureau Chief, Education & Training Divn.
BROOKS WILSON	- Bureau Chief, Education & Training Divn.
O. H. SALTENBERGER	- Project Coordinator, Project S. T. A. R.
IMOGENE KAUFFMAN	- Recording Secretary

Absent:

FRED J. MOREY	- Commissioner
E. R. STRATHMAN	- Commissioner

Staff Training:

Beverly Clemons	- Secretary, Executive Office
Carol McCoy	- Secretary, Southern Bureau, Education & Training Division

Visitors:

Dr. H. Becker	- Cal State University, Long Beach
G. L. Brody	- San Bernardino County Sheriff's Office
Stan Everett	- Riverside City College
Captain E. F. Grace	- Los Angeles Police Department
Lt. John Hove	- Inglewood Police Department
Lt. J. D. Kennedy	- Anaheim Police Department and President, California Juvenile Officers' Assn
Robert Laughlin	- Orange Police Department and First Vice- President, Northern Calif. Juvenile Officers' Association
Don Matthews	- Cal State University, San Jose
G. R. McKay	- Ventura College
Alex J. Norman	- U. C. L. A.
Russel Rhodes	- U. C. L. A.
Sgt. L. Rogers	- Los Angeles Police Department
Ken Smith	- President, Southern California Juvenile Officers' Association
Richard G. Williams	- San Bernardino County Sheriff's Office

APPROVAL OF MINUTES

MOTION by Commissioner Clark, seconded by Commissioner Seares, motion carried that the minutes of the September 14-15, 1972 commission meeting in San Diego be approved.

The Chairman was requested to consider a nomination to replace Ex-Commissioner Flynn on the Budget Review Committee. Mr. Townsend announced that for purposes of the 1973-74 Budget a meeting of the Budget Committee would not be necessary. The Chairman indicated the appointment should be made when the following fiscal year's budget is to be reviewed.

EXECUTIVE DIRECTOR'S REPORT

The Executive Director reported on three meetings in which he had recently participated.

FBI Law Enforcement Training Advisory Committee

The Committee met December 5-7, 1972, at the FBI National Academy, Quantico, Virginia. Prior to the meeting, a questionnaire regarding recommendations concerning the role of the FBI in its training was mailed to selected individuals and officers of:

The California Police Officers' Association
California Sheriffs' Association
County Supervisors' Association

California Chapter - FBI National Academy Associates.
 California Association of Administration of Justice Educators
 (all members).
 All members of P. O. S. T. professional staff.

Responses were summarized, and the Executive Director presented to the Committee an overall statement of the findings. See Attachment "A"

Also made available to the Committee was a document by Lt. Peter George, Beverly Hills Police Department, prepared as a class project, which set forth the suggestions of the 37 Californians attending the National Academy.

The Executive Director stated this was the second session of the Committee and possibly the last. An Executive Order states all meetings of advisory committees to any federal governmental agency must be open to the public; therefore the press and all interested persons must be heard. It would be difficult for a committee of the nature of the FBI Training Advisory Committee to meet under those circumstances and achieve meaningful work. Director Gray has requested an exemption from that order. The philosophy of having multi-disciplinary input to the FBI Academy will continue.

Some specific recommendations made by the Committee were:

1. Endorse affiliation with the University of Virginia.
2. Establish new entrance standards.
3. Give the standard FBI N. A. course a name.
4. National Academy should serve as an institute of higher learning in the areas of supervision, middle management, executive development and technical courses for which the FBI has special expertise.
5. The maximum age of candidates shall be reduced from 50 to 46 years unless there are special justifications acceptable to the FBI.

NASDLET - National Resource Center

The National Association of State Directors of Law Enforcement Training met at their annual meeting in conjunction with the I. A. C. P. annual conference October 15-19, 1972, in Salt Lake City. It was requested that in conjunction with the development of the Center for Police Management, P. O. S. T. will serve as a National Resource Center. Information will be provided, upon request and on a reciprocal basis, to the 42 other states having P. O. S. T. programs. Time and cost to P. O. S. T. was discussed. Chairman Fabbri directed staff to proceed with this service and evaluate the time and expense involved. NASDLET President, Leo Culloo, Executive Secretary of the New Jersey Police Training Commission, has since stated all things requiring extensive paper work or regular production will be handled from the New Jersey office. It is hoped a national resource center will be developed in Washington, D. C. The Executive Director stated the FBI extended an invitation for the next NASDLET meeting to be held at Quantico, Virginia.

Directors' Retreat

The Executive Director reported on the success of the long-planned retreat which included the Director, Assistant Directors, Administrative Services Officer and Assistant to the Executive Director, held October 30-31, 1972, near Grass Valley. Discussion included:

1. Long and short-range goals. (Additional meetings will be required to complete these goals.)
2. P. O. S. T. staff training and career development.
3. Improvement of communications -- both in-house and in the field. Principal problem was how to improve communications with the people served by P. O. S. T.
4. Stabilization of programs and staff at the present level. (Technical Services will conduct a management study of each division.)

It was suggested that a letter be sent to all law enforcement associations advising that a member of P. O. S. T. staff would attend meetings when requested. Commissioner Clark was of the opinion staff attendance with associations should be scheduled. Invitations to law enforcement association representatives to attend commission meetings, when matters within their special area of interest are considered, should be extended formally.

The Executive Director suggested it would be helpful to schedule meetings with department heads of larger departments to discuss new programs prior to presentation to the Commission.

Commissioner Kelsay requested it be continuously stressed that one of the principal functions of the Commission staff is compliance inspections of jurisdictions to insure adherence to P. O. S. T. standards of selection and training.

EDUCATION AND TRAINING DIVISION

Certification of Courses

The Course Certification Screening Committee comprised of Commissioners Cash, Seares and Younger with Commissioner Seares serving as chairman, had met prior to this session. Chairman Seares reported the Committee recommended approval of all staff recommendations with the exception of nine specific courses to be considered individually later.

MOTION by Commissioner Seares, seconded by Commissioner Younger, motion carried to accept the Certification Committee's recommendation to approve all staff recommendations of courses presented on the course certification agenda with the exception of nine courses which it was felt required discussion by the full Commission.

Courses certified and the individual action taken follows:

<u>Advanced Officer Course</u>	<u>Hours</u>	<u>Reim. Plan</u>
Moorpark College	40 hrs.	D
<u>Supervisory Course</u>		
Contra Costa College	110 hrs.	D
<u>Supervisory Seminars</u>		
Los Angeles Police Dept.	30 hrs.	A

Discussion of this seminar was concerned with the major portion of the course being L. A. P. D. oriented although it would be open to other departments. Commission policy has been not to finance in-service training for either large or small departments.

There followed extensive discussion on the commission policy that courses are not approved unless they do have statewide application. Specialty courses for a particular agency are generally not approved. The need was determined for a clear policy with regard to making training available to outside agencies but permitting courses which are applicable to the specific needs of individual departments. Staff was directed to draft a wider course approval policy for presentation at the next commission meeting. Five points are to be re-stated to clarify the policy that will be applied in reviewing courses for certification:

1. Size of agency, size of class and demonstrated need for the training.
2. Competency of the instruction.
3. Relevancy to law enforcement.
4. Course availability to other agencies.
5. Will the course raise the level of quality in law enforcement.

MOTION by Commissioner Clark, seconded by Commissioner Seares, motion carried that the Los Angeles Police Department Supervisory Seminar be approved for certification.

Oakland Police Department	50 hrs.	A
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Middle Management Course

California State Univ., Northridge	105 hrs. (1 yr. cert.)	E
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Middle Management Seminars

Calif. State Univ., Humboldt	30 hrs.	E
Calif. State Univ., Northridge	60 hrs.	E

<u>Technical Courses</u>		<u>Hours</u>	<u>Reim. Plan</u>
Calif. Dept. of Justice	Protective Services	19 hrs.	B
Calif. State Univ., Long Beach	Workshop on the Mentally Ill	24 hrs.	B

As requested at the preceding commission meeting, this course was again reviewed with additional information presented by Dr. Hal Becker, California State University, Long Beach.

MOTION by Commission Seares, seconded by Commissioner Younger, motion carried that the Workshop on the Mentally Ill be certified.

Los Angeles Police Dept.	Civilian Station Officer School	40 hrs.	A
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The staff recommendation was not to certify this course in an effort to restrict redundancy of certification of courses as East Los Angeles College presents a similar course in the area.

MOTION by Commissioner Seares, seconded by Commissioner Younger to approve the staff recommendation not to certify the Civilian Station Officer School was defeated.

MOTION by Commissioner Clark, seconded by Commissioner Collins, motion carried to approve the Los Angeles Police Department Course, "Civilian Station Officer School." The tuition will be adjusted with the future establishment of a tuition policy. Staff was instructed to develop a more suitable course title.

Oakland Police Dept.	Communication Dispatcher School	120 hrs.	A
Oakland Police Dept.	Criminal Investigation	40 hrs.	A
Redwoods, College of	Jail Operations	40 hrs.	A
Rio Hondo College	Criminal Investigation	40 hrs.	A
Rio Hondo College	Juvenile Officers Course	40 hrs.	A
Sacramento Law Enforcement Training Center	Jail Operations	44 hrs. Effec. 1-1-73	A
San Bernardino Sheriff's Dept.	Community-Police Relations	45 hrs.	A

<u>Technical Courses, continued</u>		<u>Hours</u>	<u>Reim. Plan</u>
San Bernardino Sheriff's Department	Coroner's Course	56 hrs.	A
San Bernardino Sheriff's Department	Advanced Firearms	45 hrs.	

It was felt the items set forth to be covered in this course of training should be covered in the preliminary training.

MOTION by Commissioner Seares, seconded by Commissioner Cash, motion carried that the San Bernardino Sheriff's Department Advanced Firearms Course be denied certification.

San Francisco Police Department	Family Crisis Intervention	32 hrs. Retro. 10-2-72	A
Riverside City College	Jail Operations	40 hrs.	A
Riverside City College	Jail Management	40 hrs.	A
Riverside City College	Non-Sworn Police Personnel Training	40 hrs.	A
Santa Ana College	Field Evidence Technician's Course	80 hrs.	A

Special Courses

The following 27 courses, P.C. 832-Arrest and Firearms, were certified as 40-hour courses, reimbursable under Plan D. Stipulations are shown.

Bakersfield City College
 California State University, San Jose, 26-hour course
 Central Coast Counties Peace Officer Academy
 Chabot College
 Contra Costa County Sheriff's Department, Retroactive to 10-11-72
 Feather River Police Academy, Effective 1-1-73
 Fresno City College
 Fullerton College
 Hartnell College
 Inglewood Police Department
 Los Angeles Police Department, Retroactive to 8-1-68
 Merced College, Retroactive to 11-1-71
 Monterey Peninsula College
 Mt. San Jacinto College
 Marin, College of

Special Courses - continuedHoursReim. Plan

Napa College
 Pasadena City College
 Redwoods, College of
 Riverside City College
 San Bernardino Sheriff's Department
 San Diego Police Department
 San Joaquin Delta College, Effective 1-1-73
 Santa Barbara City College
 Santa Rosa Junior College
 Sequoias, College of
 Solano College
 Torrance Police Department

Specialized Basic Course

Pasadena City College	Marshals Basic Course	520 hrs.	N/A
San Bernardino Marshal's Office	Marshals Basic Academy	204 hrs., Retro. 9-1-72	N/A

Continuing Certification

California State University Long Beach	Technical Course, Criminal Justice Information Systems	24 hrs.	B
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Certification and Reimbursement Changes

Alameda County Sheriff's Dept.	Technical Course, Jail Operations	80 hrs. (fm. 40 hrs.)	A
Oakland Police Dept.	Technical Course, Field Probationary Training Officer Seminar	45 hrs. (fm. 40 hrs.)	A
University of Southern Calif.	Executive Devel. Course	100 hrs.	Increase tuition of \$375 to \$425 per student.
University of Southern Calif.	Middle Manage- ment Course	100 hrs.	Increase tuition of \$300 to \$350 per student.

Decertification

The basis for decertification is usually "inactivity", i. e., there is no longer a demand for presentation of the course as originally certified.

Decertification - continued

- Cal. State University, Los Angeles -- Technical Course, "Police Marksmanship"
- Calif. Institute of Technology -- Middle Management Course
- Cal. State University, San Jose -- Technical Course, "Police, Schools and the Community"
- Chabot College -- Supervisory Course
- Golden West College -- Technical Course, "Community-Police Relations"
- Long Beach City College -- Technical Course, "Community-Police Relations"
- Merritt College -- Supervisory Course
- Redwoods, College of -- Technical Course, "Institute on Crowd Control"
- San Jose City College -- Technical Course, "Advanced Investigative Photography"
- Stockton Police Training Center -- Supervisory Course

Initial Employment Training Policy

Commissioner Clark and Stan Everett, Riverside City College, requested consideration by the Commission to establish an initial employment training policy to permit a course of 120 hours introductory recruit training intended to cover the barest essentials prior to assignment to duty and prior to attendance at a basic academy. Some questions presented to the Commission for consideration were:

1. Should completion of some portions of the Basic Course be mandatory before a recruit is assigned to any type of law enforcement police service function?
2. Should a totally untrained recruit be subject to some restrictions imposed by P. O. S. T. before he completes some or all of the Basic Course, e. g., prohibited from carrying firearms or making arrests?
3. Should the legislature be encouraged to statutorily restrict the powers and rights of untrained peace officers?
4. Should supervised field training become a mandatory part of the Basic Course curriculum?

Bob Cress, P. O. R. A. C. President, stated that P. O. R. A. C. plans to propose legislation in 1973 to mandate cities and counties to train recruits in a basic course before being assigned in the field as a peace officer. Commissioner Clark suggested the number of hours of the Basic Course that are reimbursable could be increased to provide for some training before an officer is assigned to any law enforcement duties, e. g., if training is above a given level,

reimbursement will be made for selected courses, specified by the Commission, to cover the block of sensitive area courses. Chairman Fabbri directed that staff formulate some basic recommendations in response to the above-mentioned questions. A subcommittee was appointed to meet with and review the staff work prior to the next commission meeting. The subcommittee included Commissioners Clark, Cash and Seares, to be chaired by Commissioner Clark.

Policy Recommendations

Mr. Ball stated that the two recommendations requested by the Commission at the September meeting were still being studied, i. e., outside agency participation percentage, and tuition for outside agencies. Mr. Wilson added that no policy recommendation had been formulated as the percentage of outside agency participation that is required affects the amount of tuition charged.

Commissioner Clark suggested two points that should be involved in the study; (1) the regulation in the Government Code that provides for "the gift of public funds" and (2) a tuition formula, i. e., total budget for training divided by the number of student hours to arrive at a cost. This would apply to the entire training program, and it would be a bonafide charge of the city or county to any outside participants.

Staff was directed to proceed with the drafting of a recommended policy.

P. C. 832 - Attorney General's Opinion

As directed by the Commission at the September commission meeting, an Attorney General's Opinion had been requested on whether courses of training on peace officer powers of arrest and the carrying and use of firearms, which courses have already been given, may be approved by the Commission as meeting the requirements presently prescribed by P. C. 832. The Opinion received stated, in part:

" . . . as long as courses meet present P. O. S. T. standards, the fact they were given prior to the effective date of Penal Code Section 832 would not render them unsatisfactory in meeting the training requirements set forth in Penal Code Section 832. "

* * *

"Also, the section does not require that the courses be given after the effective date of the legislation. Therefore, if an employing agency certifies that employees of that agency have received training that meets present Commission standards in these areas, the section would be satisfied as to those employees. "

A memo, "832 P. C. - Certification of Past Courses of Training", which set forth staff recommendations was presented.

MOTION by Commissioner Clark, seconded by Commissioner Seares, motion carried that the following staff recommendations be adopted:

1. The following courses which were previously given are certified as training called for in P. C. Section 832: Certified and non-certified Basic Courses, non-certified P. C. 832 - Arrest and Firearms Courses; and prior to July 1, 1972, the four certified pre-service college degree program courses, together, entitled "Criminal Law, Criminal Evidence, Defensive Tactics, and Firearms".
2. Hereafter, non-certified Basic Courses and non-certified P. C. 832 - Arrest and Firearms Courses are certified as training called for in Penal Code Section 832.

These certifications are subject to the following conditions:

The training was given by an institution certified to present the Basic Course, or certified to present a pre-service police science college degree program and that the presentation of these courses of training occurred after the effective date of such certification. Upon evaluation, the courses of training are determined to meet all of the P. C. 832 curriculum standards.

On the basis of the Basic Equivalency Examination, issue Basic Certificates subject to the showing of completion of the training requirements of Penal Code Section 832.

MOTION by Commissioner Clark, seconded by Commissioner Seares, motion carried that the following information be formulated into a memo for dissemination to the field:

1. The Commission on P. O. S. T. has a standard certified P. C. 832 Course.
2. The liabilities arising out of any challenge to a department is the responsibility of the department head.
3. The department head should satisfy himself that all peace officers within his jurisdiction are qualified in the areas of the attached course. (POST certified P. C. 832 Course should be attached.)

4. In determining qualifications, the above-adopted guidelines may be used (but are not limited to these guidelines).

Commissioner Younger suggested the televised series being presented by the Attorney General's Office could be utilized by agencies having almost no capabilities to comply with P. C. 832 requirements.

Community-Police Relations Leadership Training Program - Status Report

A written staff report was provided to the Commissioners.

It was reported that enrollment in the Community-Police Relations Leadership Training Programs at U. C. L. A. and Cal State University, San Jose, have been disappointing. Over 60 hours had been expended by a staff member who contacted over 288 agencies in an effort to fill the classes. In addition to personal contacts, some 6,300 announcements were mailed to individuals and agencies. An adequate number of applications to justify presentation at San Jose had been received. Applications for the U. C. L. A. course were insufficient. Details of the discussion that followed are retained in P. O. S. T. files.

MOTION by Commissioner Younger, seconded by Commissioner Collins, motion carried that the following recommendations be approved:

1. That a contract be executed with California State University San Jose, as originally proposed.
2. That, due to a lack of applications for enrollment, the proposed programs at the University of California at Los Angeles be cancelled.

A third staff recommendation suggested that negotiations with U. C. L. A. be undertaken to utilize the staff they had appointed in expectation of presenting the C. P. R. L. T. P. to undertake research concerning the impact of previous C. P. R. L. T. programs. Discussion followed, the details of which are in P. O. S. T. files.

MOTION by Commissioner Clark, seconded by Commissioner Younger, motion carried that the Attorney General's Advisory Commission on Community-Police Relations be asked if it would be possible for the Advisory Commission to evaluate this program. The findings from this request are to be reported at the next commission meeting.

POLICE STANDARDS DIVISION - Status Report

Mr. Koch reported that during 1972, 13 surveys have been completed; three are in final stage of processing; 10 surveys are in progress including the Modesto and Lodi studies; and there is a backlog of 28 requests. The final report on the Modesto-Stanislaus County feasibility study will be available in April 1973.

An experimental methodology of survey procedure is being attempted in a "task force" approach with the Gardena Police Department. The survey team is comprised of ten Administrative Counseling consultants. An evaluation will be made on the relative effectiveness of this approach.

Other activities include the development of a formal program of implementation follow-up and implementation assistance. This assistance has been provided to 25 agencies during 1972.

There have been 218 inspectional visits and 30 follow-up or requested visits made by the Bureau of Personnel Standards.

The status of constables and their participation in the Specialized Certification Program is being studied to be reported on at the meeting in March for possible commission action.

Eleven new agencies have entered the P. O. S. T. program this year. The jurisdictions not now in the program represent less than 1% of the state population and less than 1% of the State's police and sheriff manpower.

Meeting recessed at 4:45 p. m. to reconvene at 9 a. m., Friday, December 15.

December 15, 1972

The meeting was reconvened at 9 a. m. by Chairman Fabbri. A quorum was present.

Request of California Juvenile Officers' Association

Representatives of the California Juvenile Officers' Association presented a request for P. O. S. T. certification of a seminar to be conducted by the La Verne College Management Center March 7-9, 1973, in conjunction with the Association's annual conference in Newport on the same dates. P. O. S. T. staff pointed out that past experience with a training seminar in conjunction with a conference proved unsatisfactory even though carefully programmed. It was suggested that the training be structured differently and be submitted at a later date.

Lt. Kennedy, Association President, stated the Association's purpose for presentation at this time was two-fold: To provide a sound and enlightening seminar to the anticipated 200 conference attendees, and to make it financially easier for law enforcement agencies to send participants.

MOTION by Commissioner Clark, seconded by Commissioner Collins, motion carried (Kelsay abstaining) that the California State Juvenile Officers' Seminar be denied certification as presented at this time.

It was stated that asking for certification on short notice at a commission meeting was out of order as the Commission requires staff reports and recommendations before them in order to make decisions.

The Executive Director assured the Association that, from a staff standpoint, P.O.S.T. will continue to cooperate in every possible way to come up with an approved program for presenting training to juvenile officers.

TECHNICAL SERVICES DIVISION

Center for Police Management Proposal - Status Report

The Executive Director reported that a C. C. C. J. grant application for \$123,770 had been made. State funding has been requested as it is a more rapid means to implement the Center's operation. Briefly, elements of the proposed Center include: compilation of frequently needed data; response to inquiries for specific kinds of information or data; supply information on latest and most successful programs in crime prevention; systematically review and catalog criminal justice literature; accumulate base-line data not now available; and research management problems to provide suggested solutions upon request of local officials.

The Commission was presented with a recently updated survey document compiled by the Technical Services Division which shows total police and sheriff agencies in California in groups based on number of total personnel; sworn and full-time civilian personnel; part-time and reserve personnel; and percentages of each component.

Working with the Administration Division, Technical Services has completed sets of guidelines for dissemination to the field. "The Guidelines: P.O.S.T. Certification of Training Courses and P.O.S.T. Reimbursement to Local Law Enforcement Agencies for Training" will be mailed shortly. The document will be incorporated in the future P.O.S.T. Field Manual.

Project S. T. A. R. - Status Report

Mr. Saltenberger reported that a letter had been mailed to L. E. A. A. regarding release of S. T. A. R. publications. The response stated that the first year's

publications were free from a release stipulation. All working non-final documents were also free from this stipulation. He further stated that a request is being drafted to defray the publication costs of the anticipated S. T. A. R. documents of which there will be at least eight. Estimated cost is approximately \$30,000.

It was reported that Project S. T. A. R. is on schedule. Completed are the identifications of roles of the three major subsystems: Police Role Identification; Corrections, Parole and Probation Officers, and Judicial Process. Role performance analysis will be performed shortly after the first of the year in the correctional component. The base data for the training packages and educational curricula recommendations will be completed by May of 1973.

Commissioner Clark suggested that the decision concerning document distribution should be left with staff (project director and coordinator) with the caveat that good judgment be used to effect selective distribution.

Minority Recruitment Project

Mr. Townsend reported that in compliance with a requirement of the Project, a Minority Recruitment Seminar was held December 7-8, 1972, in Emeryville. There was nation-wide attendance of persons who explored and identified problems of recruitment of minorities. Much constructive direction was received. A progress report will be made to the Legislature in January. Mr. Townsend reported that Michael Hunt, Project Coordinator, and Mel Iguchi, a newly hired contract consultant for the Project, are in Georgia attending the National Urban League Conference on Minority Recruitment.

Advisory Committee Report

Mr. Townsend announced that the next Advisory Committee meeting is scheduled for the latter part of January. The Committee wants guidance concerning its role. The Advisory Committee Chairman plans to make sub-committee appointments so that members can work more closely with the staff and Commissioners. Commissioner Clark suggested the Advisory Committee might study the priority recommendations in the Brooks Wilson Report, "The POST Training Program - A Review and Critique" and, in cooperation with P.O.S.T. staff, develop outlines and guidelines to implement the recommendations. Commissioner Clark stated that the Commission recognized and appreciated the important assistance of the Advisory Committee in recently evaluating the Community-Police Relations Leadership Training Program proposals.

Consultant Exam Results

Mr. Ross reported that an eligibility list of 26 persons for Consultant, Peace Officer Standards and Training, had been established. About 100 applications were received with 65 candidates invited to appear before the Qualifications Appraisal Board. Fifty-seven were interviewed and 26 were placed on the eligible list. Thirteen of the successful candidates have Masters degrees. Interviews were conducted in Sacramento, Los Angeles and San Francisco.

Report on Reclassification of Staff

Mr. Townsend presented the current P. O. S. T. Staff Organization Chart which showed the newly approved titles, Attachment "B". The State Personnel Board Memo which established the new classifications, pay rates and requirements for each of the classes was also presented. As a result of the new classifications, the salary position for Law Enforcement Consultant I and II is improved. The salary compaction problem which exists with the salary level of the Executive Director has not been resolved.

FINANCIAL AND BUDGET REPORT

Mr. Townsend presented the following reports:

Peace Officer Training Fund Revenue, 9-30-72, Attachment "C"

Quarterly Activity Report for 1972/73 F. Y. Summary, July 1 - October 20, 1972, Attachment "D"

It was announced that new forms for claiming reimbursement have been designed and will be forwarded to all jurisdictions in the near future. Two forms will be used for claiming reimbursement instead of five. Other modifications simplify claims processing and improve records needed for the issuance of professional certificates. Forms were designed to facilitate a transition from manual to machine processing when the volume will justify it.

The status of the budget was presented by Mr. Townsend. Highlights were: P. O. S. T. budget has been approved by the Governor's Cabinet with only minor changes. The Executive Office and Department of Finance have approved the budget as submitted. It is a program budget. Liaison is maintained with the office of the Legislative Analyst in order to provide helpful information when needed.

LEGISLATIVE REPORT

S. B. 789 - (Dills) Withdrawn by author.

Provided that salaries for local law enforcement officers be determined by

type of P. O. S. T. certificate held by officers, with subvention from the State General Fund.

A. B. 80 - (Crown) Enrolled and sent to Governor -- Vetoed

Provided for appropriation of $1\frac{1}{2}$ million dollars from State General Fund to finance purchase of equipment by local law enforcement agencies. Allocation of funds by P. O. S. T.

A. B. 775 - (Biddle) Held in Governmental Organizations Committee.
Did not come to hearing.

Provided incentive pay to state employed peace officers who have received P. O. S. T. certificates and who perform work on projects or engage in education and training approved by their hiring authority, which is performed apart from their regular duties.

A. B. 2372 - (Beverly) Not heard. Withdrawn and amended by the author to provide work furloughs for prisoners in county jails.

As originally written, the bill provided that the training for marshals may be reimbursed from the Peace Officers Training Fund.

OLD/NEW BUSINESS

Governor's Select Committee on Law Enforcement Problems - Meeting

The Executive Director and Assistant Directors met recently with the Governor's Select Committee on Law Enforcement Problems. The background of the Committee members and the questions reflecting their concerns on law enforcement problems are on file in the Executive Office. One committee representative inquired about the feasibility of the Commission being more advisory in nature than it is at present. The Executive Director stated he had spoken very strongly in support of the present commission concept and felt it would be disastrous to remove that kind of executive direction and guidance to any place else in government.

Executive Certificate Requirement Modification

Commission action at the September 14-15, 1972, meeting was that the issue of modification of the requirements for eligibility of the Executive Certificate be reviewed at this meeting. Mr. Townsend stated the staff recommendation was that no formal commission action be taken on this item at this time. Through a series of meetings in January and February with the P. O. S. T. Advisory Committee, C. P. O. A., the Police Chiefs' Association and State Sheriffs' Association, there will be developed a consensus and a staff recommendation for consideration at the March meeting.

Firearms Use Policy Meeting - Status Report

The Executive Director stated that in view of the hearings on legislative bills that would have changed the Penal Code in this area; in view of recent problems in several police departments involving shootings by police officers; and the restrictive firearms use legislation that is to be introduced in the next session, it was felt that it would be wise for P. O. S. T. staff to recommend the action taken at the September 14-15, 1972, meeting be suspended.

MOTION by Commissioner Younger, seconded by Commissioner Collins, motion carried to suspend the September action which stated that prior to March 1973, P. O. S. T. take the initiative and arrange a meeting of various law enforcement groups for the purpose of discussing a possible change in firearms law or the possibility of adopting a somewhat uniform firearms use policy for law enforcement. Action on this matter is to be suspended until two meetings in the future.

Regional Training Centers

Commissioner Seares requested that the establishment of regional training centers throughout the State be considered a top-priority project. Consensus was that the development of regional training centers is the answer to many of the training problems of both staff and smaller jurisdictions.

MOTION by Commissioner Collins, seconded by Commissioner Seares, motion carried that a staff consultant be assigned to explore what avenues are open for establishing regional training centers throughout the State. This is to be a high-priority project, and a report is to be presented at the next commission meeting.

ELECTION OF OFFICERS

MOTION by Commissioner Seares, seconded by Commissioner Kelsay, motion carried that Vice-Chairman Jack Collins be appointed as Chairman for 1973.

MOTION by Commissioner Clark, seconded by Commissioner Kelsay, motion carried that Commissioner Fred Morey be appointed as Vice-Chairman for 1973.

DATE AND PLACE OF NEXT MEETING

The Commission set the date of the next commission meeting to be March 15-16, 1973, in Northern California. The exact location to be at the selection of the Chairman.

ADJOURNMENT

There being no further business, the meeting was adjourned at 11:45 a. m.

Respectfully submitted,

Gene S. Muehleisen
GENE S. MUEHLEISEN
Executive Director

Memorandum

FBI Law Enforcement Training
Advisory Committee

Date : November 29, 1972

GENE S. MUEHLEISEN

From : Commission on Peace Officer Standards and Training

Subject: F. B. I. Questionnaire Analysis:

- * YES -- When answered by only "Yes" or "Yes, because".
- * Conditional YES -- When answered by, "Yes if" - "Yes unless" - "Yes when".
- * Conditional NO -- When answered by, "No unless" - "No until" - "No if".
- * NO -- When answered by only "No" or "No, because".

1. This question was, in my opinion the least statistically viable due to two reasons; (1) Some of the participants thought that the wording ruled out the chiefs of police, and (2) Some participants anticipated question number two and answered accordingly.
All favored the training mentioned in the question.
2. Valid. The 'conditionals' were mostly for the states as a better option to the F. B. I. course but realized the difficulty of implementation.
3. Interpretive question.
4. Valid. There are two questions here and as a result the yes and no cannot be as accurate as perhaps EXPANSION vs. NONEXPANSION.
EXPANSION -- YES
NONEXPANSION -- NO is how I recorded the answers.
5. Valid. The 'conditionals' were mostly restrictions for local decision making and or 'quality' decisions. The 'NO'S' were primarily concerned with the question of training vs. academics.
6. Valid. The 'conditionals' were diverse.

1. Should the role of the FBI National Academy be limited to the supervisory, management and executive level?

YES	Conditional YES	Conditional NO	NO
41%	27%	15%	17%

Total YES 68%

Total NO 32%

2. Should the FBI National Academy "Basic Course" be discontinued with full responsibility placed upon each state to develop excellence in this kind of training?

YES	Conditional YES	Conditional NO	NO
49%	17%	21%	13%

Total YES 66%

Total NO 34%

3. What should the continuing role of the FBI be in field training?

* Maintaining their training at the excellence that the FBI now has.

*Through the training, keep the states informed and trained with the latest in all aspects of law enforcement.

4. If the FBI continues its field training program, should they be limited to specialties which are common to their experience and operation or should they develop instructors with special expertise in areas not common to their specialized fields?

YES	Conditional YES	Conditional NO	NO
15%	13%	28%	44%

Total YES 28%

Total NO 72%

5. Should FBI field training be given college credit at the local level? If so, by what method?

YES	Conditional YES	Conditional NO	NO
2%	61%	13%	21%

Total YES 63%

Total NO 34%

no answer 2%

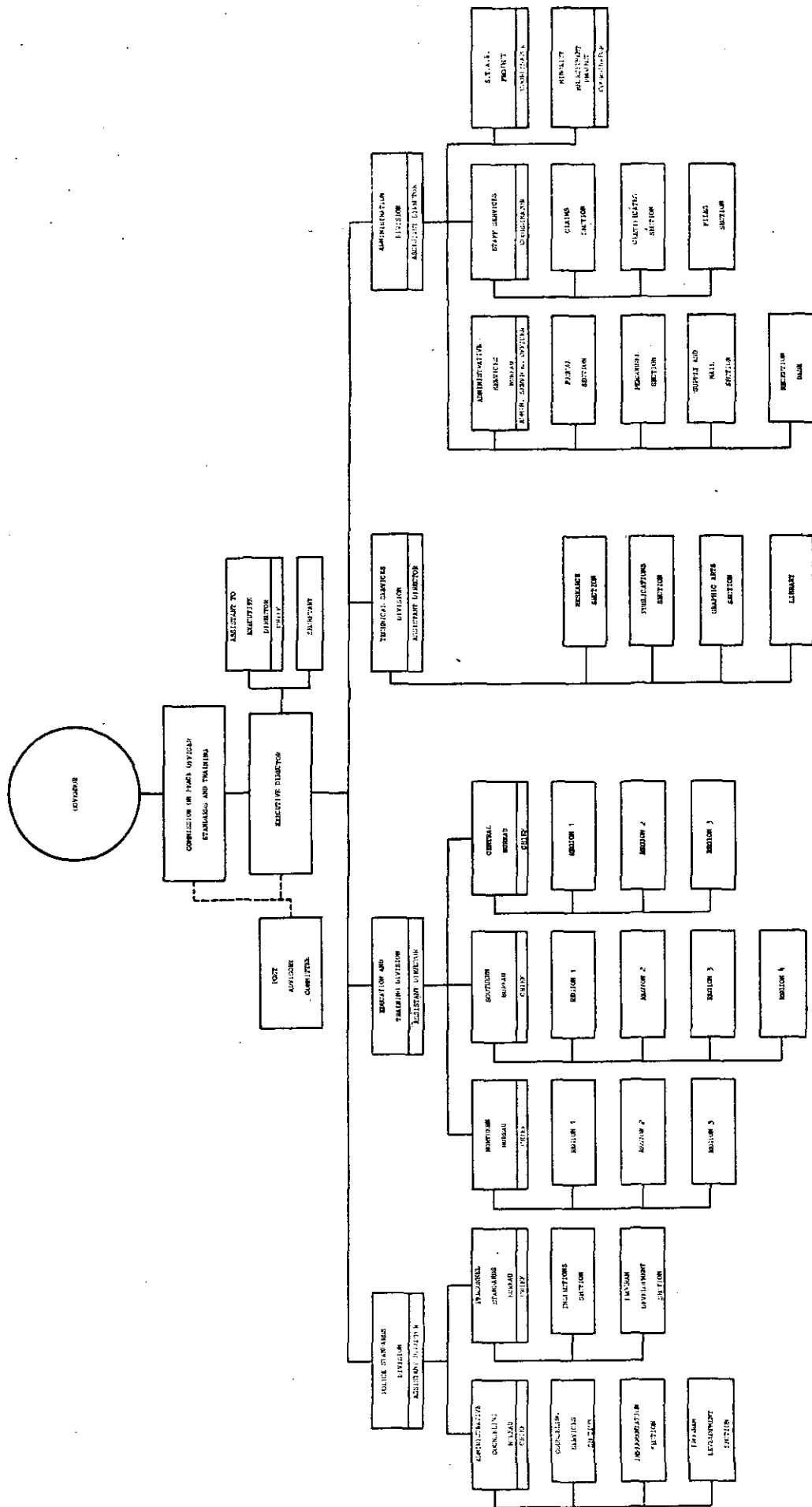
6. Should administrative policies of the FBI permit FBI instructors to teach in local courses in their off-duty time and be paid for such teaching?

YES	Conditional YES	Conditional NO	NO
57%	21%	4%	15%

Total YES 78%

Total NO 19%

no answer 2%



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
 Organization Chart
 December, 1972
 Revised

Memorandum

Gerald E. Townsend
Jewell L. Ross
Gene S. Muehleisen

Date : November 6, 1972

Administrative Services Officer

From : Commission on Peace Officer Standards and Training

Subject: PEACE OFFICER TRAINING FUND REVENUE - 9/30/72

	<u>TRAFFIC</u>	<u>CRIMINAL</u>	<u>TOTAL</u>
F.Y. 1969-70 (Final)	\$5,630,810.39	\$3,531,416.61	\$9,162,263.80
F.Y. 1970-71 (Final)	5,812,832.31	3,708,025.90	9,520,858.21
F.Y. 1971-72 (Final)	6,305,808.51	4,095,887.27	10,401,695.78
F.Y. 1970-71 - to 9/30	469,783.89	290,261.88	760,045.77
F.Y. 1971-72 - to 9/30	464,548.30	277,969.91	742,518.21
F.Y. 1972-73 - to 9/30	630,774.19	335,438.86	966,213.05

Memorandum

: Mr. Fravel S. Brown

Date : October 20, 1972

From : Claims-Audit Unit
Commission on Peace Officer Standards and Training

Subject: QUARTERLY ACTIVITY REPORT AND 1972/73 FISCAL YEAR SUMMARY
 July 1, - October 20, 1972

The following activities occurred in the Claims-Audit Unit for the first quarter:

Late Claims Processed for the 1968-69 Fiscal Year

<u>COURSE</u>	<u>AMOUNT OF REIMBURSEMENT</u>	<u>NUMBER OF MEN</u>	<u>MAN DAYS</u>
Basic	\$ 746.60	1	53
Supervisory	<u>391.40</u>	<u>2</u>	<u>24</u>
TOTAL ALL COURSES	<u>\$ 1,138.00</u>	<u>3</u>	<u>77</u>

Late Claims Processed for the 1969-70 Fiscal Year

<u>COURSE</u>	<u>AMOUNT OF REIMBURSEMENT</u>	<u>NUMBER OF MEN</u>	<u>MAN DAYS</u>
Basic	\$ 3,434.00	4	212
Supervisory	692.75	3	12
Motorcycle Training	<u>208.80</u>	<u>1</u>	<u>36</u>
TOTAL ALL COURSES	<u>\$ 4,335.55</u>	<u>8</u>	<u>260</u>

Late Claims Processed for the 1970-71 Fiscal Year

<u>COURSE</u>	<u>AMOUNT OF REIMBURSEMENT</u>	<u>NUMBER OF MEN</u>	<u>MAN DAYS</u>
Basic	\$36,943.72	38	2,014
Advanced Officer	163.30	3	15
Supervisory	39,039.23	126	1,512
Middle Management Course	8,169.40	21	231
Middle Management Seminar	<u>1,313.00</u>	<u>7</u>	<u>21</u>
Subtotal Other Courses	\$85,628.65	195	3,793

<u>COURSE</u>	<u>AMOUNT OF REIMBURSEMENT</u>	<u>NUMBER OF MEN</u>	<u>MAN DAYS</u>
Technical or Special Courses:			
Crime Scene Investigation	\$ 748.50	1	11
Detective School	253.40	2	10
Firearms Instructors	138.24	1	6
Juvenile Law Enforcement Officers	179.31	1	6
Motorcycle Training	222.38	1	12
Narcotics and Dangerous Drugs	370.50	1	11
Tear Gas	389.16	1	1
Vice School	129.60	1	5
Subtotal Tech/Spec. Courses	\$ 2,431.09	9	62
Subtotal Other Courses	85,628.65	195	3,793
TOTAL ALL COURSES	\$88,059.74	204	3,855

Late Claims Processed for the 1971-72 Fiscal Year

<u>COURSE</u>	<u>AMOUNT OF REIMBURSEMENT</u>	<u>NUMBER OF MEN</u>	<u>MAN DAYS</u>
Basic	\$180,869.11	117	6,201
Advanced Officer	36,870.27	190	950
Supervisory	30,338.47	47	564
Middle Management Course	4,474.00	11	121
Middle Management Seminar	17,080.50	81	243
Executive Development Course	1,292.00	2	24
Executive Development Seminar	481.20	2	6
Subtotal Other Courses	\$271,405.55	450	8,109
Technical or Special Courses:			
Administrative Analysis for Police Personnel	\$ 2,435.50	4	48
Advanced Narcotic Enforcement	30.00	1	5
Community Police Relations	37,624.81	343	2,058
Criminal Justice Information Systems	2,830.75	13	39
Delinquency Control Institute	1,973.09	1	60
Field Evidence Technician	1,407.00	2	30
Field Management Training	9,062.68	5	15
Human Development Clinic	10,500.00	105	315
Juvenile Law Enforcement Officers Training	484.00	3	18
Juvenile Program Management Institute	144.00	1	3

<u>COURSE</u>	<u>AMOUNT OF REIMBURSEMENT</u>	<u>NUMBER OF MEN</u>	<u>MAN DAYS</u>
Motorcycle Training	\$ 1,002.06	3	36
Narcotics and Dangerous Drugs	371.50	2	22
Organized Crime Intelligence Collectors Course	255.60	4	40
Police Training Officers	1,295.00	3	30
Riot and Civil Disturbance (A)	523.19	4	16
Riot and Civil Disturbance (B)	318.65	2	8
Scientific Investigation Techniques	2,026.62	6	60
Tear Gas	<u>1,558.75</u>	<u>82</u>	<u>82</u>
Subtotal Tech/Spec. Courses	73,843.20	584	2,885
Subtotal Other Courses	<u>271,405.55</u>	<u>450</u>	<u>8,109</u>
TOTAL ALL COURSES	<u>\$345,248.75</u>	<u>1,034</u>	<u>10,994</u>

A total of 182 claims were processed this quarter. All the claims processed were previous fiscal year claims. There were 3 claims processed for the 68/69 Fiscal Year, 8 claims processed for the 69/70 Fiscal Year, 40 claims processed for the 70/71 Fiscal Year, and 134 claims processed for the 71/72 Fiscal Year.

Claims for the 72/73 Fiscal Year are now in process. Please note that there will be no 72/73 Fiscal Year claims on the first quarter's allocation.

Patricia G. Murphy
Patricia Murphy, Supervisor
Claims-Audit Unit

AP/ap