



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1601 ALHAMBRA BOULEVARD
SACRAMENTO, CALIFORNIA 95816-7083

COMMISSION MEETING AGENDA

April 20, 1989

10:00 A.M.

Hilton Inn

Eagle Room

2200 Harvard

Sacramento, CA 95815

(916) 922-4700

CALL TO ORDER

FLAG SALUTE

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTIONS

APPROVAL OF MINUTES

- A. Approval of the minutes of the January 19, 1989 regular Commission meeting at the Bahia Hotel in San Diego.

CONSENT CALENDAR

B.1 Receiving Course Certification Report

Since the January meeting, there have been 28 new certifications, and 63 modifications. In approving the Consent Calendar, your Honorable Commission receives the report.

B.2 Receiving Financial Report - Third Quarter FY 1988/89

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

B.3 Receiving Information on New Entries Into the POST Regular (Reimbursement) Program

The Butte College Police Department has met the Commission's requirements and has been accepted into the POST Regular (Reimbursement) Program. In approving the Consent Calendar, your Honorable Commission receives the report.

B.4 Receiving Information on New Entry Into the POST Specialized (Non-Reimbursable) Program

Procedures provide for agencies to enter into the POST Specialized (Non-Reimbursable) Program when qualifications have been met. In approving the Consent Calendar, your Honorable Commission notes that the California State Lottery has met the requirements and has been accepted into the POST Specialized (Non-Reimbursable) Program.

B.5 Receiving Information on New Entries Into the Public Safety Dispatcher Program

Procedures provide that agencies that have expressed their willingness to abide by POST Regulations and have passed ordinances as required by Penal Code Section 13522 may enter into the POST Reimbursable Public Safety Dispatcher Program pursuant to Penal Code Sections 13510(c) and 13525.

In approving the Consent Calendar, your Honorable Commission notes that the 78 agencies listed in the enclosed report have met the requirements and been accepted into the POST Reimbursable Public Safety Dispatcher Program.

Additionally, the California State Police has met the requirements and been accepted into the Specialized Public Safety Dispatcher Program.

B.6 Concurring in Change Presentation Format for the Executive Development Course from Intensive to Split Sessions.

This 80-hour course has long been presented in the intensive two-week format. Executives have expressed difficulty in scheduling two consecutive weeks to attend the course, and have recommended that the course be split into 40 hour or 20 hour sessions, still totalling 80 hours. Study of the course format may result in changes to make the course more convenient and interesting. In approving the Consent Calendar, your Honorable Commission concurs in the concept of a split session format for the Executive Development Course.

B.7 Confirming Policy Statements for Inclusion in Commission Policy Manual

Consistent with Commission instructions, statements of policy made at a Commission meeting are to be submitted for affirmation by the Commission at the next meeting. In approving the Consent Calendar, your Honorable Commission affirms the policy for staff to work with the Legislature to satisfy the intent of proposed legislation through

alternative means which keeps course content within the judgment of the Commission, rather than have course content become a matter of State law.

B.8 Approving Resolution Commending Management Fellow Bill Masters

In approving the Consent Calendar, your Honorable Commission adopts a Resolution commending Bill Masters, a Television Supervisor with the California Highway Patrol, for his service as a POST Management Fellow in developing the POST Video Distribution/Library Study.

PRESENTATION

PRESENTATION OF RESOLUTION TO POST MANAGEMENT FELLOW BILL MASTERS

PUBLIC HEARINGS

C. Receiving Testimony on the Proposal to Consider Increasing Length of Basic Course From 520 to 560 Hours Along With Course Modifications Relating to Administration and Success Criteria

At its January 1989 meeting, the Commission scheduled this public hearing to consider:

1. Increasing the minimum length of the District Attorney Investigators, Marshals, and Regular Basic Courses by 40 hours each.
2. Establishing standardized testing methodology for Basic Course performance objectives (i.e., specify which performance objectives require skill demonstration and requiring only paper/pencil testing), including requiring 24 hours of Practical Exercise/Scenario Testing as part of the 40 hours increase in Item #1 above.
3. Requiring the POST-developed physical conditioning program in the Regular Basic Course with a must-pass physical abilities test at the conclusion of the conditioning program. (This is currently the Commission's requirement, but needs to be re-heard to satisfy procedural requirements of administrative law.)
4. Making various technical changes to Procedure D-1 and Regulation 1013.

Data on curriculum and hours allocated by academies indicate the need for the 40-hour increase. Twenty hours would

accommodate increases of curriculum requirements during the past three years, and 24 hours would be required to accommodate proposed use of practical exercise/scenario testing with a decrease in traditional testing of 4 hours. Thirty-two of the 34 Basic Academies currently exceed the proposed 560 hours, and the other two have indicated the proposed 40-hour increase would be accommodated. The proposed standardized testing methodology also has a training value and should improve the abilities of Basic Course graduates.

Subject to public testimony at the hearing and if the Commission concurs, the appropriate MOTION would be to adopt proposed changes to Procedure D-1 relating to increasing the minimum length of specified basic courses, standardized testing methodology, physical conditioning program and test, and other technical changes.

D. Receiving Testimony on the Proposal to Adopt Testing Requirements for the P.C. 832 Course and Incorporation Into Regulations of Existing Commission Specified Curriculum for Statutorily Mandated Training Courses

At its January 1989 meeting, the Commission scheduled this public hearing to consider adopting revised curriculum and testing requirements for the P.C. 832 Course and incorporating existing Commission specified curriculum for statutorily mandated training courses into regulations.

The amendment of Penal Code Section 832 (chapter 157, Statutes of 1987), requires that trainees pass an appropriate examination at the conclusion of the training course required by that statute. Examinations must be developed or approved by POST. This requirement becomes effective July 1, 1989 and necessitates modifications to POST's regulations and procedures.

POST's training standards for Section 832 of the Penal Code currently provide for a minimum of 40 hours of instruction and testing. This includes a 24-hour Arrest Course and a 16-hour Firearms Course. The current course curriculum standards are specified in broad topical outline with recommended performance objectives. Proposed changes include establishing these course requirements as regulation and making the performance objectives mandatory to serve as a basis for developing the required test.

A regulation specifying testing requirements and procedures is also needed. It is proposed that persons who receive P.C. 832 training in any POST-certified course, other than the POST Regular Basic Course, must take and pass a POST-

developed or POST-approved examination. This would apply to all reserve courses that contain the Module A instruction and the Specialized Investigators Basic Course.

A written paper/pencil test will be developed for the Arrest Course. The Firearms Course, which is primarily skill demonstration, will be tested using a POST-specified course-of-fire with a specific passing score. All examinations are to be scored pass/fail and are to be administered as part of and immediately following the conclusion of the P.C. 832 instruction. Administration and scoring of the written examination may be delegated to presenters who meet test security and related requirements. Other testing requirements and procedures are identified under this tab.

Also recommended is a proposal to convert all past POST-approved curriculum for legislatively mandated training to the status of regulation. Currently, there are a number of courses ranging from tear gas training to domestic violence training that have not previously been enacted as regulation.

Subject to public testimony at the hearing and if the Commission concurs, the appropriate MOTION would be to approve regulation and procedure changes that would: 1) adopt a performance-based curriculum for the P.C. 832 Course; 2) establish testing requirements and procedures pursuant to Senate Bill 138; and, 3) convert all past-approved curriculum for legislatively mandated training to the status of regulation.

TRAINING PROGRAM SERVICES

E. Video Distribution/Library Study

The Commission has a long standing interest in improving POST video services to the field. This report presents results of video related research and pilot testing to: 1) identify the most appropriate methodology and technology to make video information and training tapes available to law enforcement agencies and training institutions; 2) assess video tape library or repository alternative; and 3) suggest proposed future directions with regard to the use of satellite broadcast technology.

A POST Management Fellow assisted with the project research which included two pilot video distribution projects. During the first pilot, actual video tapes were sent to requesting agencies. The second was a satellite broadcast

of a different set of videos. Results of a follow-up survey of agencies indicates a great support from the field for POST's continued video distribution and related services.

Based on field input and pilot testing, the report concluded that:

1. Satellite broadcast of video training tapes is an effective means for distribution;
2. Availability of videos to law enforcement agencies is more related to POST distribution services than to establishing a lending library. Of course, POST keeps track of the location and accessibility of all videos in the catalog; and
3. Other valuable applications of satellite broadcast technology exist for law enforcement (e.g., distribution of teleconference training).

Satellite distribution of training information and training programs appears highly promising and cost-effective. Under agenda item F, the Commission will consider a proposal to contract for the development and presentation of a pilot satellite teleconference training program. In addition, planning for the next video distribution is already underway. Direct distribution of video tapes can continue but will phase out as satellite distribution phases in. As more experience is gained, the potential for regularly scheduled satellite broadcasts of video training programs and related information distribution can be realized in an appropriate manner.

It is recommended that the Commission approve continued development and use of an evolving POST law enforcement training satellite broadcast service to the field. If the Commission concurs, the appropriate MOTION is to approve the report including its future study directions.

F. Interagency Agreement for Development and Presentation of Training on Missing Persons for Public Dispatchers Using Satellite Teleconference Training Technology

In response to the provisions of Penal Code Section 13519.1, POST has developed a required two-hour training course for in-service public safety dispatchers on handling missing persons calls. It is proposed that this training be delivered statewide using teleconference technology via satellite. Such a training program requires extensive technical development and planning activities including

uplinking, satellite time, video production, and coordination with downlink site coordinators. Though the course content has been outlined, training design, program scripting, selecting instructors and presentation of the training remains to be done.

To perform these instructional design and technological support services, an interagency agreement has been prepared with San Diego State University (SDSU) for actual costs not to exceed \$45,000. SDSU has extensive experience in satellite teleconference training. A portion of this cost is associated with establishing the system and downlink sites that would not recur in future similar programs on other subjects.

More than 500 students are expected to receive training at approximately 20 downlink sites (likely to be community colleges for the most part). Satellite technology has potential for effectively transmitting live, interactive teleconference training. In approving the proposed Interagency Agreement, the Commission will provide training statewide of uniformly high quality in a convenient and relatively short training block. POST will be appropriately involved in coordination and evaluation of the approach.

If the Commission concurs, the recommended MOTION would be to authorize the Executive Director to enter into an interagency agreement for actual costs not to exceed \$45,000 with San Diego State University for development and presentation of a two-hour satellite teleconference training program on missing persons for dispatchers.

G. Recommended Policy on Waiving Minimum Hours for Certified Self-Paced Training

Pilot testing of the POST developed P.C. 832 Interactive Videodisc Course resulted in most trainees completing the training and testing in significantly fewer hours than the POST minimum 56 hours. A summary of these results is included in the report under this tab. This self-paced program allows trainees to progress at their own rate based upon their preference and previous training or experience. It is expected field testing of the program will continue with trainees completing the course in less than the POST-established minimum 56 hours. Except for unusual circumstances such as illness or court assignment, and then only if absences are made up with assignments, training presenters are not authorized to exempt trainees from minimum hours for any POST-certified course.

In view of the potential for increased productivity, the Commission may wish to establish policy which would allow

staff to approve the waiver of minimum hourly requirements for certified self-paced courses. Of course, there would need to be a thorough testing that ensures that trainees have acquired the desired skills, knowledge, etc. Additional interactive videodisc courses or other self-paced training programs will almost certainly be developed for law enforcement in the future. Therefore, it is recommended the Commission establish policy regarding this issue by modifying Procedure D-10 with the following policy:

"The minimum hour requirement for any certified course may be waived with prior POST approval if the course uses self-paced learning technology or systems where trainees demonstrate course proficiencies."

If the Commission concurs, the appropriate MOTION would be to approve as policy a modification to Procedure D-10 authorizing the waiving of minimum course hours for POST-approved, self-paced learning systems or technology.

COMPLIANCE AND CERTIFICATES

H. Request for Public Hearing - Amendment of Regulations Regarding Education Standard

A public hearing is recommended to: 1) bring POST regulations into harmony with changes in the law by recognizing college degrees as meeting the high school diploma requirement; and 2) recognize high school diplomas from foreign countries.

Government Code Section 1031 and POST Regulation 1002 both specify high school graduation or passage of the GED as a minimum requirement. Government Code Section 1031 was amended effective January 1, 1989 to provide that a two-year or four-year degree is acceptable as an alternative to high school. This change in law, which reflects informal past policy of the Commission, was made to accommodate those instances where a person failed to complete high school but continued education and obtained higher degrees.

Counsel advises that neither the law nor POST regulations now clearly addresses whether graduation from high school in a foreign country satisfies the education requirement. (The GED is the current alternative.) Counsel further advises that the law is interpretable as allowing recognition of graduation from high school in a foreign country. For a variety of reasons, it is proposed that the Commission accept documentation of high school graduation in a foreign country by modifying Regulation 1001.

If the Commission concurs, the appropriate action would be a MOTION to schedule a public hearing for the July Commission meeting to consider amending regulations regarding education standards.

EXECUTIVE OFFICE

I. Request for Management Fellow Relating to Study of the Basic Course

The Commission has requested a study of the Basic Course content, organization and approaches to delivery. This is in light of increasing length, legislative mandates, training demands, and the emerging availability of new instructional technology and training methods.

This study will examine all aspects of the existing Basic Course delivery system and ideas for potential improvement that may lead to optimal productivity, effectiveness, and possible cost efficiencies. All ideas would be initially considered, evaluated, and documented as to potential and feasibility. With input from a representative advisory committee, those ideas considered deserving would be the subject of further in-depth research.

It is recommended the Commission authorize the Executive Director to contract for one year's services of a Management Fellow. The Fellow would be assigned current work tasks to permit a current staff member to address the study full time. The Finance Committee has reviewed the request and recommends its approval.

If the Commission concurs, the appropriate MOTION would be to authorize the Executive Director to enter into a contract for up to one year for the services of a POST Management Fellow at a cost not to exceed \$100,000 to facilitate the Study of the Basic Course. (ROLL CALL VOTE)

J. Request for Management Fellow to Develop Curriculum on Handling Carcinogenic Materials

Legislation in 1988 added Health and Safety Code Section 1797.187. This law requires POST to develop instruction on the identification and handling of possible carcinogenic materials for inclusion in the Basic and other course on or before January 1, 1990. The course is to cover potential health hazards associated with these materials. Protective equipment and clothing available to minimize contamination, handling, and disposing of materials will be emphasized. Also specified are procedures that can be adopted to

minimize exposure to possible hazardous materials.

Existing staff resources are inadequate to fully address this needed research and curriculum development in the time frame required. It is recommended the Commission consider contracting for up to six month's services of a qualified Management Fellow, at a cost not to exceed \$50,000, who would work directly on the project. Results of the work would ideally include instructional materials such as workbooks, video tape or interactive video disks. The Finance Committee has reviewed the request and recommends its approval.

If the Commission concurs, the appropriate MOTION would be to authorize the Executive Director to enter into a contract for up to six month's services of a Management Fellow at a cost not to exceed \$50,000 to conduct research and develop curricula pursuant to AB 2376. (ROLL CALL VOTE)

K. Review of Revenues and Training Volumes

The Commission approved a Fiscal Year 1988/89 beginning salary rate of 40% for the Basic Course and 50% for other courses. The Commission may increase salary reimbursement during the year depending on availability of resources, training volumes and other factors.

The Finance Committee reviewed the matter but deferred making a recommendation on any adjustment at this time. Revenue is up somewhat but training volumes are up even more. Unless data not available at the time of the Finance Committee meeting indicates otherwise, review of the matter should be held until the end of the fiscal year.

L. Recommendation for a \$4,700 Increase in the Interagency Agreement for Microfilming Services

POST has arranged with the Department of Water Resources during 1988/89 Fiscal Year to do microfilming, at a cost of \$9,800. This has been a recurring arrangement for many years. This year the amount of work was underestimated, not taking unplanned file purging into account. Microfilming service already done amounts to \$9,589, and the job is not finished.

Completion of remaining scheduled work will require an increase. It is proposed that the current Interagency Agreement be increased by \$4,700 (from \$9,589, to \$14,500). By policy, contracts or interagency agreements of \$10,000 or more may only be entered into by the Executive Director with the approval of the Commission. The Finance Committee recommends approval.

If the Commission concurs, the recommended action would be a MOTION to authorize the Executive Director to sign an amendment to the Interagency Agreement with the Department of Water Resources for microfilming services during the remainder of Fiscal Year 1988/89 for an amount not to exceed \$14,500. (ROLL CALL VOTE)

M. Report on the Law Enforcement Driver Training Simulator System (LEDTSS) Study: Recommendation to Amend and Extend the Contract with Hughes Aircraft

Staff has received the report completed by Hughes Aircraft Company for Phase I of the Front End Analysis for a Driver Training Simulator. The Phase I report is the decision point for the Commission on proceeding with specifications for a full-scale driver simulator.

The study findings indicate that many of the components for a full-scale simulator are on the cutting edge of technology and some have yet to be validated. Accordingly, Hughes recommends that preparation of technical specifications for a simulator not be pursued at this time. This recommendation comes to the Commission with approximately two thirds of the Hughes contract used up.

With the remaining portion of the contract, and in lieu of the full-scale simulation specifications, Hughes proposes to develop specifications for computer-based driver training (to teach driving concepts) and part-task trainers (to separately teach specific-skills, e.g., backing, braking, steering, etc.). These would form critical components for an integrated driver training system. Staff recommends amending the contract accordingly.

If the Commission concurs, the appropriate action would be a MOTION to amend and extend the contract with Hughes to provide for development of specifications for a computer-based driver training system and part-task trainers as described above and to extend it from June 30 to September 30, 1989.

N. Proposed Contract with Cooperative Personnel Services for P.C. 832 Testing

Effective July 1, 1989 successful completion of the P.C. 832 Course will be contingent upon achieving a passing score on a POST-developed or POST-approved test. POST has developed two tests - a written examination for the arrest portion of the course, and a "course of fire" for the firearms portion

of the course. Course presenters will administer the "course of fire." This contract is for administration of the written examination.

The contract amount of \$84,620 assumes that POST will administer all written examinations. However, it is not expected that the full amount will be needed. As proposed in the earlier public hearing, administration of the written exam will be delegated to course presenters who request and qualify for such authority. To the extent test administration is delegated, actual contract costs to POST will be reduced.

The proposed contractor, Cooperative Personnel Services (CPS), has a proven record of providing competent test administration services in conjunction with the POST Proficiency Examination and the POST Entry-Level Law Enforcement Test Battery (reading and writing tests).

If the Commission concurs, the appropriate action would be a MOTION to approve a contract with Cooperative Personnel Services for an amount not to exceed \$84,620. (ROLL CALL VOTE)

O. Request for Management Fellow to Instruct and Prepare Instructor's Guide for Supervisory Leadership Institute

The first pilot presentation of the Supervisory Leadership Institute continues to receive outstanding reviews. Though still in its pilot stage, the support for this new program is strong. Already, a second pilot of the Institute, scheduled to begin in September 1989, is completely enrolled, and there are now sufficient enrollees to fill a third class.

Many of the students from these pilot classes could become the future instructors for the Supervisory Leadership Institute. We anticipate that at least two Institutes will be certified, one in the south and one in the north of the State, upon completion of the pilot programs.

For the Institute to be successfully developed, there is need for establishing a pool of instructors as well as excellent instructional guides and materials. Lt. Terry Cunningham, the former POST Management Fellow who had a key role in developing the Institute is now the coordinator and key instructor. He is working full time as a Lieutenant with the Los Angeles Police Department. More of his time is needed to get the Institute properly established.

In retrospect, Lt. Cunningham's Fellowship could have been extended when it expired last June. To meet the Institute's needs, we are now recommending that the Commission renew the fellowship for Terry Cunningham for eight months beginning in July or August. If approved, he will instruct and develop instructor guides. The contract with LAPD will not exceed \$67,000.

It is also recommended that the contract with Long Beach State be increased \$48,000 to allow a third pilot to be held concurrently with the second. This would allow sessions for pilot classes two and three to be conducted every other week and ensure that a sufficient number of the highest caliber instructors are developed in time to instruct in the certifications of the course.

If the Commission concurs, the appropriate MOTION would be to authorize the Executive Director to enter into a contract for up to 8 month's services of a Management Fellow at a cost not to exceed \$67,000 to instruct and develop instructor's guides for the Supervisory Leadership and to increase the contract with the California State University - Long Beach from \$98,000 to \$146,000 (an increase of \$48,000) to conduct a third pilot of the Supervisory Leadership Institute. (ROLL CALL VOTE)

COMMITTEE REPORTS

P. Finance Committee - Approval of Contracts for FY 1989/90

At the January meeting, the Commission authorized negotiation of a number of contracts for training and other services. These contracts were reviewed and approved by the Finance Committee at its March 29, 1989 meeting via telephone conference call. Commissioner Tidwell, Chairman of the Finance Committee, will report the Committee's recommended approval of the following contracts and contract amendments.

Proposed contracts for Fiscal Year 1989/90 include:

- | | |
|--|-----------|
| 1. Management Course | \$319,132 |
| California State University - Humboldt | |
| California State University - Long Beach | |
| California State University - Northridge | |
| California State University - San Jose | |
| San Diego Regional Training Center | |

(The 1988/89 amount is \$301,316.)

2. A contract with California State Polytechnic University, Pomona, for five presentations of the Executive Development course. \$ 78,925

(The 1988/89 amount is \$71,260.)

3. A contract with San Diego Regional Training Center for Executive Leadership Training. The contractor provides a variety of training services for the Center for Executive Development. The largest single portion of the increase (\$17,504) is for conference room costs which previously were charged students as part of their per diem with POST reimbursing their agencies. Now POST will pay Cal Poly those costs directly. The balance of the increase is for a variety of qualitative and quantitative instructional improvements and cost increases. \$359,093

The 1988/89 amount is \$321,589.)

4. An Interagency Agreement with the Department of Justice Training Center to provide training in their areas of expertise is recommended. They will be training an estimated 3,593 students in 31 separate courses. \$760,126

(The 1988/89 amount is \$743,180.)

5. A contract with Cooperative Personnel Services to administer the Basic Course Proficiency Test. \$ 28,837

(The 1988/89 amount is \$27,992.)

6. Contract with Cooperative Personnel Services to administer the POST Entry-Level Reading and Writing Test. This is a decrease from last year's cost of \$113,264 due to POST doing some of the optical scanning. \$ 89,134

7. An Interagency Agreement with the State Controller's Office for auditing Services. \$ 85,000

(The 1988/89 amount is \$85,000.)

8. A computer services contract with Third Party Maintenance Company for maintenance of the Four Phase Computer equipment. \$ 14,000

(The 1988/89 amount is \$14,000.)

9. A contract with the State's Teale Data Center for computer services. The contract provides for a link between POST's computer and the Data Center's mainframe computer. This allows POST to utilize the mainframe's power for complex data processing jobs and the storage of large data files that require more resources than POST's minicomputer can provide. \$ 89,000

(The 1988/89 amount is \$89,000.)

10. CALSTARS Contract provides computer linkage and necessary services with the Health and Welfare Data Center. \$ 25,000

(The 1988/89 amount is \$25,000.)

If the Commission concurs, the appropriate action would be a MOTION to adopt the recommendation of the Finance Committee, approve the contracts for FY 1989/90 as recommended, and authorize the Executive Director to sign them on behalf of the Commission. (ROLL CALL VOTE)

Q. Accreditation Committee

Commissioner Wasserman, Chairman of the ad hoc Accreditation Committee, will report on the results of the Committee meeting held March 8, 1989 in Ontario.

R. Long Range Planning Committee

Chairman Pantaleoni, who also chairs the Long Range Planning Committee, will report on results of the Committee meeting held March 8, 1989 in Ontario.

S. Instructional Technology & Institutes Committee

Commissioner Grande, Chairman of the Instructional Technology & Institutes Committee, will report on results of the Committee meeting held March 17, 1989 in Ontario.

T. Advisory Liaison Committee

Commissioner Maghakian, Chairman of the POST Advisory Liaison Committee, will report on the Committee meeting held March 17, 1989 in Ontario.

U. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, will report on the Committee meeting held April 20, 1989 in Sacramento.

V. Advisory Committee

Ron Lowenberg, Chairman of the POST Advisory Committee, will report on the Committee meeting held April 19, 1989 in Sacramento.

OLD/NEW BUSINESS

W. Appointment of Advisory Committee Members

Each of four organizations represented on the POST Advisory Committee has submitted the name of a nominee to fill a three year term of office beginning in September 1989. The nominees are:

Ron Lowenberg, representing California Police Chiefs' Association
Don Brown, representing California Organization of Police and Sheriffs
Joe McKeown, representing California Academy Directors' Association
Cecil Riley, representing California Specialized Law Enforcement

X. Report of the Nominating Committee for Election of Officers

Commissioner Wasserman, Chairman of the Nominating Committee, will report on the results of the Committee's recommendations for nominations for Commission Chairman and Vice-Chairman.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

July 20, 1989 - Marriott Hotel - San Diego
November 2, 1989 - Holiday Inn Capitol Plaza - Sacramento
January 18, 1990 - Marriott Hotel - San Diego
April 19, 1990 - Sacramento

ADJOURNMENT

COMMISSION MEETING MINUTES

January 19, 1989
Bahia Hotel
San Diego, CA 92101

The meeting was called to order at 10:15 a.m. by Chairman Pantaleoni.

Advisory Committee Chairman Ron Lowenberg led the flag salute.

ROLL CALL OF COMMISSION MEMBERS

A calling of the roll indicated a quorum was present.

Commissioners Present:

Alex Pantaleoni, Chairman
Sherman Block
Carm Grande
Edward Maghakian
Floyd Tidwell
Robert Vernon
Robert Wasserman
John Van de Kamp, Attorney General

Commissioners Absent:

Raquel Montenegro
Leslie Sourisseau

POST Advisory Committee Members Present:

Ron Lowenberg, Chairman
Don Brown
Don Forkus
Carolyn Owens

Staff Present:

Norman C. Boehm	- Executive Director
Glen Fine	- Deputy Executive Director
Doug Thomas	- Assistant Executive Director
John Berner	- Bureau Chief, Standards and Evaluation
Ted Morton	- Bureau Chief, Center for Executive Development
Otto Saltenberger	- Bureau Chief, Administrative Services
Darrell Stewart	- Bureau Chief, Compliance & Certificate Services
George Williams	- Bureau Chief, Information Services
Imogene Kauffman	- Executive Secretary

VISITORS' ROSTER

Bud Canady, San Bernardino Sheriff's Department
Gary Creason, El Cajon Police Department
Jim Decker, CADA/San Diego Sheriff's Department
Nolice Edwards, PORAC
I. F. Patino, CADA
John Schmidt, San Diego Marshal's Office
Austin Smith, Golden West College
L. M. Wood, El Cajon, Police Department

A. Approval of the Minutes of the November 3, 1988 Commission Meeting

MOTION - Maghakian, second - Block, carried unanimously to approve the minutes of the November 3, 1988 Commission meeting at the Holiday Inn Capitol Plaza in Sacramento.

B. Approval of Consent Calendar

MOTION - Wasserman, second - Hicks, carried unanimously to approve the following Consent Calendar:

B.1 Course Certification Report

Since the November meeting, there have been 20 new certifications, and 47 modifications.

B.2 Financial Report - Second Quarter FY 1988/89

The second quarter financial report provided information relative to the local assistance budget through December 31, 1988. The report was presented and accepted and is on file at POST headquarters.

B.3 New Entries Into Regular POST (Reimbursement) Program

The San Jose Unified School District, the Pasadena Unified School District, and the Sonoma County Junior College District Police Department have met the Commission's requirements and have been accepted into the Regular POST (Reimbursement) Program.

B.4 New Entries Into the Specialized POST (Non-Reimbursable) Program

Procedures provide for agencies to enter into the POST Specialized Program when qualifications have been met. The Los Angeles County Medical Examiner and Coroner's Office have met the requirements and have been accepted into the Specialized POST (Non-Reimbursable) Program.

B.5 Resolution Posthumously Commending Advisory Committee Member J. Winston Silva

The Commission adopted a Resolution recognizing the service of J. Winston Silva, who passed away in October. Mr. Silva served as a representative for the Community Colleges since the inception of the POST Advisory Committee in 1969.

B.6 Setting Command College Tuition for Non-Reimbursable Agencies

At the January 1988 meeting, the Commission adopted a Command College tuition for all non-reimbursable agencies in the amount of \$3,512. Staff was instructed to report annually on the tuition. As a result of reduced faculty and academic advisor costs, the tuition rate was reduced to \$3,307 for the two-year program, effective with Class 12 commencing June 12, 1989.

PUBLIC HEARINGS

The purpose of the public hearing was to: (1) receive testimony to consider amending POST Regulations and Procedures regarding the issuance of Basic Certificates to appointed constables and deputy constables; and (2) consider changes to the POST voluntary program for approving law enforcement agency field training programs. The public hearing was held in compliance with the requirements as set forth in the Administrative Procedures Act to provide public input on the proposed regulatory actions.

PART I:

C. Proposal to Adopt and Amend POST Regulations and Procedures to Issue Basic Certificates to Appointed Constables and Deputy Constables

Staff reported that amendments to Penal Code Section 832.4 which became effective January 1, 1988, require that appointed constables and deputy constables obtain the POST Basic Certificate upon completion of probation but within 24 months of hire as a condition for retention of peace officer powers. It was proposed that Specialized Certificates be awarded to individuals who otherwise qualify if the minimum requirements of current law are met (Government Code requirements for selection, P.C. 832 course for training). Regular Basic Certificates would be awarded to individuals who otherwise qualify if they voluntarily complete the Regular Basic Course.

Regulations would have the effect of only specifying Government Code selection requirements for all peace officers (constables and others) required by P.C. 832 to obtain certificates and whose employing agencies do not participate in the POST program.

Following completion of the staff report, the Chairman invited oral testimony. No one present indicated the desire to testify.

MOTION - Van de Kamp, second - Wasserman, carried unanimously to approve the amendments to POST Regulations and Procedures regarding the issuance of Basic Certificates to appointed constables and deputy constables and others as proposed (see Attachment A). The effective date will be on approval of the Office of Administrative Law.

PART II:

D. Proposal to Amend POST Procedures Regarding the POST Program for Approval of Field Training

The Executive Director provided a summary of the written commentary received from Larry Malmberg, President, Peace Officers Research Association of California, in support of the proposed change which would discontinue pre-academy field training approval. Mr. Malmberg stated that PORAC feels field training during the academy training should also be eliminated because it places a uniformed officer in the field without having completed all of the minimum training required by the Commission.

In response to Mr. Malmberg's concerns, the Executive Director pointed out that field training during basic training is designed to provide advanced trainees, while under close supervision of field training officers, the opportunity to apply and test the techniques, skills, and knowledge that they have been taught in the academy. Field training also provides trainees the opportunity to build self-confidence, to further develop the abilities they have attained, and to demonstrate to themselves, as well as their employers, whether they have training needs that must be remediated when they return to academy training.

Following completion of the staff report and discussion by the Commission, the Chairman invited oral testimony. No one present indicated the desire to testify.

There being no further testimony, the public hearing was closed.

MOTION - Tidwell, second - Wasserman, carried unanimously to approve amendments to POST Regulations and Procedures regarding (see Attachment B) the POST voluntary program for approving law enforcement agency field training programs including: (1) discontinuing pre-academy field training program approval; (2) adding separate during and after-academy field training program approval; and (3) revising some of the requirements for field training program approval. The effective date will be on approval of the Office of Administrative Law.

TRAINING PROGRAM SERVICES

E. Scheduling a Public Hearing to Consider Increasing Length of Basic Course From 520 hours to 560 hours Along With Course Modifications Relating to Administration and Success Criteria

Staff reported that since the Basic Course minimum was last increased in January 1985 (from 400 hours to 520 hours), a number of requirements have incrementally been added by the Legislature and the Commission. These additions, along with the need for standardized testing methodologies, led to a review of content and length of the Basic Course, as well as of various related policy issues. The study resulted in recommendation for a public hearing for the purpose of amending Commission Procedure D-1 (effective July 1, 1989).

The proposed amendments, if approved, would:

1. Increase the length of the District Attorney Investigators, Marshals, and Regular Basic Courses by 40 hours each.
2. Establish standardized testing methodology for Basic Course performance objectives (i.e., specify which performance objectives require skill demonstration and which require only paper/pencil testing), and require an additional 20 hours of Practical Exercise/Scenario Testing as part of above 40 hours.
3. Require that the POST-developed physical conditioning program be followed in the Regular Basic Course and that students must pass a physical abilities test at the conclusion of the conditioning program. (This is currently the Commission's requirement; but needs to be re-heard to satisfy procedural requirements of the Administrative Law Procedures Act.)

4. Make various technical changes to Procedure D-1 and Regulation 1013.

The Chairman reported that the Long Range Planning Committee, at its December 8, 1988 meeting, discussed fiscal implications of increasing the length of the Basic Course. There was consensus that the current reimbursement system provides for adequate control of future reimbursement levels.

MOTION - Hicks, second - Vernon, carried unanimously to schedule a public hearing for the April 20, 1989 Commission meeting to consider the proposed increase in length of Basic Course and course modifications relating to administration and success criteria.

F. Scheduling a Public Hearing to Adopt Testing Requirements for the P.C. 832 Course and Incorporation Into Regulations of Existing Commission Specified Curriculum for Statutory Mandated Training Courses

Staff reported that amendment of Penal Code Section 832 (Chapter 157, Statutes of 1987), requires that trainees pass an appropriate examination at the conclusion of the training course required by that statute. Examinations must be developed or approved by POST. This requirement becomes effective July 1, 1989 and necessitates modifications to POST's regulations and procedures.

POST's training standards for P.C. 832 currently provide for a minimum of 40 hours of instruction and testing. This includes a 24-hour Arrest Course and a 16-hour Firearms Course. The current course curriculum standards are specified in broad topical outline with recommended performance objectives. Proposed changes include establishing these course requirements as regulation and making the performance objectives mandatory to serve as a basis for developing the test required by P.C. 832.

A regulation specifying testing requirements and procedures is also needed. It is proposed that persons who receive P.C. 832 training in any POST-certified course, other than the POST Regular Basic Course, must take and pass a POST-developed or POST-approved examination. This would also apply to all reserve courses that contain the module instruction and the Specialized Investigators Basic Course.

A written paper/pencil test will be developed for the Arrest Course. The Firearms Course, which is primarily skill demonstration, will be tested using a POST-specified course-of-fire with a specific passing score. All examinations are

to be scored pass/fail and are to be administered as part of and immediately following the conclusion of the PC 832 instruction. Administration and scoring of the written examination may be delegated to presenters who meet test security and related requirements. Other testing requirements and procedures are identified under this tab.

Also recommended is a proposal to convert all past POST-approved curriculum for legislatively mandated training to the status of regulation. Currently there is curricula for a number of courses ranging from tear gas training to domestic violence training that has not been adopted as regulation.

MOTION - Block, second - Hicks, carried unanimously to schedule a public hearing for the April 20, 1989 meeting to: (1) approve a performance-based curriculum for the P.C. 832 Course; (2) establish testing requirements and procedures pursuant to P.C. 832(a); and (3) adopt approved curriculum for all legislatively mandated training in regulation.

G. Minimum Length of Technical Courses - Modifying Procedure D-6 for Legislatively Mandated Courses

Existing POST requirements for Technical Courses specify that no presentation shall be certified for less than six hours. This general rule, expressed in Commission Procedure D-6, should be retained so as to not proliferate course certifications and to maintain cost effective training. However, two exceptions were recommended for consideration.

Legislative training mandates, such as the recently enacted training requirements relating to the handling of missing persons cases, suggest the need for the first exception to the six-hour minimum for Technical Courses. For example, the missing persons training requirement for in-service officers and dispatchers is two hours. Without an exception this training would have to be made part of a longer course causing some trainees to complete more training than is required.

The second recommended exception concerned the desirability of presenting live teleconference training using satellite or microwave technology. Studies have shown this is an effective means of delivering training and that it is effective for up to 2-3 hours of duration. With as is exception, POST can selectively present this form of instruction to training increasingly more accessible to law enforcement.

MOTION - Hicks, second - Block, carried unanimously to approve modification of Commission Procedure D-6 authorizing the proposed exceptions to the six-hour minimum length of technical courses for legislatively mandated training or teleconference training.

EXECUTIVE OFFICE

H. Progress Report on Feasibility of POST Responsibility to Disseminate Information on AIDS

At its November 3, 1988 meeting, the Commission directed staff to research the feasibility of compiling factual information on the exposure of AIDS to peace officers and other first line public safety persons.

As a result of the study, staff reported that there are a number of studies (e.g., U.S. Public Health Service, California Department of Health Services, National Institutes of Justice, National Sheriffs, PORAC, and the Personnel Journal) which currently provide on-going and up-to-date AIDS information.

After discussion, the following action was taken:

MOTION - Vernon, second - Hicks, carried unanimously to accept the report of the study at this stage and issue a bulletin advising the field of existing AIDS information services and of the availability of POST certified training courses. A bulletin is to be distributed at least semi-annually and include any legislative changes that occur.

I. Recommendation to Amend the Existing Arthur Young and Company Contract to Provide VAX-Specific Programming Expertise and the Development of a Computer Operations Manual in the Amount of \$16,960

The existing contract with Arthur Young and Company has assisted POST in the implementation of the new VAX 8350 minicomputer system including the development of necessary programming applications. To recover time lost due to Fourth Generation Language software related time delays and help speed full implementation of the new computer system, it was recommended that POST expand Arthur Young services to include: (1) increase in VAX-specific programming expertise; and, (2) development of a Program Operations Manual. The cost for these services would increase the total contract cost from \$170,820 to \$187,780.

MOTION - Wasserman, second - Block, carried unanimously by ROLL CALL VOTE to authorize the Executive Director to negotiate the amendment of the contract with Arthur Young and Company to include provision of document preparation and other programming and testing services at an additional cost not to exceed \$16,960.

J. Augmentation of Contract with Brain Designs, Inc. for Enhancements to Basic Course Automated Testing System Software

In 1985 POST entered into a \$90,000 contract with Brain Designs, Inc. to develop computer software for an automated test generation and tracking system for the basic course. The product of that contract, demonstrated at the November 1988 Commission meeting, is currently being used by 14 basic course presenters, and has generally been well received. Staff recommended a number of enhancements including test scoring, scheduling, user help screens, color, etc. which would make the system more effective and easier to use. The total cost for these improvements would be a cost effective \$9,000.

MOTION - Wasserman, second - Tidwell, carried unanimously by ROLL CALL VOTE to approve an augmentation of \$9,000 to the original \$90,000 contract with Brain Designs, Inc. for programming to enhance the usability of the POST Automated Test Item system.

K. Extending Application Time Regarding Reimbursement of Dispatcher Training

Regulations required to implement the Public Safety Dispatcher Program became effective January 1, 1989. Pursuant to these Regulations, requests of agencies to participate in the dispatcher program are now being received and processed.

Law enforcement agencies already participating in the POST peace officer program must, under provisions of the law, submit a new participation request for the dispatcher program. In November 1987, the Commission acted to authorize continuing reimbursement for dispatcher training in those law enforcement agencies pending implementation of the formal dispatcher program.

With the dispatcher program established in Regulations, it was recommended that July 1, 1989 be set for termination of reimbursement without a participation agreement.

MOTION - Wasserman, second - Grande, carried unanimously to allow eligible agencies to continue receiving dispatcher training reimbursements until July 1, 1989, pending their formal entry in the dispatcher training program.

COMMITTEE REPORTS

L. Finance Committee - Proposed Contracts for FY 1989/90

Commissioner Tidwell, Chairman of the Commission's Finance Committee, reported that the Committee met on December 14, 1988 via a telephone conference call, and reviewed proposed training and administrative contracts planned for the upcoming fiscal year. The Finance Committee recommended approval for the Executive Director to negotiate the contracts. The Committee's final report and recommendations will be provided when contracts are brought back for action at the April Commission meeting.

A discussion ensued concerning salary adjustment, and staff was directed to prepare a recommendation for presentation at the April Commission meeting.

MOTION - Maghakian, second - Tidwell, carried unanimously to approve the Finance Committee report and authorize the Executive Director to negotiate the contracts for Fiscal Year 1989/90 and report back at the April meeting. These contracts are:

a. Management Course

This course is currently budgeted at \$301,316 for 22 presentations by 5 presenters.

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

Course costs are consistent with Commission guidelines, and performance by all five presenters has been satisfactory. Staff anticipates some increases over FY 1988/89 due to increased costs for instructors, coordination, facilities, and materials, although no additional presentations are planned for 1989/90.

b. Executive Development Course

This course is currently presented by California State Polytechnic University, Pomona, at a cost of \$71,260

for five presentations. Course costs are consistent with POST guidelines, and the performance of the presenter has been satisfactory. Staff anticipates some increases over FY 1987/88 expenses due to increased costs for instructors, coordination, facilities, and materials which may be allowable by tuition guidelines.

- c. San Diego Regional Training Center - Support of Executive Training including the Command College

The San Diego Regional Training Center serves as the chief contractor for a variety of training activities of the Commission conducted by the Center for Executive Development. Curriculum development as well as instructional and evaluation costs for these training activities for FY 1988/89 came to \$321,589.

- d. Department of Justice - Training Center

The Department of Justice has provided training to local law enforcement through an Interagency Agreement with POST since 1974. During Fiscal Year 1988/89, the amount allocated to this training was \$743,190. For this amount, the Department of Justice agreed to make 189 combined presentations of 31 separate courses.

It is proposed that the Department of Justice conduct generally the same training programs in Fiscal Year 1989/90 for a similar financial commitment by POST.

- e. Cooperative Personnel Services - Basic Course Proficiency Test

Cooperative Personnel Services (CPS) has administered the Basic Course Proficiency Test for POST for the past seven years. CPS has demonstrated the ability to effectively administer the test at less cost than would be possible if POST staff were to administer the test.

The current year contract is for \$27,992. The proposed contract for FY 1989/90 is not expected to exceed this amount.

- f. POST Entry-Level Reading and Writing

For each of the last four years, POST has contracted with Cooperative Personnel Services (CPS) and the State Personnel Board (SPB) to administer the POST entry-level reading and writing testing program. The overall quality and level of services provided by CPS and SPB over the years has been quite good.

Current fiscal year contracts total \$113,264. The proposed contracts for FY 89/90 are expected to total no more than \$90,000. The reduction is made possible by the recent acquisition of a high speed scanner as part of POST's new computer system which will permit POST staff to perform test answer sheet scanning and other selected services currently performed under contract.

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

Each year POST has negotiated an Interagency Agreement with the State Controller's Office to conduct audits of selected local jurisdictions which receive POST reimbursement funds. The Commission approved an agreement not to exceed \$85,000 for the current fiscal year.

h. Computer Services Contract - Third Party Maintenance Company

POST purchased its Four Phase computer in June of 1986 at the expiration of the lease with Motorola/Four Phase. The purchase was the most cost effective method of continuing computer services at POST during the period of procurement of new computer equipment. POST currently has a contract with the Third Party Maintenance Company for maintenance of the Four Phase Computer. The current year contract is for \$14,000.

i. Computer Services Contract - Teale Data Center

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

j. CALSTARS Contract, 1989/90

The mandated California Accounting and Reporting Systems (CALSTARS) requires an agreement with the Health and Welfare Data Center to provide computer linkage and necessary data processing services. The Commission approved a current year contract in an amount not to exceed \$25,000.

M. Accreditation Committee

Commissioner Wasserman, Chairman of the ad hoc Accreditation Committee, reported that the Committee met on December 8, 1988 in Ontario. The Committee developed a proposed accreditation process which will be distributed to interested associations for review and comments. The Committee will meet prior to the April Commission meeting to review recommendations and develop possible legislation language.

N. Long Range Planning Committee

Chairman Pantaleoni, who also chairs the Long Range Planning Committee, reported that the Committee met on December 8, 1988 in Ontario and reviewed several issues which had been dealt with on other parts of the agenda. In addition, the Chairman reported that the Commission had received a favorable ruling on the Fresno County/City of Sacramento claim before the Commission on State Mandates regarding psychological screening.

O. Advisory Liaison Committee

Commissioner Maghakian, Chairman of the POST Advisory Liaison Committee, reported that the Committee met on Thursday, December 15, 1988 via telephone conference call. The scheduled meeting of Wednesday, January 18, 1989 in San Diego was cancelled. The Committee will meet again prior to the April Commission meeting to discuss representative composition of Advisory Committee membership as vacancies occur.

P. Legislative Review Committee

Commissioner Block, Chairman of the Commission's Legislative Review Committee, reported that the Committee met January 19, 1989 in San Diego.

The Committee reviewed possible legislation that may be proposed by Senator Presley which would reclassify peace officer positions and require POST to conduct feasibility studies for persons desiring peace officer status and issue recommendations to the Legislature.

The Committee discussed the Senate Concurrent Resolution that Senator Presley will introduce requesting POST to study the use of advanced technology for law enforcement training. The Committee members requested that the membership of the committee be included in the Resolution.

Proposed legislation by the California School Employees' Association which would require POST to add instruction relating to school matters to the Basic Course, was discussed. The Committee expressed the desire to have this training conducted instead through inservice classes.

The Committee recommended a policy statement be issued by the Commission instructing staff to work with the Legislature to satisfy intent without legislative mandates.

MOTION - Block, second - Tidwell, carried unanimously to direct staff to work with the Legislature to satisfy the intent of proposed legislation through alternative means such as in-service training rather than mandating additional hours to the Basic Course.

Q. Advisory Committee

Ron Lowenberg, Chairman of the POST Advisory Committee, reported that the Committee met on January 18, 1989 in San Diego. The Committee expressed specific interest in providing possible support to the Command College and requested a staff briefing on Command College issues at the next Advisory Committee meeting.

MOTION - Maghakian, second - Grande, carried unanimously to direct staff to present a briefing to the Advisory Committee reviewing any Command College issues with which the Committee could be of some assistance.

OLD/NEW BUSINESS

Certificates

Following discussion initiated by Commissioner Vernon, staff was directed to look into cancelling the certificates of officers who are convicted in court or judged guilty in administrative hearings of crimes that are less than a felony that involve moral turpitude and prepare a report for review by the Long Range Planning Committee.

Appointment of Nominating Committee

Chairman Pantaleoni appointed Commissioner Wasserman as Chairman, Commissioners Grande and Maghakian to serve as members of the Nominating Committee for Commission officers. The Committee is to make recommendations at the April Commission meeting.

DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

- April 20, 1989 - Hilton Inn - Sacramento
- July 20, 1989 - Marriott Hotel - San Diego
- November 2, 1989 - Holiday Inn Capitol Plaza - Sacramento
- January 18, 1990 - San Diego

ADJOURNMENT

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Course Certification/Decertification Report		Meeting Date April 20, 1989
Bureau Training Delivery Services	Reviewed By <i>B. Sadler for</i> Ronald T. Allen, Chief	Researched By <i>Rachel S. Fuentes</i> Rachel S. Fuentes
Executive Director Approval <i>Monica C. Fisher</i>	Date of Approval 3.31.89	Date of Report March 31, 1989
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 for details) <input type="checkbox"/> No

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

The following courses have been certified or decertified since the January 19, 1989 Commission meeting:

CERTIFIED

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
1. Dive Rescue I	San Francisco P.D.	Technical	IV	\$ 1,728
2. Traffic Accident	Chabot College	Technical	II	40,600
3. Intro to Computers for Law Enforce.	Alameda Technical College	Technical	III	23,040
4. Semi-Auto Pistol: Transition Trng.	San Diego Co. SD/ Southwestern Col.	Technical	IV	19,440
5. Asset Seizure & Forfeiture Seminar	Sacramento Public Safety Center	Technical	IV	18,000
6. Field Training Officer	Los Medanos College	Technical	II	36,000
7. Field Training Officer Update	Los Medanos College	Technical	IV	9,600
8. Computer Applic. for Trng. Mgrs.	Southwest Regional Training Center	Technical	III	11,124
9. Skills & Knowledge Modular Training	San Diego Co. SD/ Southwestern Col.	Technical	IV	15,552
10. Drug Influence - 11550 H&S	Chabot College	Technical	IV	4,200
11. Skills & Knowledge Modular Training	Alameda Co. S.D.	Technical	IV	480
12. Driver Training Instructor's	San Bernardino Co. Sheriff's Dept.	Technical	III	40,000

CERTIFIED - Continued

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>	<u>Annual Fiscal Impact</u>
13.	Welfare Fraud Inv. Update	Ventura College	Technical	IV	-0-
14.	Skills & Knowledge Modular Training	College of the Desert	Technical	IV	315
15.	Field Training Officer Update	Gavilan College	Technical	IV	2,000
16.	Traffic Accident Investigation	San Diego LETC	Technical	II	34,550
17.	AIDS/Communicable Disease Trng for Trainers	American Red Cross	Technical	IV	768
18.	Officer Safety and Survival	FBI, San Francisco	Technical	IV	9,676
19.	Basic SWAT	FBI, San Francisco	Technical	IV	9,358
20.	Officer Involved, Fatal Incidents	Los Medanos College	Technical	IV	14,400
21.	Basic Fingerprints	DOJ Training Ctr.	Technical	IV	15,380
22.	Forensic Ser./ Blood Screening	DOJ Training Ctr.	Technical	IV	5,400
23.	Latent Print Tracing Techniques	DOJ Training Ctr.	Technical	IV	11,520
24.	Reserve Coord. Seminar	Los Medanos College	Mgmt. Trng.	IV	11,520
25.	Emergency Oper. Center (EOC)	CSTI	Technical	III	26,460
26.	Specialized Latent Print Techniques	DOJ Training Ctr.	Technical	IV	7,296
27.	Crime Scene Inv.- Patrol	Fullerton College	Technical	IV	3,600
28.	Peer Counseling Update	San Francisco P.D.	Technical	IV	1,728

TOTAL CERTIFIED	<u>28</u>
TOTAL DECERTIFIED	<u>0</u>
TOTAL MODIFICATIONS	<u>63</u>
940 courses certified as of 03/31/89	
163 presenters certified as of 03/31/89	

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date	
Butte College Police Department		April 20, 1989	
Bureau	Reviewed By	Researched By	
Compliance and Certificate Services	<i>[Signature]</i>	Tom Farnsworth <i>TF</i>	
Executive Director Approval	Date of Approval	Date of Report	
<i>Mouman C. Behm</i>	3-6-89	February 10, 1989	
Purpose:		Financial Impact:	
<input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		<input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No	

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

ISSUE

The Butte College Police Department has requested participation in the POST Regular Program.

BACKGROUND

The provision of 830.31(c) Penal Code permits a community college to create a police department. Section 13507(e) Penal Code places such a department into the Regular POST Reimbursable Program. The College has submitted the necessary letter of intent supporting POST objectives and regulations.

ANALYSIS

The department employs four (4) full-time and four (4) part-time sworn members. All officers have met adequate selection standards. The projected financial impact should be less than \$2,000 annually.

RECOMMENDATION

The Commission be advised that the Butte College Police Department has been admitted into the Regular POST Program, consistent with Commission policy.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
New Agency - California State Lottery		April 20, 1989
Bureau	Reviewed By	Researched By
Compliance and Certificate Services	Darrell Stewart <i>DS</i>	Tom Farnsworth <i>TF</i>
Executive Director Approval	Date of Approval	Date of Report
<i>M. S. Boehm</i>	1-9-89	January 6, 1989
Purpose:		Financial Impact:
<input type="checkbox"/> Decision Requested	<input checked="" type="checkbox"/> Information Only	<input type="checkbox"/> Yes (See Analysis for details)
<input type="checkbox"/> Status Report		<input checked="" type="checkbox"/> No

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

ISSUE

The California State Lottery is seeking entry into the POST Specialized Program on behalf of its investigators.

ANALYSIS

Investigators in the California State Lottery derive their peace officer status from P.C. 830.3(r). As a State department employing designated P.C. 830 investigators, the California Lottery is included in a class of agencies approved by the Commission for entry into the POST Specialized Program.

The required Letter of Intent has been submitted and a compliance inspection has been made that confirms satisfactory selection standards in the agency.

RECOMMENDATION

The Commission be advised that the California State Lottery has been admitted into the POST Specialized Program consistent with Commission policy.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Public Safety Dispatcher Program		Meeting Date April 20, 1989
Bureau Compliance and Certificate Services	Reviewed By Darrell L. Stewart	Researched By
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 3-27-89	Date of Report March 15, 1989
Purpose: <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

ISSUE

Acceptance of agencies into the Public Safety Dispatcher Program.

BACKGROUND

The agencies shown on the attached list have requested participation in the POST Reimbursable Public Safety Dispatcher Program pursuant to Penal Code Sections 13510(c) and 13525. The agencies have expressed their willingness to abide by POST Regulations and have passed ordinances as required by Penal Code Section 13522.

Additionally, the California State Police have applied for the Specialized Public Safety Dispatcher Program.

ANALYSIS

All of the agencies presently employ full-time dispatchers, and some employ part-time dispatchers. The agencies have all established minimum selection and training standards which equal or exceed the standards adopted for the program.

RECOMMENDATION

That the Commission be advised that the subject agencies have been accepted into the POST Reimbursement and Public Safety Dispatcher Programs consistent with Commission Policy.

PUBLIC SAFETY DISPATCHER PROGRAM

<u>AGENCY</u>	<u>ORD/RES/LETTER</u>	<u>ENTRY DATE</u>
Alameda P.D.	Ord. 2420	3-6-89
Albany P.D.	Ord. 89-05	3-3-89
Alhambra P.D.	Ord. 089-4090	3-9-89
Anderson P.D.	Ord. 554	1-31-89
Arcata P.D.	Ord. 11-33	1-31-89
Atascadero P.D.	Ord. 185	1-31-89
Auburn P.D.	Ord. 89-2	3-6-89
Bear Valley Com. S.Dst.	Ord. 75	2-27-89
Belmont P.D.	Ord. 804	2-14-89
Brawley P.D.	Ord. 89-04	3-9-89
Brea P.D.	Ord. 858	3-9-89
Burlingame P.D.	Ord. 1384	2-28-89
Capitola P.D.	Ord. 672	2-21-89
Carmel P.D.	Ord. 89-4	2-21-89
Claremont P.D.	Ord. 88-10	1-27-89
Coalinga P.D.	Ord. 552	1-31-89
Corning P.D.	Ord. 481	1-3-89
Daly City P.D.	Ord. 1094	2-21-89
Dinuba P.D.	Ord. 716	3-9-89
El Monte P.D.	Ord. 2243	1-3-89
Emeryville P.D.	Ord. 88-17	1-31-89
Folsom P.D.	Ord. 629	1-31-89
Fontana P.D.	Ord. 916	1-3-89
Fort Bragg P.D.	Ord. 690	1-31-89
Fremont PD	Ord. 1841	2-14-89
Guadalupe P.D.	Ord. 88-288	1-31-89
Hayward P.D.	Ord. 89-001	2-21-89
Healdsburg P.D.	Ord. 841	2-14-89
Hillsborough P.D.	Ord. 451	1-31-89
Huntington Beach P.D.	Ord. 2984	3-9-89
Huntington Park P.D.	Ord. 452-NS	1-31-89
Indio P.D.	Ord. 1005	3-9-89
Kingsburg P.D.	Ord. 471	1-3-89
Laguna Beach P.D.	Ord. 1160	1-3-89
La Palma P.D.	Ord. 88-15	1-3-89
Los Banos P.D.	Ord. 791	3-9-89
Los Gatos P.D.	Ord. 1774	1-31-89
Madera P.D.	Ord. 513 CDS	3-9-89
Maywood P.D.	Ord. 88-343	1-31-89
Morro Bay P.D.	Ord. 333	3-3-89
Mount Shasta PD	Ord. 442	1-31-89
Newark P.D.	Ord. 240	2-14-89
Novato P.D.	Ord. 1189	3-3-89
Oakdale P.D.	Ord. 935	1-9-89
Pacifica D.P.S.	Ord. 517-C.S.	1-31-89
Piedmont P.D.	Ord. 420-3014	1-31-89
Pismo Beach P.D.	Ord. 0-88-19	3-3-

Pleasant Hill P.D.	Ord. 621	2-14-89
Redding P. D.	Ord. 1870	1-3-89
Redlands P.D.	Ord. 2059	3-9-89
Reedley P.D.	Ord. 716	3-9-89
Redwood City P.D.	Ord. 1975	1-31-89
Richmond P.D.	Ord. 38-88N.S.	3-9-89
Rohnert Park DPS	Ord. 508	1-31-89
Saint Helena P.D.	Ord. 88-14	1-31-89
San Anselmo P.D.	Ord. 900	1-31-89
San Bruno P.D.	Ord. 1498	2-14-89
San Rafael P.D.	Ord. 1553	3-3-89
Santa Maria P.D.	Ord. 88-25	3-3-89
Signal Hill P.D.	Ord. 88-12-1021	1-31-89
Suisun City P.D.	Ord. 563	2-14-89
Tustin P.D.	Ord. 1017	3-9-89
Turlock P.D.	Ord. 649-CS	1-9-89
Union City P.D.	Ord. 309-88	1-31-89
Ventura P.D.	Ord. 89-2	3-9-89
Vernon P.D.	Ord. 980	2-28-89
West Covina Commu. Dpt.	Ord. 1805	3-9-89
Whittier P.D.	Ord. 2449	1-3-89
Butte Co. S.O.	Ord. 2725	2-22-89
Fresno Co. S.O.	Ord. 88-022	3-9-89
Humboldt Co. S.O.	Ord. 1850	2-14-89
Mendocino Co. S.O.	Ord. 3704	2-14-89
San Bernardino Co.S.O.	Ord. 3284	1-3-89
Stanislaus Co. Emer. Dsp.	Ord. C.S. 302	1-3-89
Sutter County S.O.	Ord. 1036	1-31-89
Tuolumne Co. S.O.	Ord. 1661	1-27-89
CA State Police P.D.	Ltr.Int.	1-31-89

3-15-89

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
Executive Development Course		April 29, 1989
Bureau	Reviewed By	Researched By
Center for Executive Development		Ted Morton <i>Ted Morton</i>
Executive Director Approval	Date of Approval	Date of Report
<i>Morgan C. Behm</i>	4-4-89	April 3, 1989
Purpose:		Financial Impact:
<input checked="" type="checkbox"/> Decision Requested	<input type="checkbox"/> Information Only	<input type="checkbox"/> Yes (See Analysis for details)
<input type="checkbox"/> Status Report		<input type="checkbox"/> No

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

ISSUE

Should presentation format for the Executive Development Course be changed to allow the 80-hour course to be satisfied through completion of 2 or more seminars totalling 80 hours.

BACKGROUND

The Executive Development Course is presently offered under contract in the 80-hour intensive format by Cal-Poly Pomona Foundation. There have been numerous suggestions received by POST that the course might be better received in shorter segments to increase attendance of chiefs, sheriffs, and senior managers who find it difficult to attend the 80-hour intensive course.

ANALYSIS

Commission procedure D-5 implemented the minimum standard of 80 hours of training. The course is presently offered in the 80-hour intensive format. Staff is currently studying the content and format of the course. Commencing with Fiscal Year 1989/90, it is recommended that the course format be changed to allow presentation in 2 or more segments of 20 to 40 hours, not to exceed 80 hours, to be completed within one year. Policy to reflect such a change in format is proposed in the attachment.

RECOMMENDATION

In approving the consent Calendar, your Honorable Commission concurs in the concept of a split session format for the Executive Development Course.

EXECUTIVE DEVELOPMENT COURSE

Purpose

5-1. Specification of the Executive Development Course: this Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(e) of the Regulations which relate to Executive Development.

Content and Minimum Hours

5-2. Executive Development Course Subjects and Minimum Hours: The Executive Development Course is a minimum of 80 hours to be completed in 40 or 20 hour workshops within one year from the first workshop attended. The course consists of the following subject areas:

Leadership and Management
Organization Development
Legal Responsibilities
Communications
Contemporary Issues



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

WHEREAS, Bill Masters is a Television Supervisor with the California Highway Patrol with impressive service to law enforcement; and

WHEREAS, He served the Commission on Peace Officer Standards and Training in the capacity of a POST Management Fellow, full time from July 25, 1988 through January 25, 1989; and

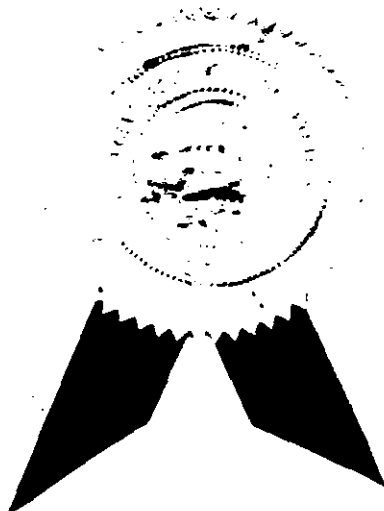
WHEREAS, He was the Project Director for the development of the POST Video Distribution/Library Study; and

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

WHEREAS, The results of his work will be of benefit to California law enforcement for many years to come, now therefore be it

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

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



Chairman

Executive Director

April 20, 1989

Date

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Public Hearing - Basic Training Standards		Meeting Date April 20, 1989
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Monica C. Becken</i>	Date of Approval 3-29-89	Date of Report February 15, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

ISSUE

This is a public hearing to consider changes to Commission Procedure D-1 (Basic Training), including: 1) increasing the length of the District Attorney Investigators, Marshals, and Regular Basic Courses by 40 hours each, 2) establishing standardized testing methodology for these Basic Course performance objectives including requiring an additional 24 hours of Practical Exercise/Scenario Testing as part of the above 40 hours, 3) requiring that a POST-developed physical conditioning program be followed in the Regular Basic Course and that students must pass a physical abilities test at the conclusion of the conditioning program, and 4) making various technical changes to Procedure D-1 and Regulation 1013.

BACKGROUND

POST's minimum 520-hour requirement for the Basic Course was last updated in July 1985 when the Commission increased the hours from 400 based upon curriculum additions and hours allocated by academies at the time. Since July 1985, there have been significant curriculum additions which have caused academies to increase their hours. The minimum hours for the District Attorney Investigators and Marshals Basic Courses have also not been updated since July 1985. As Commissioners recall, these two courses are not presented as the incumbents attend the Regular Basic Course as a matter of practice.

POST's testing requirements for the Basic Course currently specify a minimum of 35 hours of examinations with no standards for how each performance objective will be tested. This report presents a proposal for standardizing testing methodology which also impacts upon the minimum length of the basic courses.

At the January 1985 meeting, the Commission approved the requirement that a POST-developed physical conditioning program be followed within Functional Area 12.0 of the Regular Basic Course and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program. Due to a technicality, the Office of Administrative Law did not approve

this proposal, and it is recommended these provisions be re-approved. At the January 1989 meeting, the Commission set this item for public hearing.

ANALYSIS

Curriculum Additions

An analysis of performance objectives added and deleted since July 1985 for the Regular Basic Course (Attachment A) indicates that an additional 20 hours are estimated to be needed to conduct instruction.

Attachment B summarizes results of a 1988 POST survey of academies (30 of 34 academies responding) as to the hours currently devoted to instruction and testing including the following:

614.6	-	Average Instruction Hours for POST Min. Curriculum					
56.8	-	Testing	"	"	"	"	"
671.4	-	Average Inst. & Test	"	"	"	"	"
61.4	-	Average Hours for Locally Determined Curriculum					
732.8	-	Total Average Hours					

The current 671.4 average hours of instruction and testing for POST minimum curriculum compares with 548 hours, which was the 1985 survey result. This indicates there has been a 123.4 average increase in actual instruction/testing hours since July 1985. Some of this increase is the result of factors not related to POST's minimum curriculum standards. POST research on curriculum added since 1985 as presented in Attachment A suggests the need to increase minimum hours by 20.

Standardized Testing Methodology

With over eight years of experience with performance objectives in the Basic Course, the need for POST to establish minimum standards for testing each performance objective has been identified. Testing methodology varies considerably from academy to academy for each performance objective. Methodologies include paper and pencil written test, practical demonstration, scenario, and others. Academy directors have expressed the need for more standardization in this area so as to help ensure uniform quality graduates and to locally justify adequate resources (staff, equipment, and facilities). In addition, standardized testing can be supported because of its concurrent training value; that is, learning occurs during testing.

Four levels of testing have been developed, and each performance objective has been classified according to one of these four minimum testing methodologies. Under this proposal, academies would be permitted to exceed the minimum by escalating testing to

a higher level or use multiple testing methodologies. The below testing methodologies have been identified and are presented in levels and generally, with the exception of Level I, begin with the least effort and progress to the most demanding, time consuming, and costly for academies:

Level 1 - Teach/Evaluation Methodology Locally Determined - For these objectives, academies will determine the methodology for evaluating student proficiency. In some cases, these objectives will be evaluated during related scenarios. With other Level 1 objectives, such as those concerning attitudes and variations in local conditions, traditional paper/pencil testing is often not appropriate. Evaluation instead will take the form of writing or workbook assignments and other methods requiring critical thinking on the part of the students. Academies shall test for these performance objectives but the methodology is to be determined locally.

Level 2 - Paper/Pencil - For these objectives, academies must use objective paper/pencil examination questions (Multiple Choice and True-False) that are part of the POST Test Item Pool or locally determined test items. The number of test questions is to be determined by the criticality and comprehensiveness of the objective.

Level 3 - Practical Exercise/Demonstration - For these objectives, each student must individually and physically demonstrate proficiency. Demonstration can involve interaction between the student and a role player, but no "set of circumstances" or scripts are required, e.g., weaponless defense or handcuffing suspects. Demonstration can also be performed by grading students on workbooks and other directed assignments.

Level 4 - Practical Exercise/Scenario - A scenario Test involves a job simulation involving an interaction between the student and one or more role players that is predicated on a "set of circumstances." Scenarios also involve the use of evaluators and rating forms. Academies are encouraged to use the POST Basic Course Scenario Manual.

In categorizing performance objectives, each was carefully evaluated considering the nature of the objective, criticality, and needed resources for testing. Practical exercise testing (Levels 3 and 4) obviously requires the most resources (staff, equipment, facilities, and time). Therefore, whenever possible, paper and pencil testing was selected if the proficiency could be effectively measured. It is commonly recognized that some objectives can be evaluated by more than one means, e.g., paper/pencil and scenario. However, in keeping with POST's authority to establish minimum standards, only one minimum

testing methodology has been identified for each objective. Performance objectives classified for either Level 3 or 4 testing methodology are more directly measured by having students demonstrate their ability under simulated job conditions rather than attempting to infer proficiency by measuring "knowledge" about something on a paper/pencil test.

Results of classifying performance objectives according to these minimum testing methodologies include the following:

	<u>No. of Perf.</u> <u>Objectives</u>	<u>Percent</u>
Level 1 - Teach/Evaluation Methodology Locally Determined	25	4.4
Level 2 - Paper/Pencil	443	78.8
Level 3 - Practical Exercise/ Demonstration	72	12.8
Level 4 - Practical Exercise/ Scenario	22	3.9
Total	562	100%

Performance Objectives classified Levels 1, 3, and 4 are listed in Attachment C with all other objectives classified as Level 2.

In evaluating the impact of this proposal upon academies, it is clear that there will be very little impact, if any, for most academies. Most academies have interpreted the present language of performance objectives under conditions of student demonstration of proficiency as already requiring these testing methodologies. For example, many performance objectives have language such as "Given exercises involving the stopping of a vehicle, the student will..." The greatest potential impact on academies is the proposed Level 4 (scenarios), as this requires the most academy resources in terms of time, instructors, role players, evaluators, equipment, etc. POST has previously developed model scenarios that are contained in a manual to facilitate this form of testing. Also, POST periodically provides for the training of academy scenario managers and evaluators. In a survey of academies as to the impact of mandating scenario testing, most concur that any increased costs due to mandating scenarios can be accommodated within existing local resources.

Many academies concur that scenario testing is the single most effective method of evaluating student performance. Some academies have also observed that the proposed categorization is actually less than the number of performance objectives currently being tested by scenarios. Many academies plan to exceed the proposed minimums by testing more objectives at a higher level than is required. It should be observed that

scenarios can actually evaluate multiple performance objectives simultaneously--sometimes as many as three or four. Results of a previous academy survey on testing methodology impact reveal that 85% of the academies devote 24 or more hours to scenarios.

Level 1 Testing Methodology (Teach/Evaluation Methodology Locally Determined), is justified because of the impracticality of testing attitudinal, officer behavioral, and local condition type performance objectives. These objectives often have no precise right or wrong student response but rather require students to critically evaluate their own views/behaviors against accepted standards. The prevailing view of academy directors and staff is that a recitation of facts, e.g., P.O. 2.2.2 Expected Behavior - Officer's Interaction with Public, misses the purpose of these objectives. What is needed instead is academy flexibility to evaluate students' critical thinking on these complex and/or local condition issues.

Since implementation of this proposed standardized testing methodology for the Basic Course requires a minimum of 24 additional hours of scenario testing time, the proposal has been merged with the length of the Basic Course study.

Course Hours

To correspond to the normal 40-hour work week, basic academies are generally presented as complete weeks of instruction and testing. POST has traditionally increased the minimum hour standards in increments of 40 hours to correspond to the normal 40-hour work week. Accordingly, it is proposed that POST's Regular Basic Course minimum length of 520 hours be increased to 560 and that the 40-hour increase be allocated as follows:

- 24 Hours for Practical Exercise/Scenario Testing (described in next section)
- 20 Additional Hours for Instruction
- 4 Hours Reduction in Examinations

Exam Hours are recommended for reduction because of the proposed added 24 hours of scenario testing and because of the need for more instruction time. As indicated in Attachment B, seven functional areas have proposed instructional hourly increases and one (Custody) with a one-hour decrease. For each functional area recommended for additional hourly increases, there were curriculum additions and a significant disparity between the existing POST minimum and average hours allocated by academies.

Thirty-two of the 34 academies currently exceed the proposed 560 hours, and the two exceptions have indicated the proposed 40-hour increase will be accommodated.

Other Proposed Changes

Also recommended is a proposal to update the hourly requirements for the Marshals and District Attorney Investigators. For Marshals the total hours would increase from 446 to 486 and for DA Investigators 422 to 462 hours. The reason for this proposal is that these two basic courses are directly related to the content of the Regular Basic Course hours for certain functional areas.

It is proposed that Procedure D-1-2 (b) be amended to add a requirement that the POST-developed physical conditioning program be followed within Functional Area 12.0 and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program. The Commission, pursuant to guidelines, may approve the use of alternative job-related physical abilities test. This proposal was previously approved by the Commission as part of regulation changes in 1985. For technical reasons the change was not approved by the Office of Administrative Law at that time. See Attachment D for proposed language.

Also recommended for addition to Procedure D-1 would be a requirement that the Code of Ethics be administered to peace officer trainees of basic courses. The current requirements in Regulation 1013 implies the requirement applies to only regular basic courses. This proposal would fix responsibility with all basic courses. Regulation 1013 is, therefore, recommended for modification to reference Procedure D-1.

It is proposed that Procedure D-1 be modified to add clarifying language that successful completion of basic training means completing an entire course at a single academy except for POST-authorized contractual agreements between academies. This is to prevent an individual from attempting to take parts of the training at various academies and claim to have completed the training.

Other proposed technical changes to Procedure D-1 include: 1) labeling the basic course described in paragraph 1-3 as the Regular Basic Course, 2) restructuring paragraph 1-2 to differentiate between universal requirements applicable to all basic courses listed in paragraphs 1-3 to 1-6 and those applicable only to the Regular Basic Course, and 3) referencing supporting documents.

Staff and the Commission's Long Range Planning Committee have expressed concern about the seemingly never-ending increases in minimum Basic Course hours. It appears appropriate to suggest proceeding ahead with this requested increase but consider a study be undertaken by staff to consider means to reduce or maintain the minimum hours at 560. Such means might include but

not be limited to using computer-assisted instruction, converting some content to field training, requiring more pre-reading of trainees, and others. If the Commission concurs, staff will undertake such a study and report back in approximately one year.

Implementation

It is recommended this proposal have an effective date of July 1, 1989 to coincide with the beginning of the fiscal year and to allow academies sufficient time for implementation. Attachment E provides a draft Notice of Public Hearing and suggested language changes to Commission Procedure D-1.

Fiscal Impact

Should the minimum hours be increased following public hearing and if the Commission increases reimbursement accordingly, the fiscal impact for travel and per diem would be \$230,000. The impact of salary reimbursement would depend upon percentage rate. The Commission adjusts salary reimbursement annually to coincide with the beginning of each fiscal year. The rate is a function of available resources and estimated trainees within the framework of Commission policy.

RECOMMENDATION

Subject to input from the public hearing: a) increase the Regular Basic Course minimum hours from 520 to 560, the District Attorney Investigators Basic Course from 422 to 462, and the Marshals Basic Course from 446 to 486; b) establish standardized testing methodology for Basic Course performance objectives and include 24 hours of Practical Exercise Scenario testing as part of the above proposed hourly increase, c) require that a POST-developed physical conditioning program be included in the Regular Basic Course and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program, and d) make various related changes to Procedure D-1 and Regulation 1013 as described effective July 1, 1989.

ATTACHMENT A

Impact of Curriculum Additions Since July 1985

	<u>Hours</u>
<u>1.0 Professional Orientation</u>	
1.2.3 Professional Standards and Requirements	+1
<u>2.0 Police Community Relations</u>	
2.7.1-2 Hate Crimes	+1.5
2.6.1-2 Victimology	+1
<u>3.0 Law</u>	
3.29.4 Sexual Battery	+.5
3.23.6 Hate Crimes (See Functional Area 2.7.0)	
<u>4.0 Laws of Evidence</u>	0
<u>5.0 Communications</u>	
5.7.1 Deaf and Hearing Impaired	+1
5.1.4 ID Body Language of Hostile Persons	+1
<u>6.0 Vehicle Operations</u>	
<u>7.0 Force and Weaponry</u>	
7.13.1 Range 25-60 rounds	
7.14.1 Range 25-60 rounds	
7.15.2 Physical Activity on Range	+4
7.5.1 Clearing Malfunctions	
<u>8.0 Patrol Procedures</u>	
8.37.7 Action After Non-Fatal Wound	
8.37.8 Will to Live	
8.37.9 Suspects (Alcohol/Drugs)	
8.48.1 Body Armor	+3
8.48.2 Wearing Body Armor	
8.49.1 Role of Contact Officer	
8.49.2 Role of Cover Officer	
8.49.3 Tactics Unsecured Suspect	
8.2.2 Officer's Perception	+1
8.13.2-3 Telecommunication	+4
8.39.6 Hazardous Materials	+1
<u>9.0 Traffic</u>	
<u>10.0 Criminal Investigation</u>	
<u>11.0 Custody</u>	

12.0 Physical Fitness and Defense Technique

12.1.4	Long Term Effect of Alcohol	
12.1.5	Short Term Psy. Effect of Tobacco	+1-2
12.1.6	Long Term Psy. Effect of Tobacco	
12.5.2	Principles of Conditioning	+.5-1
12.5.3	Components of Exercise	
	TOTAL	+20.5-22

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**Length of Basic Course Study****Results of Survey Questionnaire
April 1988**

<u>Functional Area</u>	<u>Existing POST Minimum</u>	<u>1983 Survey Results Average-Range</u>		<u>1988 Survey Results Average-Range</u>		<u>Proposed</u>	
1.0 Professional Orientation	10	16.25 (1.0)	7.5-28 (.5-2.5)	18.6 (1.1)	10-36 (.5-3)	11	[+1]
2.0 Police Commu- nity Relations	15	18.5 (1.0)	12-58 (.5-2)	17.6 (1.3)	6.6-59.5 (.5-3)	16	[+1]
3.0 Law	50	65.3 (4.3)	45-92.5 (2-7)	68.6 (5.9)	51-99 (1-15)	52	[+2]
4.0 Laws of Evidence	20	19.7 (1.76)	12.5-38 (.5-4)	22 (1.9)	15-38 (.5-6)	20	[0]
5.0 Communications	30	30.8 (3.9)	15-54 (1-21)	40.4 (3.9)	23-97 (1-14)	32	[+2]
6.0 Vehicle Operation	24	21.9 (2.7)	16.31 (.3-11)	27.6 (1.7)	20-47.5 (0-6)	24	[0]
7.0 Force and Weaponry	50	58 (7.9)	40-96 (1-27)	66.8 (5.4)	50-108.5 (1-17.5)	54	[+4]
8.0 Patrol Procedures	116	127.4 (10.9)	90-203 (1-27)	134.1 (12)	101-177. (2-36.8)	125	[+9]
9.0 Traffic	30	39.2 (2.18)	23-59 (1-8.5)	48.7 (29)	21-209.5 (.5-11)	30	[0]
10.0 Criminal Investigation	50	47.8 (5.2)	35.5-80 (1-20)	53.1 (8.7)	23.5-70 (1-26)	50	[0]
11.0 Custody	5	7.3 (.7)	3-12 (.3-1.5)	2.8 (.1)	.5-23.75 (.4-2)	4	[-1]
12.0 Physical Fitness & Defense Tech.	85	48 (6.5)	13.5-91.5 (1-45)	114.3 (11)	78-220 (2-32)	87	[+2]
Examinations	35					31	[-4]
Practical Exercise/Scenario/Testing						24	[+24]
TOTAL REQUIRED HOURS (for POST minimum)	520	500 (48)		614.6 (56.8)		580	[+40]
LOCALLY DETERMINED SUBJECTS		92		61.4			

() = Testing Hours

Results of Classifying Basic Course
Performance Objectives According
To Minimum Testing Methodology

ATTACHMENT C

Level I Teach/Evaluation Methodology Locally Determined

- 1.6.2 Maintaining Balanced Lifestyle
- 1.6.2 Potential Effects on Career Choice
- 1.11.3 Consequences of Discretionary Decision-Making
- 2.1.1 Police Role - Community Service
- 2.2.1 Influencing Community Attitudes
- 2.2.2 Expected Behavior - Officer's Interaction with Public
- 2.2.3 Methods for Dealing with Cultural Socio-Econ Differences
- 2.2.4 Folkways, Mores, Values
- 2.2.5 Factors in Self-Development
- 5.3.2 Characteristics of Good Report (evaluated in 5.5.1)
- 5.3.3 Questions Answered by Complete Report (evaluated in 5.5.1)
- 5.4.4 Inappropriate Words for Police Reports (evaluated in 5.5.1)
- 5.4.6 Place Events in Chronological Order (evaluated in 5.5.1)
- 8.2.2 Improved Perception Skills
- 8.9.6 Stopping Distances Behind Vehicles (evaluated in 8.11.1)
- 8.9.12 Techniques for Felony/High-Risk Stops (evaluated in 9.11.2)
- 8.34.1 Law Enforcement Practices on Disposition of Vicious, Injured, or Sick Animals
- 8.34.2 Agency Referral in Treating or Disposing of Injured, or Dead Animals
- 8.34.3 Common Procedures for Handling Animal Bite Cases
- 8.41.1 Common Practices on Release of Information to News Media
- 8.41.2 Recognition of Press Credentials
- 9.8.1 Determine Acceptability of Identifications (evaluated in 9.11.2)
- 9.10.1 Examples of Traffic Warning Situations

Level 3 - Practical Exercise/Demonstration

- 2 4.3 Security Survey
- 5.2.3. Field Notetaking
- 5.5.1 Report Writing
- 6.6.1 Vehicle Control
- 6.6.3 Controlled Skids
- 6.6.4 Vehicle Control
- 6.6.5 Vehicle Control
- 6.7.1 Emergency Veh. Control
- 6.7.2 Vehicle Equip. Control
- 7.5.1 Handgun Safety
- 7.5.2 Shotgun Safety
- 7.7.1 Handgun Maintenance
- 7.10.1 Handgun Marksmanship
- 7.10.2 Handgun Shooting Positions
- 7.11.1 Shotgun Marksmanship
- 7.11.2 Shotgun Shooting Positions
- 7.13.1 Handgun Use Day Range
- 7.13.2 Handgun Use Day Range
- 7.13.3 Handgun Use Day Range
- 7.14.1 Handgun Use Night Range
- 7.14.2 Handgun Use Night Range
- 7.15.1 Handgun Combat Day Range
- 7.15.2 Handgun Combat Day Range
- 7.15.3 Handgun Combat Day Range
- 7.16.1 Handgun Combat Night Range
- 7.16.2 Handgun Combat Night Range
- 7.16.3 Handgun Combat Night Range
- 7.17.1 Shotgun Combat Day Range
- 7.18.1 Shotgun Combat Night Range
- 7.20.2 Gas Mask Technique
- 8.3.2 Observation Techniques
- 8.15.2 Vehicle Search Techniques
- 8.18.1 Search/Control Techniques
- 8.18.2 Search/Control Techniques
- 8.19.3 Restraint Techniques
- 8.20.3 Prisoner Transportation
- 8.44.1 Field Riot Control
- 8.45.1 First Aid Techniques
- 8.45.2 CPR Techniques
- 9.5.4 Sobriety Examination
- 9.9.3 Traffic Stop Hazards
- 9.10.3 Citations and Warnings
- 9.11.1 Nighttime Traffic Stop
- 9.12.1 Traffic Direction
- 9.12.2 Flare Use
- 9.12.3 Flashlight Use
- 9.12.4 Traffic Control Devices
- 9.14.1 Traffic Accident Field Problems
- 9.15.2 Vehicle Impound Reporting
- 10.1.2 Crime Broadcast
- 10.1.3 Perimeter Identification
- 10.2.1 Physical Evidence
- 10.3.1 Crime Scene Notes
- 10.4.2 Crime Scene Sketch
- 10.5.2 Locate Fingerprints
- 10.5.3 Fingerprint Rolling
- 10.6.1 Evidence Identification
- 10.7.2 Chain-of-Custody Forms
- 12.6.4 Control Hold
- 12.6.5 Take-Down Tactic
- 12.6.6 Carotid Restraint
- 12.7.2 Foot Movements
- 12.7.5 Gun Take-Away
- 12.7.6 Disarming Methods
- 12.7.7 Weapon's Retention
- 12.9.1 Use of Baton
- 12.9.2 Use of Baton
- 12.9.3 Use of Baton
- 12.10.1 Physical Performance

Level 4 - Practical Exercise/Scenarios - *

- 5.1.3 Communicate Effectively
- 5.2.4 Take Notes During an Interview
- 7.4.1 Use Degree of Force
- 8.7.3 Demonstrate Positions for Interviewing
- 8.7.4 Demonstrate Tactics for Approaching a Pedestrian
- 8.8.2 Suspicious Person
- 8.11.1 Felony/High Risk Pullover
- 8.25.1 Crimes-In-Progress
- 8.27.3 Family Disputes
- 8.29.2 Landlord/Tenant Disputes
- 8.36.5 Mentally Ill
- 8.37.5 Officer Safety - Ambush/Sniper
- 9.11.2 Traffic Stop
- 10.1.1 Preliminary Investigation
- 10.11.4 Courtroom
- 10.13.1 Burglary Investigation
- 10.14.1 Grand Theft Investigation
- 10.15.1 Felonious Assault Investigation
- 10.16.1 Sexual Assault Investigation
- 10.17.1 Homicide Investigation
- 10.18.1 Suicide Investigation
- 10.22.1 Child Sexual Abuse and Exploitation Investigation

*One scenario can evaluate multiple performance objectives.

Commission on Peace Officer Standards and Training

PUBLIC HEARING: BASIC TRAINING STANDARDS

Proposed Language

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 Regular Basic Course before being assigned duties which include the exercise of peace officer power.

Requirements for the Regular Basic Course are set forth in PAM, Section D-1-3.

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.

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. 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.

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. 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 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.
- (5) Every limited function peace officer shall satisfactorily meet the training requirements of the Arrest and Firearms (P.C. 832) Course; training in the carrying and use of firearms shall not be required when an employing agency prohibits limited function peace officers the use of firearms.
- (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.

1011. Certificates and Awards (continued)

- (e) Regular Certificates, and Specialized Law Enforcement Certificates, i.e., Basic, Intermediate, Advanced, Supervisory, Management and Executive Certificates are provided for the purpose of fostering professionalization, education and experience necessary to adequately accomplish the general or specialized police service duties performed by regular or specialized peace officers. Requirements for the Certificates are as prescribed in PAM Section F-1.

1012. Certification of Courses

- (a) The Commission may certify courses. Criteria for certification include, but are not limited to, a demonstrated need and compliance with minimum standards for curriculum, facilities, instructors and instructional quality. Because of the variety of courses provided by the Commission (e.g., firearms, chemical agent, defensive driving), specific standards for course certification and presentation will reflect the specific needs for the type of course certified.
- (b) Certification of courses may be revoked by action of the Commission when:
 - (1) There is no longer a demonstrated need for the course; or
 - (2) There is failure to comply with standards set forth in (a) above; or
 - (3) There are other causes warranting revocation as determined by the Commission.

1013. Code of Ethics

The Law Enforcement Code of Ethics, as stated in PAM Section C-3, shall be administered to all peace officer trainees during the Basic Course as specified in Procedure D-1-2 or at the time of appointment.

1014. Training for Non-Sworn and Paraprofessional Personnel

- (a) Reimbursement shall be provided to Regular Program agencies for the training of non-sworn personnel performing police tasks and paraprofessional personnel, provided for by POST Administrative Manual Section E-1-4a.
- (b) Request for Approval

Procedure D-1, subparagraphs 1-3, 1-4, 1-5, and 1-6 are incorporated by reference into Regulation 1005, and a public hearing is required prior to their revision. See the Historical Note at the conclusion of this Procedure.

BASIC TRAINING

Purpose

1-1. Specifications of Basic Training: This Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(a) of the Regulations which relate to Basic Training. Basic Training includes the Regular Basic Course, District Attorneys Investigators Basic Course, Marshals Basic Course, and Specialized Basic Investigators Course.

Training Content and Methodology Basic Course

1-2. Requirements for Basic Course Training Content and Methodology: The minimum content standards for the Basic Course training are broadly stated in paragraphs 1-3 to 1-6. Within each functional area, listed below, flexibility is provided to adjust hours and instructional topics with prior POST approval. More detailed specifications are the Performance Objectives contained in the documents "Performance Objectives for the POST Basic Course" and "POST Prescribed Training Courses." ~~This document is part of a dynamic basic course training system designed for change when required by new laws or other circumstances.~~ Supporting documents, although not mandatory, that complete the system are the POST Basic Course Management Guide and Instructional Unit Guides (57).

Successful course completion requires attendance of an entire course at a single academy except where POST has approved a contractual agreement between academies. Instructional methodology is at the discretion of individual course presenters. The Law Enforcement Code of Ethics shall be administered to peace officer trainees. Requirements and exceptions for specific basic courses are as follows:

- a. For the Regular Basic Course specified in paragraph 1-3, performance objectives must be taught and tested as specified in the document "Performance Objectives for the POST Basic Course". Successful course completion is based upon objectives meeting the established success criteria specified in this document. the POST Basic Course Unit Guides. Tracking objectives by student is mandatory; however, the tracking system to be used is optional.

The POST-developed physical conditioning program must be followed within Functional Area 12.0 and students must pass a POST-developed physical abilities test at the conclusion of the conditioning program as a condition for successful course completion. The Commission, pursuant to guidelines, may approve the use of alternative job-related physical abilities tests.

COMMISSION PROCEDURE D-1

b. ~~Training methodology is optional.~~ For basic courses listed in paragraphs 1-4 to 1-6, the performance objectives of the Regular Basic Course are not required but illustrative only of the content for the broad functional areas and learning goals specified for each of these basic courses. Successful course completion shall be determined by each course presenter.

e. ~~Tracking objectives by student is mandatory, however, the tracking system to be used is optional.~~

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d. ~~A minimum of 520 hours of instruction in the Basic Course is required.~~

Specific Content and Hours

1-3. Regular Basic Course Content and Minimum Hours: The Performance Objectives listed in the POST document "Performance Objectives for the POST Basic Course" are contained under broad Functional Areas and Learning Goals. The Functional Areas and Learning Goals are descriptive in nature and only provide a brief overview of the more specific content of the Performance Objectives. The Regular Basic Course contains the following Functional Areas and minimum hours. ~~Within a functional area, flexibility is provided to adjust hours and instructional topics with prior POST approval.~~

Functional Areas:

1.0 Professional Orientation	11--10	hours
2.0 Police Community Relations	16--15	hours
3.0 Law	52--50	hours
4.0 Laws of Evidence		20 hours
5.0 Communications	32	30 hours
6.0 Vehicle Operations		24 hours
7.0 Force and Weaponry	54	50 hours
8.0 Patrol Procedures	125	116 hours
9.0 Traffic		30 hours
10.0 Criminal Investigation		50 hours
11.0 Custody	4	5 hours
12.0 Physical Fitness and Defense Techniques	87	85 hours
<u>Practical Exercise/Scenario/Testing</u>	<u>24</u>	<u>hours</u>
Examinations:	31	35 hours
Total Minimum Required Hours	560	520 hours

1-4. District Attorney Investigators Basic Course Content and Minimum Hours: The District Attorney Investigators Basic Course contains the following Functional Areas and minimum hours. ~~Within a functional area, flexibility is provided to adjust hours and instructional topics with prior POST approval.~~ District attorney basic training may be met by satisfactory completion of the training requirements of the Regular Basic Course, plus the satisfactory completion of a certified Investigation and Trial Preparation Course.

1-4. District Attorney Investigators Basic Course Content and Minimum Hours:
(continued)

Functional Areas:

1.0 Professional Orientation	<u>11</u>	10 hours
2.0 Police Community Relations	<u>16</u>	15 hours
3.0 Law	<u>52</u>	50 hours
4.0 Laws of Evidence		20 hours
5.0 Communications	<u>32</u>	30 hours
6.0 Vehicle Operations		8 hours
7.0 Force and Weaponry	<u>54</u>	50 hours
8.0 Custody	<u>4</u>	5 hours
9.0 Physical Fitness and Defense Techniques	<u>42</u>	40 hours
*10.0 Field Techniques	<u>79</u>	70 hours
*11.0 Criminal Investigation and Trial Preparation		50 hours
*12.0 Specialized Investigation Techniques		30 hours
*13.0 Civil Process		20 hours
<u>Practical Exercise/Scenarios</u>	<u>24</u>	hours
Examinations	<u>20</u>	24 hours
Total Minimum Required Hours	<u>462</u>	422 hours

1-5. Marshals Basic Course Content and Minimum Hours:

Functional Areas:

1.0 Professional Orientation	<u>11</u>	10 hours
2.0 Police Community Relations	<u>16</u>	15 hours
3.0 Law	<u>37</u>	35 hours
4.0 Laws of Evidence		20 hours
5.0 Communications	<u>32</u>	30 hours
6.0 Vehicle Operations		8 hours
7.0 Force and Weaponry	<u>54</u>	50 hours
8.0 Criminal Investigation		24 hours
9.0 Physical Fitness and Defense Techniques	<u>42</u>	40 hours
* 10.0 Field Techniques	<u>79</u>	70 hours
* 11.0 Custody	<u>19</u>	20 hours
* 12.0 Civil Process		60 hours
* 13.0 Bailiff		40 hours
<u>Practical Exercise/Scenarios</u>	<u>24</u>	hours
Examinations	<u>20</u>	24 hours
Total Minimum Required Hours	<u>486</u>	446 hours

*Functional Areas that form the basis for the POST-Certified 80-hour Bailiff and Civil Process Course or the 40-hour Bailiff and Court Security Course and the 40-hour Civil Process Course.

COMMISSION PROCEDURE D-1

1-6. Specialized Basic Investigators Course Content and Minimum Hours: The Performance Objectives listed in the POST document "Performance Objectives for the POST Specialized Basic Investigators Course" are contained under broad Functional Areas and Learning Goals. The Functional Areas and Learning Goals are descriptive in nature and only provides a brief overview of the more specific content of the Performance Objectives. ~~Within a functional area listed below, flexibility is provided to adjust hours and instructional topics with prior POST approval.~~ This course includes the curriculum of the 40-hour P.C. 832 Laws of Arrest and Firearms Course. Specialized Investigators Basic Training may be met by satisfactory completion of the training requirements of the Regular Basic Course.

Functional Areas:

1.0	Professional Orientation	10 hours	
2.0	Police Community Relations	15 hours	
3.0	Law	20 hours	
4.0	Laws of Evidence	15 hours	
5.0	Communications	15 hours	
6.0	Vehicle Operations	8 hours	
7.0	Force and Weaponry	33 hours	
8.0	Field Procedures	39 hours	
* 9.0	(Deleted)	0 hours	
10.0	Criminal Investigation	24 hours	
* 11.0	(Deleted)	0 hours	
12.0	Physical Fitness and Defense Techniques	12 hours	
13.0	Specialized Investigative Techniques	18 hours	
	Examinations	11 hours	
	Total Minimum Required Hours		220 hours

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Commission On Peace Officer Standards And Training

NOTICE OF PUBLIC HEARING

BASIC TRAINING STANDARDS

Notice is hereby given that the Commission on Peace Officer Standards and Training (POST), pursuant to the authority vested by Section 13506 of the Penal Code to interpret, implement, and make specific Sections 13503, 13506, 13510, and 13510.5 of the Penal Code, proposes to adopt, amend, or repeal regulations in Chapter 2 of Title 11 of the California Administrative Code. A public hearing to adopt the proposed amendments will be held before the full Commission on:

Date: April 20, 1989
Time: 10 a.m.
Place: Sacramento Hilton Hotel
Sacramento, California

INFORMATIVE DIGEST

Commission Procedure D-1, Basic Training, currently specifies a minimum length of 520 hours for the regular Basic Course. Procedure D-1, which also specifies the functional areas and respective hours of instruction, is incorporated by reference into Commission Regulation 1005(a), Basic Training. Proposed changes in hours for selected functional areas and the addition of 24 hours for Practical Exercise/Scenario Testing would increase the total minimum hours to 560.

These proposed changes are designed to have the minimum length of basic training more accurately reflect actual hours currently required to conduct the training. POST studies have shown that most academies already exceed the current 520-hour minimum due to the POST minimum required curriculum. Since July 1985 when the Basic Course hours were last updated, curriculum has been added that requires additional instructional time. No substantial impact is expected for this proposed increase because virtually all basic courses now meet or exceed the proposed course length.

Also recommended is a proposal to update the minimum hourly requirements for the Marshals' Basic Course from 448 to 502 and the District Attorneys' Investigators Basic Course from 422 to 462. This is necessary because many of the functional areas for these basic courses are identical in content and hours with the regular Basic Course.

POST's testing requirements for the Basic Course currently do not specify how each performance objective will be tested. As a result testing methodology varies considerably from academy to academy. The need for more standardization in this area has been identified to help ensure more uniform quality graduates. Under this proposal, four minimum levels of testing have been developed with each objective classified according to one of the four minimum testing methodologies. Since implementation of this proposal requires a minimum 24 hours of scenario testing time, it is proposed that the 40-hour increase include 24 hours of Practical Exercise/Scenario Testing with the remaining hours allocated for additional instructional time.

Existing POST training methodology requirements for the regular Basic Course (D-1-2 b) specify that training methodology is optionally determined by each course presenter. It is proposed that this section be amended to add a requirement that the POST-developed physical conditioning program be followed within Functional Area 12.0 and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program. The Commission, pursuant to guidelines, may approve the use of an alternative job-related physical abilities test. This proposal was previously approved by the Commission but through a technicality was not approved by the Office of Administrative Law.

It is proposed that Procedure D-1 be amended to add clarifying language that successful completion of basic training means completing an entire course at a single academy except for POST-authorized contractual agreements between academies. This is to prevent an individual from attempting to take parts of the training at various academies and claim to have completed the training.

Other proposed miscellaneous technical changes to Procedure D-1 include: 1) labeling the basic course described in paragraph 1-3 as the Regular Basic Course, 2) requiring the Law Enforcement Code of Ethics to be administered to all peace officer trainees, 3) restructuring paragraph 1-2 to differentiate between universal requirements applicable to all basic courses listed in paragraphs 1-3 to 1-6, and those applicable only to the Regular Basic Course, and 4) referencing supporting documents. Other minor technical changes are also proposed for Procedure D-1. Regulation 1013, Code of Ethics, is proposed to be amended to reference Procedure D-1-2.

ADOPTION OF PROPOSED REGULATIONS

After the hearing, the Commission may adopt proposed language if it remains sufficiently related to the text as described in the Informative Digest. If the Commission makes changes to the language before adoption, the text of any modified language will be made available to the public at least 15 days before adoption. 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 language for 15 days after the date on which the revised text is made available.

FISCAL IMPACT

It is expected that there will be no substantial impact on either training presenters or users of basic courses. Virtually all courses currently either meet or exceed the proposed hourly requirements.

The Commission has determined that no savings or increased costs to any state agency, no costs or savings under Section 2231 of the Revenue and Taxation Code to local agencies or school districts, no other non-discretionary costs or savings imposed on local agencies, and no costs or savings in federal funding to the state will result from the proposed changes. The Commission has also determined that the proposed changes do not impose a mandate on local agencies or school districts and will involve no significant cost to private individuals or businesses.

The proposed regulations will have no effect on housing costs.

The proposed regulations will have no adverse economic impact on small businesses.

INFORMATION REQUESTS

Notice is hereby given that any interested person may present statements or arguments, in writing relevant to the action proposed. Written comments must be received by the Commission on Peace Officer Standards and Training, P.O. Box 20145, Sacramento, CA 95820-0145, no later than October 30, 1988.

A copy of the Statement of Reasons and the exact language of the proposed regulations may be obtained at the hearing or prior to the hearing upon request by writing to the Commission at the above address. This address is also the location of public records, including reports, documentation, and other materials related to the proposed action.

Inquiries concerning the proposed action may be directed to Georgia Pinola (916) 739-5400.

Commission on Peace Officer Standards and Training

PUBLIC HEARING: BASIC TRAINING STANDARDS

STATEMENT OF REASONS

The Commission on Peace Officer Standards and Training (POST) will hold a public hearing on April 20, 1989, for the purpose of receiving comments on proposed changes to Commission Procedure D-1 to: 1) increase the regular Basic Course minimum hours from 520 to 560, the District Attorney Investigator Basic Course from 422 to 462, and the Marshals Basic Course from 446 to 486, 2) establish standardized testing methodology for each basic course performance objective and include 24 hours of practical exercise scenario testing as part of the above proposed hourly increases, and 3) require that a POST-developed physical conditioning program be included in the regular Basic Course and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program.

Minimum Length of Basic Courses

Commission Regulation 1005 (a) specifies the basic training requirements for all peace officer members of law enforcement agencies participating in the POST Program. Requirements for the regular Basic Course are set forth in the POST Administrative Manual, Section D-1, paragraphs 1-3. The minimum length of the course is currently set at 520 hours. It is proposed to increase the minimum length to 560 hours, a 40 hour increase, effective July 1, 1989. This proposed change is designed to have the minimum length more accurately reflect actual hours currently required to conduct the training. POST studies have shown that most academies already exceed the current 520-hour minimum. Since July 1985 when the Basic Course hours were last updated, curriculum has been added that requires additional instructional and testing time. No substantial impact is expected for this proposed increase because virtually all basic courses now voluntarily meet or exceed the proposed course length. It is important to have POST's minimum course hours accurately reflect the needed hours so as to help ensure course quality and to assist basic academies in justifying hourly increases in their courses.

Also recommended is a proposal to update the minimum hourly requirements for the District Attorney Investigator Basic Course (Procedure D-1-4) from 422 to 462 and the Marshals Basic Course (Procedure D-1-5) from 446 to 486. This is necessary because many of the functional areas for these basic courses are identical in content and hours with the Regular Basic Course (Procedure D-1-3).

Standardized Testing Methodology

POST's existing testing requirements for the Basic Course do not specify how each performance objective will be tested. As a result, testing methodology varies considerably from academy to academy, ranging from paper/pencil written test items to complex demonstrations and scenarios requiring the use of role players and evaluators. The need for more standardization in this area has been identified to help ensure more uniform quality graduates. Under this proposal, four minimum levels of testing have been developed with each objective classified according to one of these four minimum testing methodologies which include: 1) Level 1 - Teach/Evaluation Methodology Locally Determined, 2) Level 2 - Paper/Pencil, 3) Level 3 - Practical Exercise/Demonstration, and 4) Level 4 - Practical Exercise/Scenario. Since implementation of this proposal requires a minimum of 24 hours of scenario testing time, the proposal has been merged with increasing the length of the Basic Course. Accordingly, it is proposed that 24 hours of the proposed 40-hour increase in the minimum length of the Basic Course be directed to Practical Exercise/Scenario. It is proposed that the existing 35 hours of Testing in Procedure D-1-3 be reduced to 31 hours and the minimum hours for various Functional Areas be increased by a total of 20 hours. Standardized testing methodology will greatly improve the caliber of the basic academy graduate.

Physical Ability Standards

Existing POST training methodology requirements for the Regular Basic Course (D-1-2) specify that training methodology is optionally determined by each course presenter. It is proposed that this section be amended to add a requirement that the POST-developed physical conditioning program be followed within Functional Area 12.0 and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program. The Commission pursuant to guidelines, may approve the use of an alternative job-related physical abilities test. This proposal was previously approved by the Commission but through a technicality was not approved by the Office of Administrative Law. These proposed changes are the result of two years of research aimed at fulfilling the mandate of Penal Code Section 13510(b), which states:

The Commission shall conduct research concerning job-related educational standards and job-related selection standards, to include vision, hearing, physical ability, and emotional stability. Job-related standards which are supported by this research shall be adopted by the Commission prior to January 1, 1985, and shall apply to those peace officer classes identified in subdivision (a). The Commission shall consult with local entities during the conducting of related research into job-related selection standards.

The results of the physical ability research concurred with and expanded upon previous POST research. The earlier effort, which

led to the development of the Patrol Officer Physical Performance Testing Manual, resulted in the identification of two test batteries (the Work Sample Test Battery and the Generic Test Battery) that can be used by employing agencies to screen applicants. The current study confirmed the original research findings and resulted in the identification of two test batteries that are similar to the original Work Sample Test Battery and Generic Test Battery. A further goal of the current research was to develop a job-related physical conditioning program. This goal was successfully met, and data collected to evaluate the program indicates that the program is highly effective and that Functional Area 12 (Physical Fitness and Defense Techniques) and the examination portion of the Basic Course be expanded by an additional 48 hours to accommodate the program. Furthermore, it is recommended that the revised POST-developed Work Sample Test Battery or an alternative job-related physical abilities test approved by POST be instituted as a "must pass" performance objective in the Basic Course. That is, that administration of the tests be made part of the conditioning program, and as a condition of graduation from the academy, each cadet be required to achieve a passing score on the tests at the conclusion of the conditioning program. The advantages of this approach over that of mandating a passing score on the POST tests as a condition for employment and/or entry into the academy, are as follows

1. Many smaller agencies lack the resources to conduct physical ability testing. A POST required entry-level test standards outside of the Basic Course would represent a cost of such significance that it would, perhaps, be necessary for POST to establish regional testing centers.
2. Initial results of the physical ability program are very encouraging and suggest that the vast majority of persons who complete the program will be able to meet reasonable standards of performance on POST's test or alternative job-related tests.
3. The majority of academies have experience administering physical abilities tests, and thus, already have much of the expertise and the equipment needed to administer the POST test or alternative job-related tests.
4. Many agencies are utilizing locally developed, job-related selection tests of physical ability. By administering the POST-developed physical abilities test or an alternative job-related test approved by POST as a "must pass" performance objective in the Basic Course, local agencies will not face an unjustified significant burden, given that the agencies are currently using tailor-made job-related tests.
5. Requiring that the POST test or alternative job-related tests be passed as a condition for graduation from the academy would not preclude agencies from using the POST tests (the Work Sample Test Battery and the

Generic Test Battery) for entry-level selection. POST would encourage the use of the tests for this purpose. POST will publish a test manual with recommended cut-off score information which takes into account the improvement in test performance that can be expected as a result of successfully completing the conditioning program.

Other technical changes proposed for Procedure D-1 include: 1) labeling the basic course described in paragraph 1-3 as the Regular Basic Course to distinguish it from other basic courses, 2) requiring the Law Enforcement Code of Ethics to be administered to all peace officer trainees because of its proximity in time with instruction on ethics, 3) restructuring paragraph 1-2 to differentiate between requirements which are universally applicable to all basic courses and those which apply only to the Regular Basic Course, and 4) referencing supporting documents. Regulation 1013, Code of Ethics, is proposed to be amended to reference Procedure D-1-2.

Specifically, the Commission proposes to:

- 0 Increase the minimum hour requirement for the Regular Basic Course from 520 to 560 including hourly changes to functional areas of the course.
- 0 Establish standardized testing methodology for each basic course performance objective and include 24 hours of Practical Exercise/Scenario Testing as part of the above 40 hour increase.
- 0 Increase the minimum hour requirement for the District Attorney Investigator Basic Course from 422 to 462 hours and Marshals Basic Course from 446 to 486 including hourly changes to functional areas of each course.
- 0 Require that a POST-developed physical conditioning program be followed within Functional Area 12.0 of the regular basic course and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program. The Commission pursuant to guidelines, may approve the use of alternative job-related physical abilities test.
- 0 Make several technical changes to Procedure D-1.



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1801 ALHAMBRA BOULEVARD
SACRAMENTO, CALIFORNIA 95816-7083

February 17, 1989

BULLETIN: 89-3

SUBJECT: PUBLIC HEARING - BASIC TRAINING STANDARDS

A public hearing has been scheduled in conjunction with the April 20, 1989 Commission meeting in Sacramento for the purpose of considering proposed changes in POST Commission Procedure D-1 which would: (1) increase the minimum hours of the Regular Basic Course from 520 to 560, the District Attorney Investigators Basic Course from 422 to 462, and the Marshals Basic Course from 446 to 486; (2) establish standardized testing methodology for each basic course performance objective and include 24 hours of practical exercise scenario testing as part of the above proposed hour increases; and (3) formalize existing requirements for physical conditioning and ability testing; and (4) make various technical changes related to the basic course and the structure of Procedure D-1. The proposed changes would become effective following approval by the Office of Administrative Law.

Since July 1985, when the basic course hours were last updated, curriculum has been added that requires additional instructional time. No substantial impact is expected for this proposed increase because virtually all basic courses now meet or exceed the proposed course length. The minimum hourly requirements for the Marshals and the District Attorney Investigators Basic Courses are proposed to be increased because their content must be kept consistent with certain parts of the Regular Basic Course.

POST's testing requirements for the Basic Course currently do not specify how each performance objective will be tested. As a result, testing methodology used by presenters varies considerably from academy to academy. The standardization will help to ensure better and more uniform performance by graduates. Under this proposal, four minimum levels of testing have been developed for use with each objective classified according to one of four minimum testing methodologies. Because this proposal results in increasing the minimum length of the course, the implementation of this proposal has been merged with another proposal resulting from a study of the length of the Basic Course. Accordingly, for the Regular Basic Course it is proposed that its minimum length of 520 hours be increased to 560 and that the 40-hour increase include 24 hours for Practical Exercises/Scenarios, and that 20 hours be allocated for additional instruction. The net increase in the length of the course will be 40 hours; however, 4 of the 20 hour increase for instruction comes as a result of reducing the allocation for testing from 35 hours to 31 hours.

Other proposed changes to Procedure D-1 include: (1) adding clarifying language that successful completion of basic training requires completion of an entire course at a single academy except when consistent with POST authorized contractual agreements between academies; (2) requiring the Law Enforcement Code of Ethics to be administered to peace officer trainees; and (3) various technical changes.

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

Norman C. Boehm

NORMAN C. BOEHM
Executive Director

Attachment

Commission On Peace Officer Standards And Training

NOTICE OF PUBLIC HEARING

BASIC TRAINING STANDARDS

Notice is hereby given that the Commission on Peace Officer Standards and Training (POST), pursuant to the authority vested by Sections 13506 and 13510 of the Penal Code to interpret, implement, and make specific Sections 832.3, 832.6, and 13510 of the Penal Code, proposes to adopt, amend, or repeal regulations in Chapter 2 of Title 11 of the California Code of Regulations. A public hearing to adopt the proposed amendments will be held before the full Commission on:

Date: April 20, 1989
Time: 10:00 a.m.
Place: Sacramento Hilton Inn
Sacramento, California

INFORMATIVE DIGEST

Commission Procedure D-1, Basic Training, currently specifies a minimum length of 520 hours for the regular Basic Course. Procedure D-1, which also specifies the functional areas and respective hours of instruction, is incorporated by reference in Commission Regulation 1005(a), Basic Training. The proposed net increase of 20 hours for instruction in selected functional areas and the addition of 24 hours for Practical Exercise/Scenario Testing would increase the total minimum hours to 560.

These proposed changes are designed to adjust the minimum length of basic training to be consistent with the minimum number of hours currently required to conduct the training. POST studies have shown that most academies now exceed the current 520-hour minimum in order to present the minimum required curriculum. Since July 1985, when the Basic Course hours were last updated, curriculum has been added that requires 20 additional hours of instruction. No substantial impact is expected for this proposed increase because virtually all basic courses now meet or exceed the proposed course length.

Also recommended is a proposal to update the minimum length requirement for the Marshals Basic Course from 446 to 486 and the District Attorneys Investigators Basic Course from 422 to 462. This is necessary because many of the functional areas for these basic courses are identical in content and hours with the Regular Basic Course.

POST's testing requirements for the Basic Course currently do not specify how each performance objective is to be tested. As a result testing methodology used by presenters varies considerably from academy to academy. The standardization will help to ensure better and more uniform performance by graduates. Under this proposal, four minimum levels of testing have been developed for use with each objective classified according to one of the four minimum testing methodologies. This proposal results in increasing the minimum length of the course to include 24 hours of Practical Exercise/

Scenario Testing, and an additional 20 hours is proposed to be allocated for additional instruction. The net increase in the length of the course will be 40 hours; however, 4 of the 20 hour increase for instruction comes as a result of reducing the allocation for testing from 35 shours to 31 hours.

Existing POST training methodology requirements for the Regular Basic Course (D-1-2 b) specify that training methodology is optionally determined by each course presenter. It is proposed that this section be amended to add a requirement that the POST-developed physical conditioning program within Functional Area 12.0 be followed and that students pass a POST-developed physical abilities test at the conclusion of the conditioning program. The use of an alternative job-related physical abilities test is subject to the approval of POST.

It is proposed that Procedure D-1 be amended to add clarifying language that states successful completion of basic training means completing an entire course at a single academy except when consistent with POST-authorized contractual agreements between academies. This is to prevent an individual from taking parts of the training at various academies and attempting to claim to have satisfactorily completed the training.

Other proposed miscellaneous technical changes to Procedure D-1 include: (1) labeling the basic course described in paragraph 1-3 as the Regular Basic Course, 2) requiring the Law Enforcement Code of Ethics to be administered to all trainees, 3) restructuring paragraph 1-2 to differentiate between universal requirements applicable to all basic courses listed in paragraphs 1-3 through 1-6, and those applicable only to the Regular Basic Course; and 4) referencing supporting documents. Other minor technical changes are also proposed for Procedure D-1. Regulation 1013, Code of Ethics, is proposed to be amended to reference Procedure D-1-2.

ADOPTION OF PROPOSED REGULATIONS

After the hearing, the Commission may adopt proposed language if it remains sufficiently related to the text as described in the Informative Digest. If the Commission makes changes to the language before adoption, the text of any modified language will be made available to the public at least 15 days before adoption. 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 language for 15 days after the date on which the revised text is made available.

FISCAL IMPACT ESTIMATES

Fiscal Impact on Public Agencies Including Costs or Savings to State Agencies or Costs/Savings in Federal Funding to the State: None

Nondiscretionary Costs/Savings to Local Agencies: None

Local Mandate: None

Cost to Any Local Agency or School District for Which Government Code Section 17561 Requires Reimbursement: None

Small Business Impact: Insignificant

Cost Impact on Private Persons or Entities: None

Housing Costs: None

INFORMATION REQUESTS

Notice is hereby given that any interested person may present statements or arguments, in writing relevant to the action proposed. Written comments must be received by the Commission on Peace Officer Standards and Training, 1601 Alhambra Boulevard, Sacramento, CA 95816-7083, no later than April 10, 1989.

A copy of the Statement of Reasons and the exact language of the proposed regulations may be obtained at the hearing or prior to the hearing upon request by writing to the Commission at the above address. This address is also the location of public records, including reports, documentation, and other materials related to the proposed action which may be viewed by contacting the individual named below.

Inquiries concerning the proposed action may be directed to Georgia Pinola (916) 739-5400.

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COMMISSION AGENDA ITEM REPORT

Agenda Item Title Public Hearing - Curriculum and Testing Requirements for PC 832 Course		Meeting Date April 20, 1989
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Norman C. Becken</i>	Date of Approval 4-4-89	Date of Report February 15, 1989
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 for details) <input checked="" type="checkbox"/> No

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

ISSUE

A public hearing to consider: (1) approving as regulation a performance objective-based curriculum for the PC 832 Course - Introduction to Law Enforcement, (2) establishing testing requirements and procedures pursuant to Senate Bill 138, and (3) converting all past approved curriculum for legislatively mandated training to the status of regulation.

BACKGROUND

Penal Code Section 832 requires peace officers to complete the Arrest and Firearms (Introduction to Law Enforcement) Course approved by POST. The Commission first developed and approved the 40-hour curriculum in 1972 with the latest revision in 1985. The minimum course hours are 40, presented in two parts: a 24-hour Arrest Course and a 16-hour Firearms Course. Peace Officers who do not carry firearms are not required to complete the firearms portion. (The Commission also recommends, but does not mandate, that peace officers who are subject to making arrests complete an additional 16-hour course in Communications and Arrest Methods.) The course outline is expressed in a topical outline with selected Basic Course performance objectives recommended but not required.

In 1987, Senate Bill 138 was chaptered (Chapter 157) into law modifying Penal Code Section 832(a) by specifying that, on or after July 1, 1989, satisfactory completion of the Course shall be demonstrated by passage of an appropriate examination developed or approved by the Commission (see Attachment A). To serve as a basis for test item development, there is need to establish precisely specified course curriculum. Hence, a staff study has been completed recommending the adoption of specific, required performance objectives consistent with the current topical outline for the PC 832 Course. A PC 832 Curriculum Advisory Committee, Attachment B, composed of subject matter experts and organizational representatives was formed to provide input. In addition to proposed revised curriculum, proposed regulation changes to implement the required testing are recommended.

Commission Procedure D-7, Attachment C, describes the minimum curriculum standards for courses required by State law. Over the years these courses have been approved by the Commission as policy, not as regulation subject to public hearing. The Office of Administrative Law has recommended these be included in regulations.

Therefore, the PC 832 curriculum not only should be revised into performance objectives but also adopted as regulation subject to the public hearing process. It also appears timely to propose that other previously approved curriculum standards for legislative training mandates be adopted as regulation. Other mandated training courses described in Procedure D-7, which have not previously been formally adopted as regulations, concern: Aviation Security, Chemical Agents for Peace Officers, Chemical Training for Private Security, State Agency Peace Officers, Sex Crime Investigation, Child Abuse and Neglect, Domestic Violence, Traffic Accident Investigation, Humane Officer Firearms, Missing Persons, and Electronic Surveillance Investigation.

At the January 1989 meeting, the Commission scheduled this matter for a public hearing.

ANALYSIS

Analysis of SB 138 suggests that POST testing should be mandated only for the POST-required PC 832 Course (40 hours), not for the recommended 16-hour Communications and Arrest Techniques Course. Based upon an analysis of previously identified recommended performance objectives for the PC 832 Course and input from the PC 832 Curriculum Advisory Committee, a revised course outline (Attachment D) is proposed for Commission consideration. The course outline recommends adoption of specific Basic Course performance objectives including 80 for the Arrest Course and five for the Firearms Course. It is highly desirable for the required performance objectives identified for PC 832 to be identical to those in the Basic Course so as to assist with future updating of curriculum and test items. As Basic Course objectives and supporting unit guide information are routinely updated, those applicable to the PC 832 Course would also be updated. With the exception of the Performance Objective 7.15.1 relating to firearms qualification, all objectives are identical to those of the Basic Course. It is anticipated that once the proposed, revised curriculum is implemented, PC 832 presenters will be routinely provided updated performance objectives and unit guides along with instructor orientation on performance-based instruction.

Following an analysis of the proposed curriculum it is recommended that mandated course hours remain at 40. Certainly, added hours would be desirable. But, it is believed that minimal proficiency can be attained with these hours of instruction. The primary obligation is to set a minimum requirement. Additionally, increasing the hours would create a probable obligation for the State to reimburse for local costs associated with mandates.

Proposed testing requirements have been developed pursuant to SB 138. As part of a new regulation relating to PC 832 Testing Requirements (Attachment E), it is proposed that persons who receive PC 832 training in any POST-certified course, other than the POST Regular Basic Course, must take and pass a POST-developed or POST-approved examination. In addition to PC 832 Courses, this would thus apply to all reserve courses and the Basic Specialized Investigator Course. A paper/pencil test will be developed for the cognitive or knowledge portions of the Course. For POST testing on the Firearms Course, which is primarily a skill demonstration, a POST-specified course of fire with a specific passing score has been developed. The course of fire, subject to further testing and evaluation, requires trainees to fire 36 rounds and hit a target a specific number of times from distances three to fifteen yards using a variety of combat stances.

Proposed testing procedures, as outlined in Attachment E, require: (a) all examinations be administered as part of and immediately following the conclusion of the required PC 832 instruction, (b) all examinations be scored pass/fail, (c) administration and scoring of the written examination may be delegated to qualified course presenters who have received training in the administration of the examination and who agree to abide by the terms of a formal testing security agreement (the firearms examination is proposed to be administered and scored by the firearms instructor(s) in accordance with specified procedures), and (d) all examination results shall be forwarded to POST within two working days of testing. Various procedures for notification, retesting, and approving alternatives to the POST-developed examination are also described in the proposed new regulation (see Attachment E).

Attachment E provides recommended changes to Commission Regulation 1005(g) referencing a new regulation relating to Standards for Approved Courses. Attachment E also provides the required Notice of Public Hearing and Statement of Reasons. These changes would make POST's curriculum standards, including that proposed for the PC 832 Course, regulatory and subject to the public hearing process. It is proposed a public hearing be set for the April 1989 meeting for the purpose of considering these changes.

RECOMMENDATION

Subject to results of the public hearing: (1) approve as regulation a performance objective-based curriculum for the PC 832 Course; (2) establish testing requirements and procedures pursuant to Senate Bill 138; and (3) convert all past-approved curriculum for legislatively mandated training to the status of regulation effective July 1, 1989.

PROGSERV
3-30-89

Senate Bill No. 138

CHAPTER 157

An act to amend Sections 832, 15000, 15002, and 15004 of the Penal Code, relating to peace officers, and making an appropriation therefor.

[Approved by Governor July 10, 1987. Filed with Secretary of State July 10, 1987.]

LEGISLATIVE COUNSEL'S DIGEST

SB 138, Presley. Peace officers.

(1) Existing law describes those persons who are designated as peace officers. Existing law provides that every person so described shall receive a course of training prescribed by the Commission on Peace Officer Standards and Training.

This bill would require every person described as a peace officer to satisfactorily complete, rather than receive, an introductory course of training prescribed by the commission. The bill also would specify that, on or after July 1, 1989, the satisfactory completion of a course shall be demonstrated by passage of an appropriate examination developed or approved by the commission.

(2) Existing law allows certain peace officers to fulfill the course requirement described in (1) above as part of a prescribed training program.

This bill would include within this provision peace officer members of the California Highway Patrol.

(3) Under existing law, there is in state government a Peace Officers' Memorial Commission with specified membership and duties. Existing law also provides for a Peace Officers' Memorial Account in the General Fund, which is continuously appropriated. Under existing law, both the provisions establishing the commission and the account are to remain in effect only until January 1, 1988, and as of that date are repealed.

This bill would extend the effective date of these provisions one year by postponing the repeal date from January 1, 1988, to January 1, 1989. To the extent that the bill would continue for one year the Peace Officers' Memorial Account, a continuously appropriated fund, the bill would make an appropriation.

Appropriation: yes.

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

SECTION 1. Section 832 of the Penal Code is amended to read:
832. (a) Every person described in this chapter as a peace officer, shall satisfactorily complete an introductory course of training prescribed by the Commission on Peace Officer Standards

and Training. On or after July 1, 1989, satisfactory completion of the course shall be demonstrated by passage of an appropriate examination developed or approved by the commission. Training in the carrying and use of firearms shall not be required of any peace officer whose employing agency prohibits the use of firearms.

(b) (1) Every such peace officer described in this chapter, within 90 days following the date that he or she was first employed by any employing agency, shall, prior to the exercise of the powers of a peace officer, have satisfactorily completed the course of training as described in subdivision (a).

(2) Every peace officer described in Section 13510 or in subdivision (a) of Section 830.2 may satisfactorily complete the training required by this section as part of the training prescribed pursuant to Section 13510.

(c) Persons described in this chapter as peace officers who have not satisfactorily completed the course described in subdivision (a) as specified in subdivision (b), shall not have the powers of a peace officer until they satisfactorily complete the course.

(d) Any peace officer who on March 4, 1972, possesses or is qualified to possess the basic certificate as awarded by the Commission on Peace Officer Standards and Training shall be exempted from this section.

SEC. 2. Section 15000 of the Penal Code is amended to read:

15000. There is in state government the Peace Officers' Memorial Commission, hereinafter referred to as the commission, composed of nine members. Five of the members shall be appointed by the Governor, two shall be appointed by the Speaker of the Assembly, and two shall be appointed by the Senate Committee on Rules. The members of the commission shall elect a chairperson.

Members of the commission shall receive no compensation, but shall receive per diem and expenses while engaged in commission activities.

This section shall remain in effect only until January 1, 1989, and as of that date is repealed, unless a later enacted statute, which is chaptered before January 1, 1989, deletes or extends that date.

SEC. 3. Section 15002 of the Penal Code is amended to read:

15002. With respect to the design and construction of the memorial, the commission may do all of the following:

(a) Establish a schedule for the design, construction, and dedication of the memorial.

(b) Implement procedures to solicit designs for the memorial and devise a selection process for the choice of the final design.

(c) Select individuals or organizations to provide fundraising services and to construct the memorial.

(d) Review and monitor the design and construction of the memorial and establish a program for the dedication of the memorial.

(e) Report to the Legislature through the Senate Judiciary

Committee biannually on the progress of the memorial.

This section shall remain in effect only until January 1, 1989, and as of that date is repealed, unless a later enacted statute, which is chaptered before January 1, 1989, deletes or extends that date.

SEC. 4. Section 15004 of the Penal Code is amended to read:

15004. (a) The sum of twenty-five thousand dollars (\$25,000) is hereby appropriated from the General Fund to the commission as a loan for purposes of this part. The commission shall reimburse the amount of the appropriation, plus interest at the same rate of interest as that earned by moneys in the Pooled Money Investment Account during the term of the loan, from the first contributions received by the commission under this part.

(b) The Peace Officers' Memorial Account in the General Fund, hereinafter referred to as the account, is hereby established. All funds received by the commission under Sections 15001 and 15002, and subdivision (a) of this section shall be deposited in the account. Notwithstanding Section 13340 of the Government Code, the moneys in the account are hereby appropriated to the commission for purposes of this part without regard to fiscal years.

This section shall remain in effect only until January 1, 1989, and as of that date is repealed, unless a later enacted statute, which is chaptered before January 1, 1989, deletes or extends that date.

O

PC 832 CURRICULUM ADVISORY COMMITTEE

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Los Angeles Police Department

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Chief of Police
San Fernando Police Department

William Spencer, Lieutenant
Department of Corrections

Chief Norwood Williams
Porterville Police Department

APPROVED COURSES

Purpose

7-1. Specifications for Approved Courses: This Commission procedure describes the minimum standards for approved courses as established in Commission Regulation 1005(g). State laws require the POST Commission to establish curriculum course standards for various kinds of peace officers and related groups.

Content and Minimum Hours

7-2. Standards for Approved Course Content and Minimum Hours: Approved courses shall meet the following minimum content and hours when specified. Copies of curricula content for individual courses are available upon request from POST.

Penal Code Section 832

Arrest and Firearms - 40 hours
(Certified course; requirement satisfied by the Basic Course.)

Arrest Course: (24 hours)
(Required)

- A. Professional Orientation
 - 1. Professionalism
 - 2. Ethics/Unethical Behavior
 - 3. Administration of Justice Components
 - 4. California Court System
 - 5. Discretionary Decision Making
- B. Law
 - 1. Introduction to Law
 - 2. Crime Elements
 - 3. Intent
 - 4. Parties to a Crime
 - 5. Defenses
 - 6. Probable Cause
 - 7. Obstruction of Justice
 - 8. Constitutional Rights Law
 - 9. Laws of Arrest
 - 10. Effects of Force
 - 11. Reasonable Force
 - 12. Deadly Force
 - 13. Illegal Force Against Prisoners

C. Laws of Evidence

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

D. Investigation

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

Firearms Course: (16 hours)
(Required for peace officers carrying firearms.)

- A. Firearms Safety
- B. Care and Cleaning
- C. Firearms Shooting Principles
- D. Firearms Range (Target)
- E. Firearms Range (Combat)
- F. Firearms Range (Qualification)

Communications and Arrest

Methods: (16 hours)
(Recommended for those peace officers who make arrests.)

- A. Community Relations
 - 1. Community Service Concept
 - 2. Community Attitudes and Influences

COMMISSION PROCEDURE D-7

7-2. Standards for Approved Course Content and Minimum Hours (continued)

Penal Code Section 832
(continued)

- B. Communications
 - 1. Interpersonal Communications
 - 2. Note Taking
 - 3. Introduction to Report Writing
 - 4. Interviewing Techniques
 - C. Arrest and Control
 - 1. Weaponless Defense/Control Techniques
 - 2. Person Search Techniques
 - 3. Restraint Devices
 - 4. Prisoner Transportation
- Examination

Penal Code Section 832.1
Aviation Security - 20 hours
(Certified course.)

- A. Introduction and Background
- B. Criminal Threat to the Aviation Industry
- C. Federal Organization and Jurisdiction
- D. Legal Aspects
- E. Psychological Aspects
- F. Passenger Screening
- G. Aviation Explosives
- H. Aviation Security Questions and Issues
- I. Examination and Critique

Penal Code Section 832.3
Basic Course (a) - 520 hours

See PAM, Section D-1

Penal Code Section 832.6
Reserve Peace Officer
(Certified course; requirement satisfied by the Basic Course.)

Module A: (40 hours)
P.C. 832 Arrest and Firearms Course
(Module A is required for Level III, Level II, and non-designated Level I Reserve Officers.)

Module B: (40 hours)

- A. First Aid & CPR
 - B. Role of Back-up Officer
 - 1. Orientation
 - 2. Officer Survival
 - 3. Weaponless Defense & Baton
 - 4. Traffic Control
 - 5. Crime Scene Procedures
 - 6. Shotgun
 - 7. Crowd Control
 - 8. Booking Procedures
 - 9. Community Relations
 - 10. Radio & Telecommunication
 - 11. Examination
- (Module B is required for Level II and non-designated Level I Reserve Officers.)

Module C: (120 hours)

- A. Professional Orientation
 - B. Police Community Relations
 - C. Law
 - D. Communications
 - E. Vehicle Operations
 - F. Laws of Evidence
 - G. Patrol Procedures
 - H. Traffic
 - I. Criminal Investigation
 - J. Custody
 - K. Physical Fitness & Defensive Techniques
 - L. Examination
- (Module C is required for non-designated Level I Reserve Officers.)

Designated Level I Reserve Officers are required to complete the POST Basic Course as described in PAM, Section D-1.

Penal Code Section 12403
Chemical Agents for Peace Officers - 8 hours
(Requirement satisfied by the Basic Course.)

Exceptions: Chemical Agent Training for California Youth Authority Field Parole Agents and local field probation officers, as described in P.C. Section 830.5 shall be the training prescribed in P.C. Section 12403.7, and certified by the Department of Justice.

7-2. Standards for Approved Course Content and Minimum Hours (continued)Penal Code Section 12403
(continued)

- A. Legal and Ethical Aspects
- B. Chemical Agents Familiarization
- C. Medical and Safety Aspects (First Aid)
- D. Use of Equipment
- E. Simulations and Exercises

Penal Code Section 12403.5
Chemical Agent Training for
Private Security - 2 hours
(Not a POST-certified course.)

Chemical Agent Training for private security personnel shall be the training prescribed in P.C. 12403.7 and certified by Department of Justice

- A. Self Defense, History of Chemical Agents, and Aerosol Weapons
- B. Effectiveness as a Self-Defense Weapon
- C. Mechanics of Tear Gas Use
- D. Medical Aspects of First Aid
- E. Practical Use
- F. Field Training and Demonstration
- G. Discard of Weapons

Penal Code Section 13510.5
State Agency Peace Officers
(Certified Course.)

The Advanced Officer Course as described in Pam, Section D-2 shall satisfy the minimum training required by PC 13510.5, per Commission action of October 1978.

Penal Code Section 13516
Sex Crime Investigation - 24 hours
(Certified course.)

Preliminary Sexual Assault Investigation and Sexual Exploitation/Sexual Abuse of Children (Required part of Basic): (6 hours)

- A. Overview of Problems, Issues and Prevention Considerations
- B. Sensitivity of Responding Officer
- C. Treatment of Victim
- D. Preliminary Investigation Procedure

Follow-up Sexual Assault
Investigation: (18 hours)

- E. Collection and Preservation of Evidence
- F. Classroom Demonstration
- G. Basic Assault Investigation
- H. Review Report of Preliminary Investigation
- I. Re-interview the Victim
- J. Investigation of the Suspect
- K. Physical Evidence
- L. Prosecution
- M. Pretrial Preparation

Penal Code Section 13517
Child Abuse and Neglect - 24 hours
(Certified course; requirement satisfied by the Basic Course; optional Technical Course.)

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

Penal Code Section 13519
Domestic Violence - 8 hours

- A. Overview of Domestic Violence
- B. Legislative Intent/POST Guidelines
- C. Enforcement of Laws
- D. Court Orders
- E. Tenancy

COMMISSION PROCEDURE D-7

7-2. Standards for Approved Course Content and Minimum Hours (continued)

Penal Code Section 13519
(continued)

- F. Documenting Domestic Violence Cases
- G. Victim Assistance and Referral
- H. Practical Application/Student Evaluation

Vehicle Code Section 40600
Traffic Accident Investigation
(Certified course.)

- A. Vehicle Law and Court Decisions Relating to Traffic Accidents
- B. Report Forms and Terminology
- C. Accident Scene Procedures
- D. Follow-up and Practical Application

Civil Code Section 607f
Humane Officer Firearms - 15 hours
(Certified course.)

The required course is the Firearms portion of the PC 832 Course, with an examination.

POST Prescribed
Training Courses

July-17-1986
July 1, 1989

ARREST AND FIREARMS TRAINING REQUIREMENT - P.C. 832
Course Outline

POST ADMINISTRATIVE MANUAL REFERENCE

Law
Commission Procedure D-7

LEGAL REFERENCE

Penal Code Section 832(a) (added by Statutes 1971) requires every person described in Chapter 4.5, Title 3 of Pt. 2, of the Penal Code as a peace officer to complete a course of training prescribed by the Commission on Peace Officer Standards and Training. P.C. Section 832(b)(1) requires such training to be completed within 90 days following date of employment and prior to the exercise of peace officer powers.

Civil Code Section 607(f) requires humane officers who carry firearms to complete a course of training approved by the Commission. The firearms portion of the P.C. 832 Arrest and Firearms Course was approved by the Commission to satisfy these requirements of the law.

BACKGROUND

The course curriculum was approved by the Commission in 1972 and revised in 1985. The course is certified for 40 hours, presented in two parts--24 hours in laws of arrest and 16 hours in firearms. Peace officers who do not carry firearms are not required to complete the firearms portion. The Commission also recommends, but does not mandate, that peace officers who are subject to making arrests complete an additional 16-hour course in Communication and Arrest Methods. The course curriculum was updated July 1, 1989 to require specific

CERTIFICATION INFORMATION

The P.C. 832 Course is certified to community colleges and law enforcement agencies in blocks of 40 or more hours only. The course, -in-Learning-Goal/ Performance-Objective-format, -is-also curriculum consists of a topical outline and selected required performance objectives included in the POST-certified Basic Course. Refer to POST publication Performance Objectives for the Basic Course.

TOPICAL OUTLINE*

Arrest Course (24 Hours)
(Required for all peace officers)

A. Professional Orientation (4 Hours)

1. Professionalism (1.2.1)
2. Ethics/Unethical Behavior (1.3.1-2) (1.4.1-4)
3. Administration of Justice Components (1.7.1-2)
4. California Court System (1.9.1-2)
5. Discretionary Decision Making (1.11.1-4)

B. Law (12 Hours)

1. Introduction to Law (3.1.1-3)
2. Crime Elements (3.2.1-3)
3. Intent (3.3.1)
4. Parties to a Crime (3.4.1-2)
5. Defenses (3.5.1-2)
6. Probable Cause (3.6.1-2)
7. Obstruction of Justice (3.8.1-7)
8. Constitutional Rights Law (3.37.1,3,4)
9. Laws of Arrest (3.38.1-9,12-13)
10. Effects of Force (7.1.1-2)
11. Reasonable Force (7.2.1-3)
12. Deadly Force (7.3.1-5)
13. Illegal Force Against Prisoners (11.3.1-2)

C. Laws of Evidence (4 Hours)

1. Concepts of Evidence (4.1.1-5)
2. Rules of Evidence (4.6.1-3)
3. Search Concept (4.7.1-2,4)
4. Seizure Concept (4.8.1-5)

D. Investigation (3 Hours)

1. Preliminary Investigation (10.1.4)
2. ~~Crime-Scene-Notes~~
2. Interrogation (8.8.1)
3. Identification, Collection, and Preservation of Evidence
(10.6.1-3,6-7)
4. Chain of Custody (10.7.1-2)

Examination (1 Hour)

*Note that required performance objectives are included in parenthesis.

Firearms Course (16 Hours)
(Required for peace officers
who carry firearms)

- A. Firearms Safety (7.5.1)
- B. Handgun Familiarization (7.6.1)
- C. B. Firearms Care and Cleaning (7.7.1)
- D. G. Firearms Shooting Principles (7.10.1)
- E. D. Firearms Range (Combat) (7.15.1) *
*Modified for P.C. 832 Course

Communications and Arrest
Methods Course (16 Hours)
(Recommended for peace officers
who make arrests)

- A. Community Relations (2 Hours)
 - 1. Community Service Concept (2.1.1)
 - 2. Community Attitudes and
Influences (2.2.1-4)
- B. Communications (5 Hours)
 - 1. Interpersonal Communication (5.5.1-3)
 - 2. Note Taking (5.2.1-3)
 - 3. Introduction to Report
Writing (5.3.1-3)
 - 4. Interviewing Techniques (10.8.1)
- C. Arrest and Control (8 Hours)
 - 1. Weaponless Defense/Control
Techniques (12.6.1-5) (12.7.2-3,7)
 - 2. Person Search Techniques (8.14.1-4)
 - 3. Restraint Devices (8.19.1-2)
 - 4. Prisoner Transportation (8.20.1-3)

Examination (1 Hour)

Total (56 Hours)

Commission on Peace Officer Standards and Training

NOTICE OF PUBLIC HEARING

PC 832 COURSE CURRICULUM AND TESTING STANDARDS

Notice is hereby given that the Commission on Peace Officer Standards and Training (POST), pursuant to the authority vested by Section 13506 of the Penal Code to interpret, implement, and make specific Sections 13503, 13506, 13510, and 13510.5 of the Penal Code, proposes to adopt, amend, or repeal 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 full Commission on:

Date: April 20, 1989

Time: 10 a.m.

Place: Sacramento Hilton Hotel
Sacramento, California

INFORMATIVE DIGEST

Minimum hour and curriculum standards for courses required by state law are currently approved as Commission policy in Procedure D-7-Approved Courses. The course of training specified by Section 832 of the Penal Code provides for 40 hours of instruction and testing including a 24-hour Arrest Course and a 16-hour Firearms Course. Existing POST specifications require a topical outline with recommended selected performance objectives of the Basic Course as more detailed guidance to course presenters. Proposed changes include establishing these course requirements as regulation and making the performance objectives mandatory for the PC 832 Course. Making POST's standards for the Course more specific by mandating specific performance objectives is necessary because of the enactment in 1987 of Senate Bill 138 (Chapter 157) which modified Penal Code Section 832(a) by specifying that, on or after July 1, 1989, satisfactory completion of the Course shall be demonstrated by passage of an appropriate examination developed or approved by POST. To serve as a basis for developing this test, there is need to establish more precisely specified curriculum standards with course hours remaining the same as described above:

To implement Senate Bill 138, there is need to establish a regulation specifying testing requirements and procedures. As part of a new regulation relating to PC 832 Testing Requirements, it is proposed that persons who receive PC 832 training in any POST-certified course, other than the POST Regular Basic Course, must take and pass a POST-developed or POST-approved examination. In addition to PC 832 courses, this would apply to all reserve courses and the Basic Specialized Investigators Course. A

paper/pencil (multiple choice and true/false) test will be developed for the Arrest Course. For POST testing on the Firearms Course, which is primarily skill demonstration, a POST-specified course of fire with a specific passing score has been developed. All examinations are to be scored pass/fail and are to be administered as part of and immediately following the conclusion of the PC 832 instruction. Administration and scoring of the written examination may be delegated to qualified course presenters. Other testing requirements and procedures are identified as part of the proposed new regulation.

ADOPTION OF PROPOSED REGULATIONS

After the hearing, the Commission may adopt proposed language if it remains sufficiently related to the text as described in the Informative Digest. If the Commission makes changes to the language before adoption, the text of any modified language will be made available to the public at least 15 days before adoption. 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 language for 15 days after the date on which the revised text is made available.

FISCAL IMPACT

It is expected that there will be no substantial impact on law enforcement agencies or training presenters. All courses currently meet or exceed existing hourly requirements.

The Commission has determined that no savings or increased costs to any state agency, no costs or savings under Section 2231 of the Revenue and Taxation Code to local agencies or school districts, no other non-discretionary costs or savings imposed on local agencies, and no costs or savings in federal funding to the state will result from the proposed changes. The Commission has also determined that the proposed changes do not impose a mandate on local agencies or school districts and will involve no significant cost to private individuals or businesses.

The proposed regulations will have no effect on housing costs.

The proposed regulations will have no adverse economic impact on small businesses.

INFORMATION REQUESTS

Notice is hereby given that any interested person may present statements or arguments in writing relevant to the action proposed. Written comments must be received by the Commission on Peace Officer Standards and Training, P.O. Box 20145, Sacramento, CA 95820-0145, no later than March 1, 1989.

A copy of the Statement of Reasons and the exact language of the proposed regulations may be obtained at the hearing or prior to the hearing upon request by writing to the Commission at the above address. This address is also the location of public records, including reports, documentation, and other materials related to the proposed action.

Inquiries concerning the proposed action may be directed to Georgia Pinola (916) 739-5400.

Commission on Peace Officer Standards and Training

PUBLIC HEARING: PC 832 COURSE CURRICULUM AND
TESTING STANDARDS

STATEMENT OF REASONS

The Commission on Peace Officer Standards and Training (POST) will hold a public hearing on April 20, 1989, for the purpose of receiving comments on proposed changes to Commission Regulations 1005(g), Procedures D-7, and adoption of new regulations. These proposed changes would: 1) establish as regulation a performance objective-based curriculum for the PC 832 Course - Introduction to Law Enforcement (Arrest and Firearms), 2) establish testing requirements and procedures pursuant to Senate Bill 138 of 1987, and 3) converting all past approved curriculum for legislatively mandated training to the status of regulation.

Performance Objective-Based Curriculum for the PC 832 Course

POST's standards for the PC 832 Course include minimum hours and content in the form of a topical outline with recommended or illustrative performance objectives from the Regular Basic Course. In 1987, Senate Bill 138 (Chapter 157) was chaptered into law modifying Penal Code Section 832(a) by specifying that, on or after July 1, 1989, satisfactory completion of the course shall be demonstrated by passage of an appropriate examination developed or approved by the Commission. To develop such a test requires that the course curriculum standards be made specific. Hence, a staff study has been completed recommending the adoption of specific, required performance objectives consistent with the current topical outline for the PC 832 Course. In addition to test development, performance objective-based curriculum will increase standardization of instruction and facilitate the updating process. With the exception of Performance Objective 7.15.1 relating to firearms qualification, all other recommended objectives are identical to those of the Regular Basic Course which are routinely reviewed and updated.

Testing Requirements and Procedures Pursuant to Senate Bill 138

To implement Senate Bill 138, there is need to establish a regulation specifying testing requirements and procedures. As part of a new regulation relating to PC 832 Testing Requirements, it is proposed that persons who receive PC 832 training in any POST-certified course, other than the POST Regular Basic Course, must take and pass a POST-developed or POST-approved examination. In addition to PC 832 courses, this would apply to all reserve courses and the Basic Specialized Investigators Course. Penal Code Section 13503 provides authority to the Commission to extend PC 832 testing to these other courses. The rationale for doing so is based upon the need to ensure uniformity of instruction and student competency, which is the intent behind SB138. A paper/pencil examination to measure the cognitive portion of the

course (Arrest) is recommended because this is the most effective and time efficient method of testing. A specified course of fire with a specific passing score has been developed to test for firearms proficiency. A skill demonstration such as this course of fire is considered the most valid and effective method of testing. All testing is to continue to be administered as part of the course so as not to increase the training hours. Delegation of test administration and scoring under specified conditions is recommended to achieve cost efficiencies in not having POST send out exam proctors. Reasonable retest provisions are recommended to afford students a fair opportunity to complete the training requirement. Reporting procedures for course presenters are recommended to enable POST to carry out its responsibilities for trainee notification and record keeping.

Converting Curriculum for Legislative Training Mandates to Regulation

Existing Commission Procedure D-7 (Approved Courses) identifies legislatively mandated training courses which POST has responsibility to establish. Until now these standards have held the status for Commission policy. It is recommended these standards be included into a new regulation subject to the public hearing process for adoption and modification because these could be construed as underground regulations. As a result of establishing such a new regulation, existing Regulation 1005(g) should be modified to reference the new regulation.



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1601 ALHAMBRA BOULEVARD
SACRAMENTO, CALIFORNIA 95816-7083

February 17, 1989

BULLETIN: 89-4

SUBJECT: PUBLIC HEARING - CURRICULUM AND TESTING REQUIREMENTS
FOR PC 832 COURSE

A public hearing has been scheduled in conjunction with the April 20, 1989 Commission meeting in Sacramento for the purpose of considering proposed changes in POST regulations that would: (1) establish as regulation a performance objective-based curriculum for the PC 832 Course; (2) establish testing requirements and procedures for the PC 832 Course pursuant to subsection (a) of Penal Code Section 832; and (3) establish as regulations all existing approved curriculum standards for legislatively mandated training. The proposed changes would become effective following approval by the Office of Administrative Law.

POST has specified a course of training pursuant to Penal Code Section 832 since 1972. The enactment in 1987 of Senate Bill 138 (Chapter 157) modified Penal Code Section 832(a) by requiring that, on or after July 1, 1989, satisfactory completion of the Course shall be demonstrated by passage of an appropriate examination developed or approved by POST. More precisely specified curriculum standards are necessary to serve as a basis for developing the test now required by law. Existing POST standards specify 40 hours of instruction and testing and a topical outline for the course. It is proposed that the course remain at 40 hours, but that curriculum requirements be modified to include specific performance objectives.

To implement Penal Code Section 832(a), there is also need to establish regulations specifying testing requirements and procedures. It is proposed that persons who receive PC 832 training in any POST-certified course, other than the POST Regular Basic Course, must take and pass a POST-developed or POST-approved examination. In addition to PC 832 courses, this would apply to all reserve courses that contain the Module A instruction and the Basic Specialized Investigators Course. A paper/pencil examination is being developed for the arrest portion of the course and a POST-specified course of fire with a specific passing score has been developed for the firearms portion. All examinations are to be scored pass/fail with opportunity for retesting within 90 days at the same training institution. Administration and scoring of the written and skills examinations may be delegated to qualified course presenters.

As part of the public hearing, it is also proposed that all existing POST-approved curriculum standards for legislatively mandated training be formally adopted as regulation. This is believed necessary to assure that curriculum requirements for these courses are adopted consistent with current administrative law procedures. No hourly changes are proposed for any of these courses and no curriculum changes are proposed except those as described for the PC 832 Course.

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

Norman C. Boehm

NORMAN C. BOEHM
Executive Director

Attachment

PROPOSED NEW REGULATION ON PC 832 TESTING
REQUIREMENTS AND PROCEDURES

1080. PC 832 Course Testing Requirements

Pursuant to Section 832(a) of the Penal Code, persons who receive PC 832 training in a POST-certified course, other than the POST Regular Basic Course, shall demonstrate satisfactory completion of the training by passage of a POST-developed or POST-approved examination or examinations. Passage of a written examination shall be required for the arrest procedures curriculum; passage of a skills examination shall be required for the firearms curriculum.

(a) Examination Procedures:

- (1) All examinations shall be administered as part of and immediately following the conclusion of the required PC 832 instruction in the POST-certified courses.
- (2) All examinations shall be scored pass/fail.
- (3) Administration and scoring of the written examination shall be delegated to qualified course presenters who have received training in the administration of the examination and who agree to abide by the terms of a formal test security agreement; the firearms examination shall be administered and scored by the firearms instructor(s) in accordance with POST-prescribed test administrative procedures.
- (4) All examination results shall be mailed to POST within 2 working days of the date of testing.

(b) Notification Procedures: Notification by POST of official examination results shall be mailed to each examinee within 2 working days of receipt by POST of the examinee's test materials.

(c) Retesting: Persons failing the written examination shall be permitted one retest and shall be permitted reasonable time to prepare for the retest. Retests shall be administered at a POST-approved location within 90 days of the date of the original examination. Persons who fail to achieve a passing score upon retesting shall be required to repeat the appropriate training. Persons who repeat the appropriate training shall again have two opportunities to pass the written examination.

(d) POST-Approved Examinations: The use of alternatives to the POST-developed examinations is subject to approval by POST. Course presenters seeking POST approval to use alternative examinations shall present evidence that the alternative tests were developed in accordance with recognized professional standards, and that alternative examinations are equivalent to the POST-developed examinations with respect to curriculum validity and test reliability. Evidence of test score equating is required.

Proposed New Regulation on Approved Courses

1081. Minimum Standards for Approved Courses

Approved courses, as specified in Commission Regulation 1005(g), pertain to training mandated by the Legislature for various kinds of peace officers and other groups for which the Commission has responsibility to establish minimum standards. Approved courses shall meet the following minimum content and hours. More detailed minimum curricula content is contained in the document "POST Prescribed Curricula Manual."

- (1) Arrest and Firearms (Penal Code Section 832) - 40 Hours
(Certified course; requirement satisfied by Basic Course.)

*Arrest (24 hours)
(Required)

- A. Professional Orientation
- B. Law
- C. Laws of Evidence
- D. Investigation Examination

*Firearms (16 hours)
(Required for peace officers carrying firearms)

- A. Firearms Safety
- B. Handgun Familiarization
- C. Firearms Care and Cleaning
- D. Firearms Shooting Principles
- E. Firearms Range (Target)

Communications and Arrest (16 hours)
(Recommended for peace officers who make arrests)

- A. Community relations
- B. Communications
- C. Arrest and Control Examination

* Specific Basic Course performance objectives are required and specified in the POST Prescribed Curricula Manual

- (2) Aviation Security (Penal Code Section 832.1) - 20 Hours
(Certified Course)

- A. Introduction and Background
- B. Civil Threat to the Aviation Industry
- C. Federal Organization and Jurisdiction
- D. Legal Aspects
- E. Psychological Aspects
- F. Passenger Screening
- G. Aviation Explosives

H. Aviation Security Questions and Issues Examination and Critique

- (3) Basic (Regular) (Penal Code Section 832.3) - 520 Hours
(Certified Course)

See PAM, Section D-1

- (4) Chemical Agent for Peace Officers (Penal Code Section 12403) - 8 Hours
(Requirement satisfied by the Basic Course)

Exceptions: Chemical Agent Training for California Youth Authority Field Parole Agents and local field probation officers, as described in P.C. Section 830.5 shall be the training prescribed in P.C. Section 12403.7 and certified by the Department of Justice.

- A. Legal and Ethical Aspects
- B. Chemical Agents Familiarization
- C. Medical and Safety Aspects
(First Aid)
- D. Use of Equipment
- E. Simulations and Exercises

- (5) Chemical Agent Training for Private Security (Penal Code Section 12403.5) - 2 Hours
(Not a POST-certified course)

Chemical Agent Training for Private Security personnel shall be the training prescribed in P.C. 12403.7 and certified by Department of Justice.

- A. Self Defense, History of Chemical Agents, and Aerosol Weapons
- B. Effectiveness as a self-defense weapon
- C. Mechanics of Tear Gas Use
- D. Medical Aspects of First Aid
- E. Practical Use
- F. Field Training and Demonstration
- G. Discard of Weapons

- (6) Child Abuse and Neglect (Penal Code Section 13517) - 24 Hours
(Certified course; requirement satisfied by the Basic Course; optional Technical Course.)

- A. General Child Abuse Investigative Procedures
- B. Child Neglect and Emotional Abuse/Deprivation
- C. Physical Child Abuse
- D. Sexual Abuse and Exploitation of Children
- E. Interview and Interrogation Techniques

- F. Community Child Care Facilities
- G. Course Critique and Student Evaluation

(7) Domestic Violence (Penal Code Section 13519) - 8 Hours

- A. Overview of Domestic Violence
- B. Legislative Intent/POST Guidelines
- C. Enforcement of Laws
- D. Court Orders
- E. Tenancy

(8) Humane Officer Firearms (Civil Code Section 607f) - 15 Hours

The required course is the Firearms portion of the P.C. 832 Course, with an examination.

(9) Missing Persons (Penal Code Section 13519.1) - 4 Hours

- *A. Benefits for Law Enforcement Involvement and sensitivity
- B. Initial Response Procedures
- C. Locating Missing Persons
- *D. Legal Requirements for Initial Response and Follow-up

*For in-service officers completing basic training prior to 1-1-89, supplementary training consists of 2 hours emphasizing the indicated topics.

(10) Reserve Peace Officer (Penal Code Section 832.6) - 214 Hours
(Certified course; requirement satisfied by the Basic Course.)

Level III Reserve (56 Hours)

P.C. 832 Arrest and Firearms Course (Level III Reserve is required for Level III, Level II, and non-designated Level I Reserve Officers.)

Level II Reserve (90 Hours) (Prerequisite - Level III Reserve Course)

- A. First Aid and CPR
- B. Role of Back-up Officer

1. Orientation
2. Officer Survival
3. Weaponless Defense and Baton
4. Traffic Control
5. Crime Scene Procedures
6. Shotgun
7. Crowd Control
8. Booking Procedures

- 9. Community Relations
- 10. Radio and Telecommunication
- 11. Examination
(Module B is required for Level II and non-designated Level I Reserve Officers.)

Level I Reserve (68 Hours) (Prerequisite - Level III & II Reserve Course)

- A. Professional Orientation
 - B. Police Community Relations
 - C. Law
 - D. Communications
 - E. Vehicle Operations
 - F. Laws of Evidence
 - G. Patrol Procedures
 - H. Traffic
 - I. Criminal Investigation
 - J. Custody
 - K. Physical Fitness and Defense Techniques
 - L. Examination
- (Level I Reserve is required for non-designated Level I Reserve Officers.)

Designated Level I Reserve Officers are required to complete the regular Basic Course as described in PAM Section D-1.

- (11) Sex Crime Investigation (Penal Code Section 13516) - 24 Hours
(Certified Course)

Preliminary Sexual Assault Investigation and Sexual Exploitation; Exploitation/Sexual Abuse of Children (Required part of Basic): (6 Hours)

- A. Overview of Problems, Issues and Prevention Considerations
- B. Sensitivity of Responding Officer
- C. Treatment of Victim
- D. Preliminary Investigation Procedure

Follow-up Sexual Assault Investigation: (18 Hours)

- E. Collection and Preservation of Evidence
- F. Classroom Demonstration
- G. Basic Assault Investigation
- H. Review Report of Preliminary Investigation
- I. Re-interview the Victim
- J. Investigation of the Suspect
- K. Physical Evidence
- L. Prosecution
- M. Pretrial Preparation

(12) State Agency Peace Officers (Penal Code Section 13510.5)
(Certified Course)

The Advanced Officer Course as described in PAM Section D-2 shall satisfy the minimum training required by P.C. 13510.5, per Commission action of October 1978.

(13) Traffic Accident Investigation (Vehicle Code Section 40600)
(Certified Course.)

- A. Vehicle Law and Court Decision Relating to Traffic Accidents
- B. Report Forms and Terminology
- C. Accident Scene Procedures
- D. Follow-up and Practical Application

(14) Wiretap Investigation (Penal Code Section 629.44(a))

- 14 Hours

- A. Legal Aspect
- B. Technical Aspects
- C. Practical Aspects

Commission on Peace Officer Standards and Training
PUBLIC HEARING: PC 832 COURSE CURRICULUM AND TESTING STANDARDS
Proposed Language

1005. Minimum Standards for Training (continued)

(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.
- (2) Requirements for Approved Courses are set forth in PAM~~7~~-Section B-7~~+~~ Regulation 1081.

(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.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Report on POST Video Distribution/ Library Study		Meeting Date April 20, 1989
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 4-4-89	Date of Report March 1, 1989
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 for 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

Report on POST Video Distribution/Library Study.

BACKGROUND

At the July 1987 meeting, the Commission directed staff to assess ways of addressing the need to make roll call videotapes available to the field along with cost options. This action was the result of input received from law enforcement agencies on the 1986 Field Needs Survey in which there was strong agreement with POST making available videotapes, etc., for brief in-service or roll call training.

At the January 1988 meeting, the Commission was presented a report in which several alternatives for a more active POST role in media distribution was identified. The Commission directed that efforts be made to 1) enhance present services by making agencies more aware of available video productions, 2) annually select the best agency-produced videos meeting the highest priority training need and make them available at no cost to requesting agencies and training institutions, and 3) provide a repository for agency-produced videos and provide or loan copies upon request.

To explore these services, additional research was needed. A Management Fellow was authorized. The Commission also approved submittal of a Budget Change Proposal (BCP) for full-time staff to perform these services on a future ongoing basis. The Commission asked that a report on the evaluation of POST efforts in this area be made. This agenda item is that report.

Subsequently, the services of Bill Masters, a Television Supervisor with the California Highway Patrol, were secured by contract. This Management Fellow conducted research for six months beginning August 1988 through January 1989. The BCP for staffing POST's video services is in the Governor's proposed 1989-90 budget and is progressing through the legislative process.

This report presents results of research and pilot testing to identify: 1) the most appropriate methodology or technology to make video training tapes available to law enforcement agencies and training institutions, 2) the form of library or repository of agency-produced videos that POST should develop to support making videos more available, and 3) proposed future directions with regard to the use of satellite broadcast technology.

Project research included obtaining input from the POST Media Producers' Committee (Attachment A) which consists of representatives from the major California law enforcement agencies that produce videos for training and information distribution purposes. Input was also obtained from numerous individuals and organizations (public and private) from throughout the nation:

Information was also developed as the result of two POST pilot projects involving the distribution of video training tapes. The first pilot distribution project occurring in November 1988 involved selecting twelve outstanding video training tapes and distributing them by means of supplying individual hard copies to requesting agencies and training institutions. The requests resulted in over 5,530 copies provided to 463 (77%) law enforcement agencies and 29 training institutions. The contractual cost of \$30,390 to POST covered copying and postage.

The second distribution occurred in December 1988. A set of eight outstanding video training tapes was distributed by means of satellite broadcast. The cost was \$4,000. Attachment B is an article which describes this broadcast. In both cases, Instructor Discussion Guides (see sample in Attachment D) for each video were made available. With the second pilot distribution, the restrictions of roll call length (5-15 minutes) and patrol audience were removed to allow for longer videos and a broader law enforcement audience. A listing of the videos distributed is provided as Attachment C. Reaction from law enforcement agencies and training institutions has been extensive and exceptionally favorable. A follow-up survey was developed and distributed to obtain more detailed input.

ANALYSIS

Input on POST's pilot projects to distribute video training tapes was obtained by means of a POST Video Distribution Survey which was sent to all regular and specialized agencies. A summary of

results is presented in Attachment E. Of approximately 500 questionnaires distributed, 335 or 67% have been received to date. Significant results include:

- o Approximately one half (47.4%) of the responding agencies are now served by a regional law enforcement library. 91.1% indicated that regular distribution of video training tapes by POST would lessen the need to establish additional media libraries.
- o The vast majority of agencies received the videos distributed by POST (86.4% received hard copy and 77.6% received satellite distribution).
- o Most agencies (in excess of 86%) rated the overall quality of the videos as excellent.
- o 69.2% of the responding agencies indicate they hardly ever use the POST Instructional Media Catalog which is reflective of the fact that most agencies do not take advantage of free or low cost videos from agency media producers.
- o Most responding agencies (58.1%) were able to locate a satellite receiving site to copy the broadcast. Few difficulties were experienced, and most indicated the site would continue to be available without charge for future broadcasts by POST.
- o Comments received indicated overwhelming enthusiasm and support for POST's continuing video distributions on a regular basis.

The results of the above input and pilot testing have led to the following conclusions:

1. Distribution of video training tapes through satellite broadcast is the most efficient and cost effective means for distribution. Satellite broadcast is approximately one-fifth the cost of hard copy distribution if the videos are packaged on separate cassettes. Hard copy distribution also involves an higher staff workload in terms of preparing, distributing, and analyzing video requests. Agencies and training institutions were generally able to obtain the satellite broadcast videos either directly or indirectly from nearby educational institutions, cable companies, and other sources. There is every reason to believe that law enforcement agencies will begin obtaining their own satellite downlink receivers (dishes), especially if POST were to begin regular and consistent broadcasting. Costs for high quality

receivers vary from \$3,000 to \$5,000.

Even though an argument could be made that POST's making video training tapes available only through satellite broadcast would encourage a greater percentage of agencies to take the initiative to secure the broadcast from local sources or acquire their own receiver equipment, there appears to be justification for POST to give agencies the option of requesting hard copies from POST for an interim period of a year. After that period, regular satellite broadcasts would be the only means of distribution. It is estimated that copies of two-hour broadcasts with several video training tapes included could be distributed upon request for \$10 each including postage, copying, labeling, and handling if all videos were placed on a single cassette.

2. Other valuable applications of satellite broadcast technology exist. Satellite broadcasts can also serve to (a) facilitate live teleconferences between groups at distant locations, and (b) present live, interactive teleconference training. Teleconference training provides considerable potential for POST to have training presented more cost effectively than traditionally presented training. Studies have shown that bringing training to trainees at numerous locations simultaneously is a cost effective means of delivery for certain types of training. Under a separate agenda item, the Commission is presented with a proposal to contract for a pilot presentation of a live, interactive training conference to evaluate this form of training delivery.
3. Law enforcement access to video training tapes relates more to video distribution services than to having a centralized video library. There is no apparent need for a centralized video distribution library. At the discretion of law enforcement agencies, copies of videos can be recorded off the air, obtained from the video producers or from the many existing local/regional video libraries serving law enforcement. Furthermore, a regular POST program of broadcasting video training tapes would enable each agency to acquire its own video library. If POST were to establish a regular program of satellite broadcasts, it may be desirable to establish a non-lending repository to maintain a record of that which is broadcast in the event of legal challenges.

Future Directions

The following are possible future directions that should be further studied:

1. Establish a POST Law Enforcement Training Satellite Broadcast Service. Based upon the previous conclusions, the establishment of a POST Law Enforcement Training Satellite Service should be further explored. Such a service (regular program of broadcasts) could begin with a bi-monthly broadcast of 2-3 hours on a regularly scheduled date and time with well publicized program schedules. The program would involve an annual contract with an educational institution that has the uplink capability. The three previously mentioned forms of broadcast could be programmed: (a) video training tapes, b) live teleconferencing between law enforcement groups for problem solving and discussion, and (c) live teleconference training.

Video training tapes for the most part would continue to be developed and produced by the law enforcement agency media producers at no cost to POST. Some agency media producers outside of California have offered to have their videos considered for broadcast. These, of course, would be subjected to the same screening standards and procedures as those produced in California. The very best quality videos (using established criteria of need, technical quality, statewide applicability) would continue to be selected with input of a representative users committee. Videos would be of varying lengths and directed at varying audiences within law enforcement and the public (e.g., crime prevention). POST would continue to contract with agency producers for production of selected videos that would not otherwise be produced per existing Commission policy. Estimated costs for satellite broadcasting of canned video training tapes is projected to be \$4,000 for two hours, not counting staff time involved in selection and publicity.

Live teleconferences between multiple groups at distant locations and teleconference training can be accomplished through contracts with an uplink facility and existing training presenters. There exists considerable uncertainty about the costs and corresponding cost savings in instructional, trainee travel, and per diem reimbursement. For example, the securing of dedicated downlink sites for teleconference training at existing educational institutions can

reduce costs to POST. More research is needed in the form of pilot testing teleconference training before a regular program or service is recommended.

It may be necessary to ultimately scramble some broadcasts so as to make the program accessible only to law enforcement. Some media producers have expressed the need to maintain confidential sensitive police procedures. However, it may be desirable to initially select only "safe" videos and not scramble because many agencies or downlink sites will not have acquired the necessary decoding equipment. The contract cost for a POST Law Enforcement Training Satellite Service is uncertain at this time pending additional research.

It should be noted that other organizations have begun to communicate information and training to law enforcement agencies throughout the country via satellite broadcasts. The Federal Bureau of Investigation has a two-year old program of every other month broadcasts emanating from Kansas City at no cost to law enforcement. The Federal Emergency Management Administration has broadcasts that are occasionally of interest to law enforcement. A private organization, Wescott Communications of Dallas, Texas, has recently begun a nationwide subscription service (pay per view) program for law enforcement.

There is considerable interest from non-California law enforcement agencies in receiving our satellite broadcasts. One possibility exists for recovering some program costs and that is for POST to charge a subscription fee to out-of-state agencies and training institutions. The revenue from this could also be shared with California's media producers which would serve to enhance already excellent video productions.

2. Develop a Non-Distribution Repository of Broadcasts by POST. For reasons previously identified, a non-distribution repository of broadcasts within POST should be explored.
3. Secure a Reduced Purchase Cost Rate on Satellite Receiver Dishes for Interested Law Enforcement Agencies. This possible future direction is based upon the assumption that, agencies and training institutions will have incentive to acquire downlink receiver dishes if POST were to establish regular and consistent broadcasting. Through a Request for Proposal process, a selected vendor could guarantee a reduced purchase price to agencies for a specified period (1-3 years). The reduced rate would be based

upon the prospect of large volume sales. If interested, agencies would purchase these directly from the vendor. The alternative for law enforcement agencies to receive regular satellite broadcasts via local cable companies does not appear feasible at this time due to the inability of most cable companies to tune into non-entertainment channels.

This POST Law Enforcement Training Satellite Broadcast Service is potentially very beneficial to law enforcement. Further research is required even though this technology application has become commonplace in the business, military, and education sectors. It, however, represents a "first" for any state to establish such a comprehensive service for law enforcement. A look into the future could hold that POST go even further by establishing its own "network" of more frequent broadcasts with video production, uplink, and dedicated downlink training facilities.

If the Commission concurs with these possible future directions, further planning and development could continue and specific proposals brought before the Commission at a future meeting.

RECOMMENDATION

Approve this report including its future study directions.

POST INSTRUCTIONAL MEDIA COMMITTEE

Steve Annibali
Public Affairs Division
Video Production Unit
San Diego County
Sheriff's Department

Dave Bailey
OIC, Television Studio
Training Division
Los Angeles Police Department

Jody Brencic
Training Unit
Huntington Beach Police Department

Mike Doyle
Personnel & Training Section
Sacramento Police Department

Art Garrett
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George Head
Training Division/Video Unit
San Diego Police Department

Mike Hyams
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Mark J. Kiss
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Doug Larson
Golden West College
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TV Production Section
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Bill Masters
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Bruce Rayl
Service Division Commander
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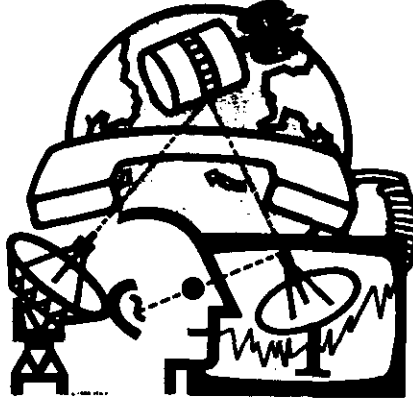
Roger Renn
Training Center
San Bernardino County
Sheriff's Department

Judy Rowe
Audio Visual Specialist
Orange County Sheriff's
Department

Satellite broadcast completed

With the flick of a switch, eight law enforcement training videotapes were broadcast nationwide via satellite on December 13, 1988 from KPBS TV at San Diego State University. The tapes were selected by a review panel from over 30 programs submitted by members of the POST Instructional Media Committee. Any agency with access to a satellite receiver dish was able to view and record the programs at no charge.

The broadcast was part of a pilot program to determine ways to distribute training media. The duplication and distribution of 12 videotapes in November of this year is an example of another method that POST has used. A survey is currently underway to compare the two methods of distribution and to obtain information about regional media libraries.



Agencies were requested to return the questionnaires to POST as soon as possible.

A considerable amount of interest in the pilot broadcast project was expressed by cable companies, educational institutions and other entities capable of receiving the broadcasts. Many of these entities

are a part of the Instructional Television Fixed Service (ITFS), a system currently being used for training and information purposes. A number of calls were received to encourage POST also to use this system in the future.

Interest in the broadcast was also shown by agencies outside of California. The Federal Bureau of Investigation volunteered to distribute notices to its regional offices which, in turn, contacted over 500 receiving facilities. For a number of years, the FBI has used teleconferencing nationwide for training through its Law Enforcement Satellite Television Network (LETSN).

Questions regarding the satellite broadcast may be directed to the Training Program Services Bureau at (916) 739-5372.

List of Distributed Videos

Hard Copy Distribution

1. CARRYING WEAPONS ABOARD COMMERCIAL AIRLINES
Producer: Los Angeles Police Department
2. CONCEALED WEAPONS
Producer: Los Angeles Police Department
3. DEADLY WEAPONS
Producer: Los Angeles County Sheriff's Department
4. DIABETIC EMERGENCIES
Producer: Los Angeles Police Department
5. DOMESTIC VIOLENCE INVESTIGATION
Producer: San Francisco Police Department
6. THE FINAL WITHDRAWAL
Producer: Anaheim Police Department
7. GANGS: AN OUTSIDE VIEW (PARTS I AND II)
Producer: Los Angeles Police Department
8. MEDICAL A.I.D.S. - THE DYING FEAR
Producer: Anaheim Police Department
9. PRODUCING GOOD FINGERPRINTS
Producer: Los Angeles County Sheriff's Department
10. SNAP DECISION
Producer: Anaheim Police Department
11. SURVIVAL OF THE FITTEST
Producer: San Jose Police Department
12. VEHICLE COLLISIONS
Producer: Los Angeles County Sheriff's Department

Satellite Broadcast

1. OFFICER INVOLVED SHOOTING: SEVERNS & YARNALL
Producer: Los Angeles Police Department
2. ABC BAR CHECKS
Producer: Newport Beach Police Department
3. DRUG ABUSE RESISTANCE EDUCATION
Producer: Los Angeles Police Department
4. RESPONDING TO HIGH RISK CALLS
Producer: Los Angeles Police Department
5. RIOT CONTROL TRAINING
Producer: Newport Beach Police Department
6. ROBBERY - CASH ON DEMAND
Producer: San Diego Police Department
7. OFFICER INVOLVED SHOOTING: SERGEANT DEUEL
Producer: Los Angeles Police Department
8. INTERACTING WITH THE DISABLED
Producer: Newport Beach Police Department



VIDEO TRAINING FOR CALIFORNIA LAW ENFORCEMENT

INSTRUCTOR'S DISCUSSION GUIDE

TITLE: VEHICLE COLLISIONS

PRODUCER: Los Angeles County Sheriff's Department

RUNNING TIME: 10 Minutes

DATE PRODUCED: 1986

TARGET AUDIENCES: Patrol Officers, Reserves and Basic Course Trainees.

PROGRAM DESCRIPTION: The hazards of emergency response driving are illustrated through an analysis of three accidents which resulted in the deaths of four officers.

KEY DISCUSSION POINTS:

- An officer is more likely to be injured or killed in a vehicle accident than by a suspect armed with a weapon.
- Possible causal factors of traffic collisions involving peace officers:
 - Exceeding limitations of vehicle by excessive speed, turning or braking maneuvers.
 - Overconfidence in one's driving ability.
 - A feeling of the need to be first to arrive at a high-risk call or request for back-up assistance.
 - Unfamiliarity with roadway.
 - A lack of understanding of legal limitations, and policies and procedures involving Code-3 operations.
- When assistance is requested, the requesting officer should specify whether it is emergent or non-emergent. Responding officers should proceed based on the information they are provided.
- Emergency response doesn't mean total disregard for traffic laws.

The information contained on this videotape may not apply to your agency or training institution. Before using this video for training, preview it to check consistency with local laws, and department policies and procedures. Neither POST nor the originating producer assumes any responsibility for its use.

RESULTS OF THE
POST VIDEO DISTRIBUTION SURVEY

POST is exploring alternative ways to increase the availability of training videotapes for local law enforcement department use. This questionnaire is designed to evaluate current methods of distribution, as well as recently completed pilot projects involving mass duplication and broadcast of selected programs.

INSTRUCTIONS: The questionnaire is divided into three sections:

1. Media Catalog/Regional Libraries
2. Videotape Duplications
3. Satellite Broadcasting

Check all boxes applicable to your department or training institution. Space is provided on the last page for additional comments and suggestions. Please return the questionnaire to POST in the provided envelope by March 10, 1989.

Thank you for your help. In the event we need to contact you for further information, we request:

Your Name: _____
Rank/Title _____
Department: _____
Telephone Number: () _____

MEDIA CATALOG/REGIONAL LIBRARIES

1. On the average, how often do personnel in your department use the POST Instructional Media Catalog?

a. More than once a week	[]	4	1.3%
b. Weekly	[]	11	3.5%
c. Monthly	[]	83	26.1%
d. Hardly ever	[]	220	69.2%

2. If your department does not use the catalog on a regular basis, why not? (Check all that apply)

a. Do not have a catalog	[]	65	
b. Do not use videos for training	[]	3	
c. Hard to find videos in catalog	[]	21	
d. Text is too small and/or hard to read	[]	14	
e. Videos of poor quality	[]	4	
f. Videos out of date	[]	27	
g. Complicated ordering process	[]	72	
h. Duplication cost too high	[]	53	
i. Other (Please describe) _____			

3. Is your department now served by a regional law enforcement media library? (Include your own if applicable)

a. Yes	[]	156	47.4%
b. No	[]	118	35.9%
c. Don't know	[]	55	16.7%
No response		6	

If yes, where is this library located? _____

4. If you are served by a regional law enforcement media library, to what degree is it meeting your department's needs?

a. More than adequately	[]	18	10.8%
b. Adequately	[]	90	54.2%
c. Less than adequately	[]	58	34.9%
No response		169	

5. Would the broadcasting of video training programs or the distribution of videotapes by POST, on a regular basis, lessen the need to establish additional media libraries?

a. Yes	[]	285	91.1%
b. No	[]	28	8.9%
No response		22	

VIDEOTAPE DUPLICATION

6. In October 1988, POST Bulletin #88-8 advertised the availability of 12 videotaped training programs. Did your department order any of these programs?

a. Yes	[]	286	86.4%
b. No	[]	36	10.9%
c. Don't know	[]	9	2.7%
No response		4	

If you did not order any of these programs, why not?

a. Did not see the bulletin	[]	28	68.4%
b. Videos not relevant to department needs	[]	3	7.3%
c. Did not submit order in time	[]	6	14.6%
d. Other (Please explain) _____		4	9.8%
No response		294	

7. What problems, if any, did you encounter with the videos you ordered?

a. No problems encountered	[]	258	87.8%
b. Damaged case or cassette	[]	1	.3%
c. Defective audio or video	[]	3	1.0%
d. Received duplicate copies	[]	8	2.7%
e. Did not receive all videos ordered	[]	5	1.7%
f. Other (Please explain) _____		19	6.5%
No response.		41	

8. How would you rate the videos you received in terms of:
(Circle appropriate rating)

	← (Poor)		(Excellent) →		
a. Program content	1 0%	2 4%	3 12.7	4 53.7	5 33.6%
b. Technical quality	1 0%	2 1.1	3 12.7	4 49.8	5 36.4%
c. Meeting your needs	1.4%	2 1.4	3 18.4	4 52.1	5 27.7%
d. Overall quality	1.4%	2 .7	3 11.7	4 53.7	5 33.6%

9. In your opinion, the length of the videos was:

a. Too long	[]	2	.7%
b. Too short	[]	29	10.0%
c. About right	[]	258	89.3%
No response		46	

10. For what types of training does your department intend to use the videos received? (Check all that apply)

- | | | | |
|---------------------------------|-----|-----|--|
| a. Basic Academy | [] | 14 | |
| b. Reserve | [] | 87 | |
| c. Roll call | [] | 266 | |
| d. In-service | [] | 226 | |
| e. Other (Please explain) _____ | | 26 | |
-

11. Instructor Discussion Guides were furnished with each of the videotape copies. In your opinion, how effective are the guides?

- | | | | |
|---------------------------|-----|-----|-------|
| a. Very effective | [] | 71 | 25.2% |
| b. Moderately effective | [] | 130 | 46.1% |
| c. Not effective | [] | 3 | 1.1% |
| d. Did not use the guides | [] | 78 | 27.7% |
| No response | | 53 | |

If the guides were not effective, what improvements would you recommend? _____

12. Instructor Discussion Guides should be furnished with videotape training programs in the future.

- | | | | |
|----------------------|-----|-----|-------|
| a. Strongly agree | [] | 149 | 47.6% |
| b. Agree | [] | 145 | 46.3% |
| c. Disagree | [] | 19 | 6.1% |
| d. Strongly disagree | [] | 0 | 0 |
| No response | | 22 | |

13. POST should make available video training and/or video informational programs for which of the following: (Check all that apply)

- | | | | |
|--|-----|-----|--|
| a. Patrol officers | [] | 304 | |
| b. Traffic officers | [] | 248 | |
| c. Investigative officers | [] | 301 | |
| d. Supervisory/management personnel | [] | 283 | |
| e. Civilian personnel | [] | 226 | |
| f. Public audiences (i.e. public service announcements, crime prevention etc.) | [] | 181 | |

SATELLITE BROADCAST

14. On December 13, 1988 POST presented a satellite broadcast of selected law enforcement training videotapes. Were you aware of the broadcast?

a. Yes	[]	256	77.6%
b. No	[] (If no, skip to question #20)	74	22.4%
	No response	5	

15. Were you able to locate a satellite receiving site?

a. Yes	[]	151	58.1%
b. No	[] (If no, skip to question #20)	109	41.9%
	No response	75	

If yes, where was this site located? _____

16. What difficulty, if any, did your department experience in arranging for its use?

a. No difficulty experienced	[]	102	65.8%
b. Fee normally charged, but waived	[]	5	3.2%
c. Site scheduled for other purposes	[]	11	7.1%
d. Other (Please explain)		37	23.9%
	No response	180	

17. Would this site be available to you, without charge, if additional programs were broadcast by POST?

a. Yes	[]	103	63.2%
b. No	[]	13	8.0%
c. Don't know	[]	47	28.8%
	No response	172	

18. How would you rate the broadcast in terms of:
(Circle appropriate rating)

		← (Poor)		(Excellent) →	
a. Program content	1 0		2 0		3 17.1 4 40.7 5 42.3
b. Technical quality	1.8		2 2.4		3 16.3 4 34.1 5 46.3
c. Meeting your needs	1 0		2 2.4		3 17.1 4 42.3 5 38.2
d. Overall quality	1 0		2 .8		3 14.6 4 45.5 5 39.0

19. In your opinion, the length of the broadcast was:

a. Too long	[]	6	4.7%
b. Too short	[]	3	2.4%
c. About right	[]	118	92.9%
	No response	208	

20. If you were not able to view or record the video program, were you eventually able to obtain a tape of the broadcast?

a. Yes	[]	58	26.6%
b. No	[]	160	73.4%
No response		117	

If yes, where did you obtain the tape? _____

21. Do personnel in your department now watch and/or record FBI teleconferences or any other nationwide teleconferences? (These are usually two-way audio, one way video)

a. Yes	[]	40	12.4%
b. No	[]	282	87.6%
No response		117	

22. Would you like a copy of Instructor Discussion Guides for the videotapes used in the December 13, 1988 broadcast?

a. Yes	[]	213	68.3%
b. No	[]	19	31.7%
No response		23	

ADDITIONAL COMMENTS OR SUGGESTIONS: _____

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Interagency Agreement for Development and Presentation of Pilot Satellite Teleconference Training on Missing Persons for Police Dispatchers	Meeting Date February 22, 1989	
Bureau Training Program Svs.	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Howard C. Behm</i>	Date of Approval 4-4-89	Date of Report March 1, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.		
<p><u>ISSUE</u></p> <p>Should the Commission authorize the Executive Director to enter into an interagency agreement with San Diego State University in an amount not to exceed \$45,000 to develop and present the legislatively mandated missing persons in-service training requirement for all police dispatchers. It is proposed that this requirement be addressed using a two-hour teleconference training program.</p>		
<p><u>BACKGROUND</u></p> <p>Penal Code Section 13519.1 requires law enforcement officers and dispatchers to complete supplementary training on missing persons and runaway cases as prescribed by POST. At the July 1988 meeting, the Commission approved separate two-hour training courses for each of these groups. There is a need to present dispatcher training in the most convenient and cost effective manner. A pilot teleconference training program using satellite technology is proposed as the most effective means of delivering this training.</p> <p>The use of teleconference training appears practical, feasible, and potentially cost effective. Conducting research for the Video Distribution/Library Study directed by the Commission at the January 1988 meeting (see report under separate agenda item), it was concluded that satellite distribution of video training tapes was only one of the valuable applications this technology possesses for law enforcement. Satellite technology can also serve to effectively transmit live, interactive teleconference training.</p> <p>POST has had some success with teleconference training using microwave technology for limited geographical areas. Satellite transmission, with its ability for reaching larger audiences and the entire State simultaneously, has the potential for achieving more cost effective training delivery.</p>		

Some of the important attributes of successful teleconference training include: 1) interactivity with students including opportunity to ask questions, 2) well organized and interesting instruction, 3) fast moving pace with variations in how information is transmitted (i.e., frequent pre-prepared video clips) 4) well organized on-site coordinators, 5) and high technical quality transmission.

This is a proposal to accomplish the required training in an effective way while at the same time conducting a pilot teleconference training program using satellite technology to evaluate costs, cost savings, and the effectiveness of this training.

ANALYSIS

A satellite teleconference training program requires extensive planning activities including training design, video shooting and graphics preparation, instructor selection, uplink and downlink site acquisition, on-site coordinator orientation evaluation development, etc.

The uplinking, satellite time, video production, and coordination of downlink sites/coordinators would involve a contract with one of the existing service providers. It is proposed POST enter into an interagency agreement with San Diego State University for actual costs not to exceed \$45,000 for these services. Many of these costs are associated with establishing this system and would not recur in future similar programs. This institution is recommended because of its extensive experience and professional level staff. Some of the uncertainties about identifying projected costs are the amount of graphics and video needed for the program. Also uncertain is the cost to rent downlink sites which may be able to be secured through donated facilities at community colleges. An effort will be made to obtain at least 15-20 downlink sites.

The training design, scripting the program, selecting instructors, and presenting the training is proposed also to be done by San Diego State University. Costs will be consistent with POST tuition guidelines. All travel costs associated with planning and presenting this training by the contractors will be reimbursed separately by Letter of Agreement. POST staff will work closely with San Diego State University to assure a cost effective and quality program.

POST expects at least 500 students will participate in the training. Each participant will be surveyed for his evaluation of the training. It is also estimated this program will require about six months for planning including the time necessary to finalize the contracts. The expected presentation date is tentatively planned for September 1989. Currently being evaluated is the idea of permitting agencies and training institutions to video record the program off the satellite

broadcast for subsequent playback to police dispatchers. The viewing of the tape along with criteria to be developed will be considered to satisfy the training mandate but would not be POST-certified. Only students attending the downlink site training would do so as POST-certified training thus being recorded in POST records and eligible for POST reimbursement.

It is difficult to make cost comparisons between this proposed pilot and traditionally presented training because of the uncertain number of trainees to be teleconference trained. Also, actual costs for this pilot are impossible to accurately estimate. It is expected that subsequent satellite teleconference training programs will be less costly due to the establishment of downlink sites and trained facilitators that would be accomplished during this pilot. All previous studies have resulted in more cost effective training using teleconference training.

At the January 1989 meeting, the Commission approved a modification to Procedure D-6 (Technical Courses) authorizing an exception to the six-hour minimum length rule for teleconference training. This proposed teleconference training program is consistent with this exception.

RECOMMENDATION

Authorize the Executive Director to enter into an interagency agreement for actual costs not to exceed \$45,000 with San Diego State University for development and presentation of a two-hour satellite teleconference training program on missing persons mandated for all police dispatchers.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Recommended Policy on Waiving Minimum Course Hours for Self-Paced Learning		Meeting Date April 20, 1989
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 3-27-89	Date of Report March 12, 1989
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 for details) <input checked="" type="checkbox"/> No

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

ISSUE

Should the Commission approve a modification to Commission Procedure D-10 (Certification and Presentation of Training Courses) by adding a policy statement authorizing staff to waive the POST minimum hourly requirement for any certified course using self-paced learning technology or systems?

BACKGROUND

As the Commission is aware, POST has developed the mandated PC 832 Introduction to Law Enforcement Course into an interactive videodisc program that uses the technology of computers and videodiscs. At the November 1988 meeting following a demonstration, the Commission approved the program for final payment subject to initial pilot testing and authorized staff to proceed with thorough field testing.

Initial pilot testing conducted during the month of January 1989 at the Sacramento Public Safety Training Center was for the purpose of assessing whether, under real training conditions, the program performed properly in user friendliness, student navigability, and correctness of response to all student input. Eight trainees began the training, with four functioning in a small group configuration and four working independently. Although this small number of trainees is insufficient to derive valid conclusions, some very encouraging results were achieved in terms of reduced trainee time for completing the training and improved testing performance. See Attachment A for a summary of these preliminary results.

The pilot also resulted in the identification of some minor technical changes which have been corrected by the contractor - Comsell Inc. Notification has been given to the contractor that final payment will be issued upon submission of the final product at which time POST will: (1) finalize the previously approved marketing agreement with Comsell; (2) begin the process of copying and distributing the program software to California training institutions; and (3) initiate field testing. A description of the field testing plan is found in Attachment B.

One of the results of pilot testing the interactive course indicates that trainees completed the course in less than the POST-established minimum 56 hours. This suggests the need for a Commission policy authorizing staff to approve waivers of minimum hours for POST-certified courses that use self-paced technology or systems.

ANALYSIS

Based upon preliminary pilot testing results, it is reasonable to anticipate that many of the trainees during field testing of the Introduction to Law Enforcement Interactive Course will complete this training in less than the POST minimum hours. Except for unusual circumstances such as illness or court assignment, and then only if absences are made up with assignments, training presenters are not authorized to exempt trainees from minimum hours for any POST-certified course, mandated or not.

Considering this, it would be reasonable for the Commission to establish policy which could allow staff to approve the waiver of minimum hourly requirements for self-paced courses when there is assurance through testing that trainees acquire the skills, knowledge, and attitudes. It is anticipated there will be other interactive videodisc training programs developed for law enforcement and other self-paced learning programs, whether computer-assisted or not. Even programmed instruction using student workbooks should be eligible for consideration. Self-paced learning/testing courses have considerable potential for future cost savings for POST and employers of peace officer trainees. For example, if the interactive videodisc version of the PC 832 Course takes an individual 34 hours to complete instead of the POST minimum of 56, the cost savings to employers is three work days.

In granting waivers for minimum hours for self-paced courses, it is planned that employers of trainees would receive POST reimbursement for only actual hours attended, not for the longer certified course hours. Likewise, POST would credit the individual student training record with only the actual hours of attendance.

If the Commission wishes to establish policy regarding this issue, it would be appropriate to modify Procedure D-10 (Certification and Presentation of Training Courses) by adding to Section 10-4 (Statements of Policy) the following:

- o The minimum hour requirement for any certified course may be waived with prior POST approval if the course uses self-paced learning technology or systems where trainees demonstrate course proficiencies. (See Attachment C for proposed Procedure D-10 addition.)

RECOMMENDATION

Approve as policy a modification to Procedure D-10 authorizing the waiving of minimum course hours for POST-approved, self-paced learning systems or technology.

SUMMARY OF PILOT TESTING RESULTS
PC 832 Interactive Training

- Eight Trainees: Four participated as a small learning group and four worked independently.
- The average number of hours to successfully complete training for the small group configuration was 48 (compared to a minimum 56 hours for the traditional course).
- The average number of hours to successfully complete training for the trainees working independently was 34.
- The number of hours to successfully complete training included time for quizzes and tests, practice and demonstration of firearms and defensive tactics, and on-site text book study.
- The trainees' observations were that this type of training was interesting and kept their attention. Particularly impressive to trainees was the opportunity to apply knowledge in real life scenarios and program activities. Students appreciated the ability to make decisions about the learning process to match their own learning styles and previously acquired knowledge. Some more experienced students, for example, spent less time reading the student workbook and more time on the application activities.
- The monitoring instructor observations were that the program was the best designed course they had ever seen using the full range of sensory impacts. All instructors indicated that the program will be used as a resource in their traditionally presented instruction. Many observed that the program offers some "major breakthroughs" in terms of reducing time to train effectively in certain problem subject areas, e.g., firearms sight alignment and site picture, perspectives on control and take-down holds, interaction with various groups reacting to peace officer actions, etc. It was also observed that the self-paced system facilitates the training of persons of differing abilities.

PLAN FOR FIELD TESTING THE
PC 832 Interactive Training Program

Purpose

- To assemble statistical and other information to determine the program's effectiveness compared with traditional instruction. The focus will be on written testing and skill demonstration comparisons along with identifying other program benefits or problems.

Duration

- Expected duration is six to eight months beginning March 1.

Activities

Preliminary to or simultaneous with the accumulation of statistical information from trainee testing, the following activities will occur:

- Provide orientation and on-site training to course instructors and coordinators.
- Showcase the program throughout California.
- Evaluate marketing agreement results.
- Inventory training institutions that implement the program.
- Identify needed program updating due to court decisions, etc.
- Assess what future interactive videodisc training programs should be considered.

Evaluation

Data to be accumulated include the following:

- Written test and skill demonstration scores from traditionally trained students.
- Written test and skill demonstration scores from students trained with the interactive program in each of three modes: individual, small group, large group led by instructor.
- Time taken to complete each of the three parts of this training under the three modes.

CERTIFICATION AND PRESENTATION OF TRAINING COURSES

Purpose

10-1. Course Certification Program: This Commission procedure implements the Course Certification Program established in Section 1012(a) and (b) of the Regulations, which outlines the criteria for certification and presentation of POST courses.

Standards

10-2. POST Standards for Training: A primary responsibility of the Commission on Peace Officer Standards and Training (POST) is to establish minimum standards for the training of personnel in agencies that participate in POST training programs. In fulfilling this responsibility, POST conducts on-going evaluations of certified training courses to ensure continuing need and sustained quality.

Evaluating Course Proposals

10-3. POST Evaluation of Training: Each training course, for which reimbursement allowance is made to eligible law enforcement agencies for personnel training costs, or for which attendance is mandated by POST, shall be certified by POST. The process of course certification includes evaluation of those factors that justify the need for, and ensure the quality of, each training course. Factors evaluated include:

- a. Course content
- b. Qualifications of instructors and coordinators
- c. Adequacy of physical facilities
- d. Cost of course
- e. Potential clientele and volume of trainees
- f. Need and justification for course
- g. Time frame of course presentation
- h. Methods of course presentation
- i. Adequacy and availability of clerical and support staff
- j. Maximum trainees per session
- k. Adequacy of trainee testing or evaluation processes
- l. Appropriate instructor/trainee ratios

Policy

10-4. Statements of Policy: The following statements of policy shall govern the certification of courses by POST:

- a. Only those courses for which there is a definable and justifiable need shall be certified. The POST training resources are directed primarily toward the development of training according to the priorities identified by a needs assessment process. The need for training which is not thus identified must be substantiated by the requester.
- b. Funds allocated for training shall be expended judiciously and in the most cost effective manner possible.
- c. POST staff and course presenters shall develop and use appropriate means of evaluating course effectiveness.
- d. Courses shall not be certified which will be presented in conjunction with association or organizational meetings or conferences, nor shall courses be certified to associations which offer a one-time presentation if attendance is restricted to association members.
- e. POST will only endorse or co-sponsor courses, seminars, conferences or other programs, and grant permission to use POST's name, when POST takes part in the planning phase and assists in the development of the subject matter or program, and the selection of the instructors or speakers.
- f. POST will certify courses in management/labor relations, but will not certify courses to train management and/or employees in the techniques of labor negotiations.
- g. POST will certify courses for developing and improving teaching skills and expertise, but will not certify courses designed to meet state teaching credential requirements, as such training is available from the University of California.
- h. POST will only certify courses with tuitions, fees and materials charges when all costs are fully disclosed. After a course is certified, POST reserves the right to review and approve or disapprove any subsequently proposed tuition, fee or material charge. This policy applies to both reimbursable and non-reimbursable charges.
- i. No course shall be certified which restricts attendance to a single agency unless the purpose of the course is for the improvement of a specific law enforcement agency, and attendance by non-members of that agency would jeopardize the success of the course.

10-4. Statements of Policy (continued)

- j. Contracts for courses shall be awarded competitively with the training to be presented in the most cost-effective manner possible, consistent with quality, cost, and need considerations.
- k. Contracts for courses shall be kept to a minimum and shall be entered into only when absolutely necessary.
- l. Course certification to out-of-state presenters shall be kept to a minimum, and only made on an exceptional basis and with Commission approval.
- m. Course certification shall be made on a fiscal year basis, subject to annual review.
- n. Training course certification and training activities shall be consistent with the Resource Management System.
- o. The minimum hour requirement for any certified course may be waived with prior POST approval of self-paced learning technology or systems where trainees demonstrate course proficiencies.

10-4. Statements of Policy (continued)

- j. Contracts for courses shall be awarded competitively with the training to be presented in the most cost-effective manner possible, consistent with quality, cost, and need considerations.
- k. Contracts for courses shall be kept to a minimum and shall be entered into only when absolutely necessary.
- l. Course certification to out-of-state presenters shall be kept to a minimum, and only made on an exceptional basis and with Commission approval.
- m. Course certification shall be made on a fiscal year basis, subject to annual review.
- n. Training course certification and training activities shall be consistent with the Resource Management System.
- o. The minimum hour requirement for any certified course may be waived with prior POST approval of self-paced learning technology or systems where trainees demonstrate course proficiencies.

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Minimum Education Standard		Meeting Date April 20, 1989
Bureau Compliance and	Reviewed By	Researched By Darrell Stewart
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval 4-3-89	Date of Report Mar. 30, 1989
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 for details) <input checked="" type="checkbox"/> No
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.		
<p><u>ISSUE</u></p> <p>Should the Commission schedule a public hearing to consider amending the minimum high school educational requirement in POST Regulations?</p> <p><u>BACKGROUND</u></p> <p>Commission Regulation 1002(a)(6) requires high school graduation or passage of a General Education Development Test (GED). This is based on the same requirement in Government Code Section 1031(e).</p> <p>Effective January 1, 1989, Government Code Section 1031(e) has been amended and includes attainment of a two-year or four-year degree from a college or university as an acceptable alternative to high school graduation.</p> <p>Additionally, due to the number of naturalized citizens being hired by law enforcement agencies, a question keeps arising whether the Government Code or POST Regulations require the high school graduation be in the United States.</p> <p><u>ANALYSIS</u></p> <p>Government Code 1031(e) was recently amended to allow a 2-year or 4-year college degree to meet the high school graduation requirement. Commission Regulation 1002(a)(6), a similarly worded educational standard does not include the college degree as an alternative.</p> <p>The Commission may modify Regulation 1002(a)(6) to update the language and make it conform to current law. The proposed language for the two or four-year degree is directly from Government Code Section 1031(e).</p>		

Regarding the issue of a peace officer applicant having graduated from a high school in a foreign country, it appears that a broad interpretation of the law and regulation may be appropriate at this time. In fact, a high school diploma issued within the United States is not a sufficient indication of even basic literacy abilities. Acceptance of foreign high school diplomas poses little risk given other screening procedures, such as the required POST reading and writing examination.

POST legal counsel believes that Government Code Section 1031(e) draws no distinction between high school graduates of California or the United States and foreign countries, nor does it preclude satisfaction of its requirement by high school graduates of a foreign country. Had the Legislature intended to limit satisfaction of 1031(e) to graduation from a high school in the United States or California, or intended to preclude satisfaction by graduation from a foreign high school, it could have done so readily by additional statutory language, as it has done in other related selection standards statutes.

It is recommended that Regulation 1001(m) be revised to specify that high school graduation in a foreign country also satisfies POST's educational requirement (see Attachment B).

RECOMMENDATION

If the Commission concurs, set a public hearing at the July 1989 meeting to modify the Regulations as proposed.

Attachment A

Regulation 1002 (a)(6) Proposed Amendments

Education. Government Code 1031(e): Requires high school graduation or passage of the General Education Development Test (GED), or attained a two-year or four-year degree from a college or university accredited by the Western Association of Colleges and Universities.

When the GED is used, a minimum overall score of not less than 45, and a standard score of not less than 35 on any section of the test, as established by the American Council on Education, shall be attained.

Attachment B

Regulation 1001(m) Definition Proposed Change

"High School" is a school accredited as a high school by the department of education of the state in which the high school is located, or a school accredited as a high school by the recognized regional accreditation body, or a school accredited as a high school by the state university of the state in which the high school is located, or a high school in a foreign country.

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Request for POST Management Fellow Relating to Study of the Basic Course		Meeting Date April 20, 1989
Bureau Training Program Services	Reviewed By Glen Fine	Researched By Hal Snow
Executive Director Approval. <i>Mouman C. Bohner</i>	Date of Approval 4-4-89	Date of Report March 3, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.		
<p><u>ISSUE</u></p> <p>Should the Commission authorize the Executive Director to enter into a contract for up to one-year services of a POST Management Fellow at a cost not to exceed \$100,000 in order to conduct a study of the Basic Course?</p> <p><u>BACKGROUND</u></p> <p>At its November 1988 meeting, the Commission's Long Range Planning Committee expressed interest in a study to examine Basic Course productivity and efficiency because of its increasing length and resulting reimbursement cost, especially in light of the increasing frequency of legislative training mandates and new instructional technology being developed.</p> <p>This report presents a proposed conceptual description or plan for the conduct of this study including its purpose, scope, methodology and schedule and staffing needs. Of course, Commission direction for changes and refinement is welcome.</p> <p><u>ANALYSIS</u></p> <p><u>Purpose</u>--The proposed purpose of this study is to examine all aspects of the existing Basic Course delivery system and ideas for potential improvement that may lead to optimal productivity, efficiency, and effectiveness.</p> <p><u>Scope</u>--No initial limits are placed on the scope of ideas to be considered to meet the purpose of this study. As indicated in Attachment A, there exists a broad range of potential ideas for potentially improving the basic training of peace officers. Additional ideas should be solicited from a wide variety of persons representing differing interests, perspectives, and expertise. Each idea will be evaluated, categorized, and documented for potential and feasibility.</p>		

Methodology and Schedule--A rough plan for the study methodology and schedule of significant events/activities is presented in Attachment B. As indicated, the major events and activities involve formation of an ad hoc advisory committee, idea identification and evaluation, securing of needed staff, research, pilot testing if appropriate, and final Commission approval. Attachment C provides a breakdown of the proposed advisory committee composition including members from organizations that represent academy directors, law enforcement agency administrators/managers/supervisors, practitioners, and instructional design and technology experts. Because multiple POST bureaus have responsibility for various aspects of the Basic Course, the Bureau Chiefs from the concerned bureaus will serve as an internal project steering committee.

Staffing Needs--It is difficult at this time to project this study's staffing needs. Because the study will require an extended period of time (perhaps one year), ongoing Basic Course updating of the curriculum, instructors, and test items should continue. Additional staff to conduct the research or assume these ongoing activities is necessary. It is recommended the Commission authorize the Executive Director to contract for one-year service of a POST Management Fellow to assume ongoing update activities to free existing staff to conduct this study. It is estimated the costs for one year's salary and fringe benefits would be approximately \$100,000. Travel and per diem expenses would be reimbursed separately.

RECOMMENDATION

Authorize the Executive Director to enter into a contract for up to one-year services of a POST Management Fellow at a cost not to exceed \$100,000 to facilitate the study relating to the Basic Course.

ag-mgmtfellow
progserv

Tentative Ideas Suggesting
Possible Scope of Basic
Course Productivity Study

Curriculum--Should the study research:

1. Existing curriculum for deletion?
2. Establishing outside or pre-reading assignments for the purpose of reducing instruction time?
3. Identifying curriculum that should be included in a field training program.
4. Field training as part of the requirement to complete basic training?
5. Eliminating course hourly standards and substituting a POST testing standard?
6. Converting POST-developed unit guides to student booklets i.e., PC 832 Interactive Program?
7. Academic prerequisites to academies?
8. Legislative changes for Basic Course mandates?
9. Establishing a POST-content requirements for Advanced Officer Courses that would include some existing Basic Course content?
10. Best approaches for teaching skills and techniques?
11. Others

Instructional Methodology--Should the study research:

1. Identifying exemplary instructional methodology that academies currently use?
2. Use of computer-assisted instruction for selected subjects?
3. Equipment needs/problems to facilitate productivity?
4. Others

Testing Methodologies--Should the study research:

1. Identify exemplary testing methodologies that academies currently use?
2. Identifying groups of Performance Objective's to be tested by scenario or practical exercise?
3. Testing in lieu of instruction for selected subjects?
4. Others

Delivery System--Should the study research:

1. Using reserve academies as building blocks for the Basic?
2. Others

Proposed Schedule of Events and Activities

May - June 1989

- Formation of Ad Hoc Project Advisory Committee
- Selection of POST Management Fellow

June - September 1989

- Identification of Possible Ideas
- Analyzing and Evaluation of Ideas
- Proposed Study Scope Developed

October 1989

- Commission Consideration of Study Scope
- Addition and Input of Advisory Committee

November 1989

- Research Begins on Approved Items
- Continued Input of Advisory Committee
- Periodic Progress Reports to Commission

April 1990

- Report to Commission With Possible Pilot Testing, Recommendations and Status of Research

July 1990 (Tentative)

- Final Recommendations to Commission

Proposed Breakdown of Ad Hoc
Advisory Committee

<u>Number</u>	<u>Type</u>	<u>Nomination Organization</u>
8	Academy Directors	California Academy Directors Assn.
2	Police Chiefs	California Police Chiefs Assn.
2	Sheriffs	California State Sheriffs Assn.
2	1-Mid Manager 1-Supervisor	California Peace Officers Assn.
2	Training Managers	California Police Training Officers Association
2	Practitioners	1-Peace Officer Research Association 1-California Organization of Police and Sheriffs'
3	Instructional Experts Design and Technology	Individually Identified

RECOMMENDATION

Authorize the Executive Director to enter into a contract for up to six months services of a Management Fellow at a cost not to exceed \$50,000.

Assembly Bill No. 2376

CHAPTER 947

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

[Approved by Governor September 16, 1988. Filed with Secretary of State September 19, 1988.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2376, Statham. Health care: peace officers.

Existing law requires every employer, including state and local agencies, using carcinogens to provide medical examinations of affected employees as defined, to use the carcinogen pursuant to specified standards, and to perform other duties related to the use and exposure to carcinogens.

This bill would require the state and local agencies employing certain peace officers to notify the peace officer when the peace officer is exposed to a known carcinogen under specified circumstances. To the extent that this requirement would be applicable to local agencies, the bill would impose a state-mandated local program. The bill would require that the basic peace officer training course and other appropriate courses of the Commission on Peace Officers Standards and Training include instruction on, but not limited to, the identification and handling of possible carcinogenic materials and potential health hazards associated with those materials.

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.

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

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

1797.187. A peace officer as described in Section 830.1, subdivision (a) or (b) of Section 830.2, or subdivision (g) of Section 830.3 of the Penal Code, while in the service of the agency or local

agency which employs him or her, shall be notified by the agency or local agency if the peace officer is exposed to a known carcinogen, as defined by the International Agency for Research on Cancer, or as defined by its director, during the investigation of any place where any controlled substance, as defined in Section 11007 is suspected of being manufactured, stored, transferred, or sold, or any toxic waste spills, accidents, leaks, explosions, or fires.

The Commission on Peace Officers Standards and Training basic training course, and other training courses as the commission determines appropriate, shall include, on or before January 1, 1990, instruction on, but not limited to, the identification and handling of possible carcinogenic materials and the potential health hazards associated with these materials, protective equipment, and clothing available to minimize contamination, handling, and disposing of materials and measures and procedures that can be adopted to minimize exposure to possible hazardous materials.

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

M

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Report on the Law Enforcement Driver Training Simulator System (LEDTSS) Study		Meeting Date April 20, 1989
Bureau Executive	Reviewed By	Researched By Holly Mitchum
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval 4-4-89	Date of Report April 4, 1989
Purpose: <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

Issue:

Should the Commission authorize the Executive Director to extend and amend POST's contract with Hughes Aircraft Company to provide for development of specifications for a computer-based driver training system and part-task trainers?

Background:

The Commission, at the January 1987 meeting, authorized staff to prepare and issue a Request for Proposal (RFP) to select a qualified vendor to conduct a Front End Analysis for a Driver Training Simulator at a cost not to exceed \$300,000. Eleven companies submitted proposals. On the basis of staff's recommendation, the Commission subsequently authorized the Executive Director to contract with Hughes Aircraft Company to conduct a Front End Analysis Study at the cost of \$1.00. This action was approved at the April 1988 Commission meeting.

Analysis:

Hughes personnel have completed the first phase of the Front End Analysis Study and have submitted a detailed report of findings to staff. Phase I of the study included:

- o a comprehensive analysis of driver training tasks and training objectives; and
- o an assessment and cost-benefit analysis of simulation technology options appropriate to support the various training objectives.

The study findings indicate that many of the components for a Law Enforcement Driver Training Simulation System (LEDTSS) are on the cutting edge of technology, and some have yet to be tested or validated. Accordingly, it is the recommendation of Hughes personnel that preparation of technical specifications for a full-scale simulator, originally proposed for completion during Phase II of the study, not be pursued until confidence in applicable technology increases.

However, the Phase I report also indicated that POST should endeavor to create an integrated driver training system that matches instructional technology options with specific driver training objectives. Accordingly, Hughes has recommended that POST develop computer-based instruction to address the theoretical aspects of driver training and part-task trainers to facilitate skill development. To fulfill the remainder of its contract with POST, Hughes is proposing to develop functional and technical specifications for these systems in lieu of specifications for a full-scale driver training simulator.

A computer-based driver training system and part-task trainers could be designed and implemented over the next 3 - 5 years. During this period, significant advances in simulation technology are likely occur. Such advances will help to ensure that POST can acquire or build a LEDTSS that comprehensively addresses law enforcement driver training needs.

Under its current contract with POST, Hughes Aircraft Company has offered to develop the functional and technical specifications for a computer-based driver training system and part-task trainers. While there will be no additional charge for these services, it will be necessary to amend the contract to provide for development of the new specifications. Also, the contract should be extended from May 31, 1989 to November 15, 1989.

RECOMMENDATION:

Authorize the Executive Director to amend the contract with Hughes Aircraft Company to provide for development of specifications for a computer-based driver training system and part-task trainer, and extend the contract expiration date to September 30, 1989.

HUGHES

**HUGHES' RECOMMENDATIONS
FOR RESTRUCTURING OF LAW
ENFORCEMENT DRIVER TRAINING SIMULATION
SYSTEM (LEDTSS) PROGRAM**

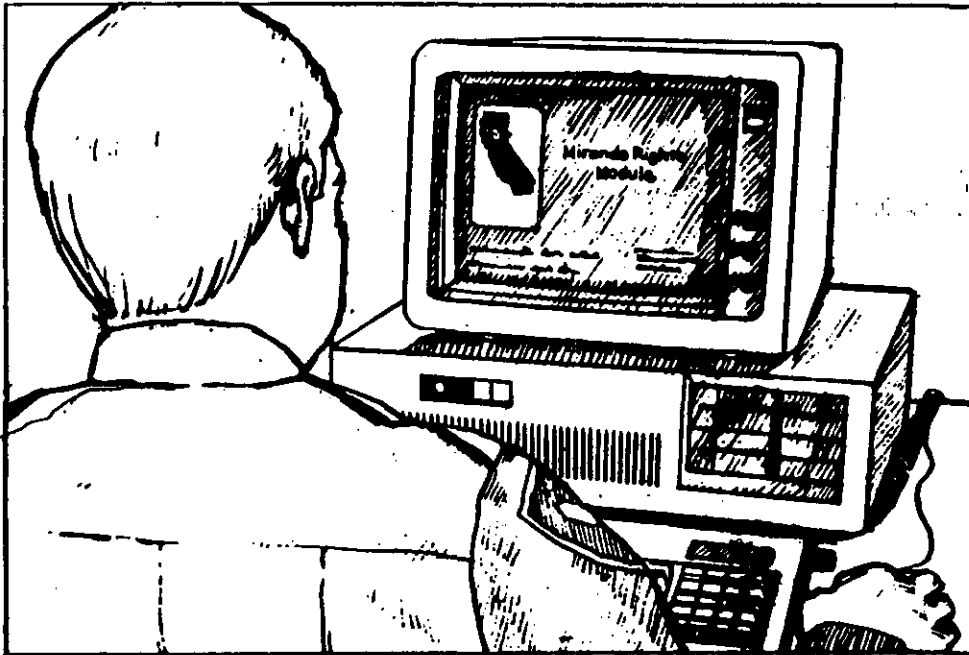
RESULTS OF STUDY

HUGHES

- **CERTAIN DRIVING TASKS REQUIRE USE OF SIMULATOR TO SAFELY SATISFY TRAINING REQUIREMENTS**
- **MANY TASKS DO NOT REQUIRE A SOPHISTICATED TRAINING DEVICE**
- **RECOMMEND RESTRUCTURING LAW ENFORCEMENT DRIVER TRAINING PROGRAM USING A SYSTEMS APPROACH:**
 - **KNOWLEDGE/THEORY THROUGH COMPUTER MANAGED AND COMPUTER BASED TRAINING (CMT/CBT)**
 - **SKILL DEVELOPMENT THROUGH PART TASK TRAINERS AND REAL VEHICLE TRAINING**
 - **PERFORMANCE INTEGRATION TRAINING IN A COMPLEX SCENARIO MAY REQUIRE USING FULL SIMULATION**

COMPUTER BASED/MANAGED TRAINING

HUGHES



NON-RECURRING \$450-750K
RECURRING \$10K/UNIT

SUPPORTS P.O.S.T. OBJECTIVE

- 6.1 INTRODUCTION TO VEHICLE OPERATION**
- 6.2 VEHICLE OPERATION FACTORS**
- 6.3 CODE 3 DRIVING OPERATIONS**
- 6.4 VEHICLE OPERATION LIABILITY**
- 6.5 VEHICLE INSPECTION**

OTHER KNOWLEDGE REQUIREMENTS

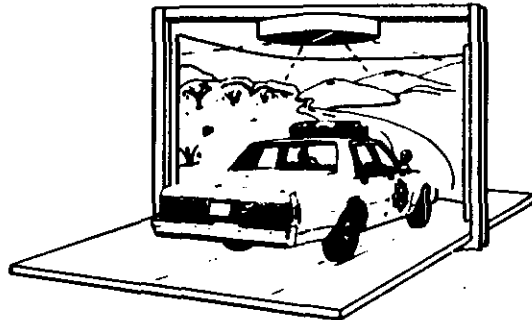
FULL-SCALE SIMULATION

HUGHES

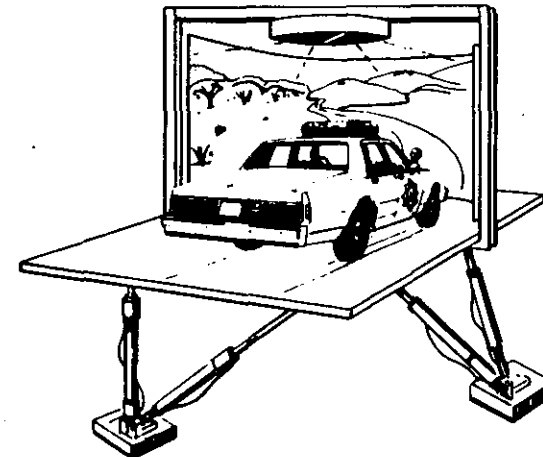
SUPPORTS P.O.S.T. OBJECTIVE

6.6 VEHICLE CONTROL/TECHNIQUES

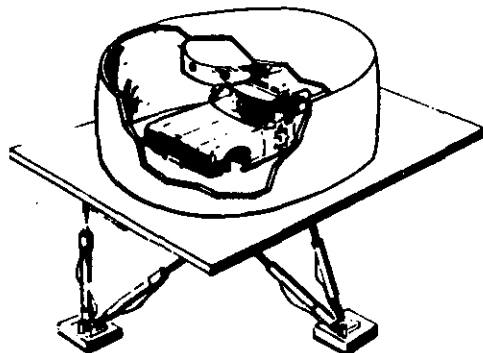
6.7 STRESS EXPOSURE/HAZARD AWARENESS



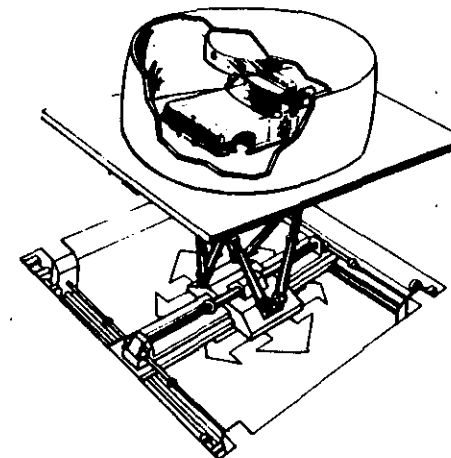
**NON-MOTION 180 FOV
11.3-13.6M/UNIT***



**6 DOF MOTION 180 FOV
12-15M/UNIT***



**6 DOF MOTION 360 FOV
15.5-17.5M/UNIT***

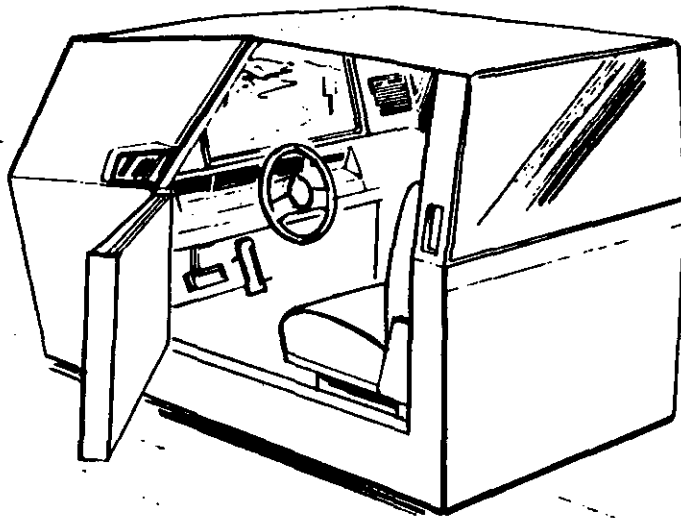


**6 DOF SPECIAL MOTION 360 FOV
16-18M/UNIT***

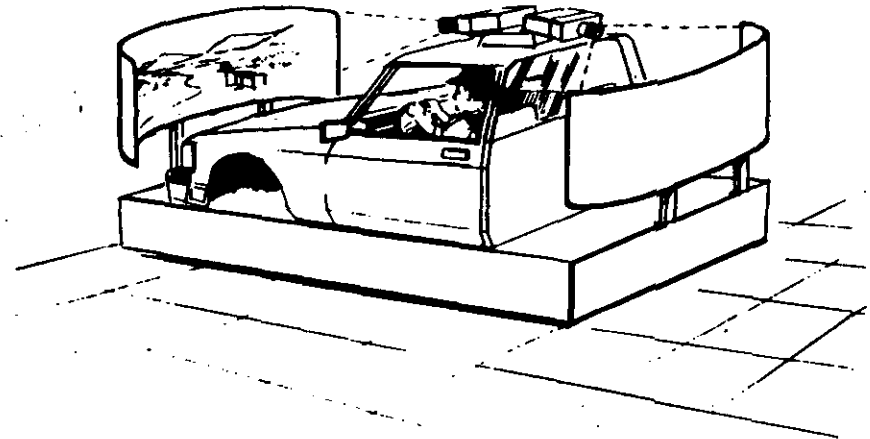
***DOES NOT INCLUDE NON-RECURRING ENGINEERING**

PART TASK TRAINERS

HUGHES



\$350-500K/UNIT*



\$1-2M/UNIT*

SUPPORTS P.O.S.T. OBJECTIVE

- **6.6 VEHICLE CONTROL TECHNIQUES**
- **6.7 STRESS EXPOSURE/HAZARD AWARENESS**

***DOES NOT INCLUDE NON-RECURRING ENGINEERING**

REAL VEHICLE TRAINING

HUGHES

- **COMPLEMENTS THE OTHER TYPES OF TRAINING**
- **GOAL IS TO: REDUCE LIFE CYCLE COST**
INCREASE STUDENT SAFETY
DECREASE THE STATES LIABILITY
INCREASE PROFICIENCY

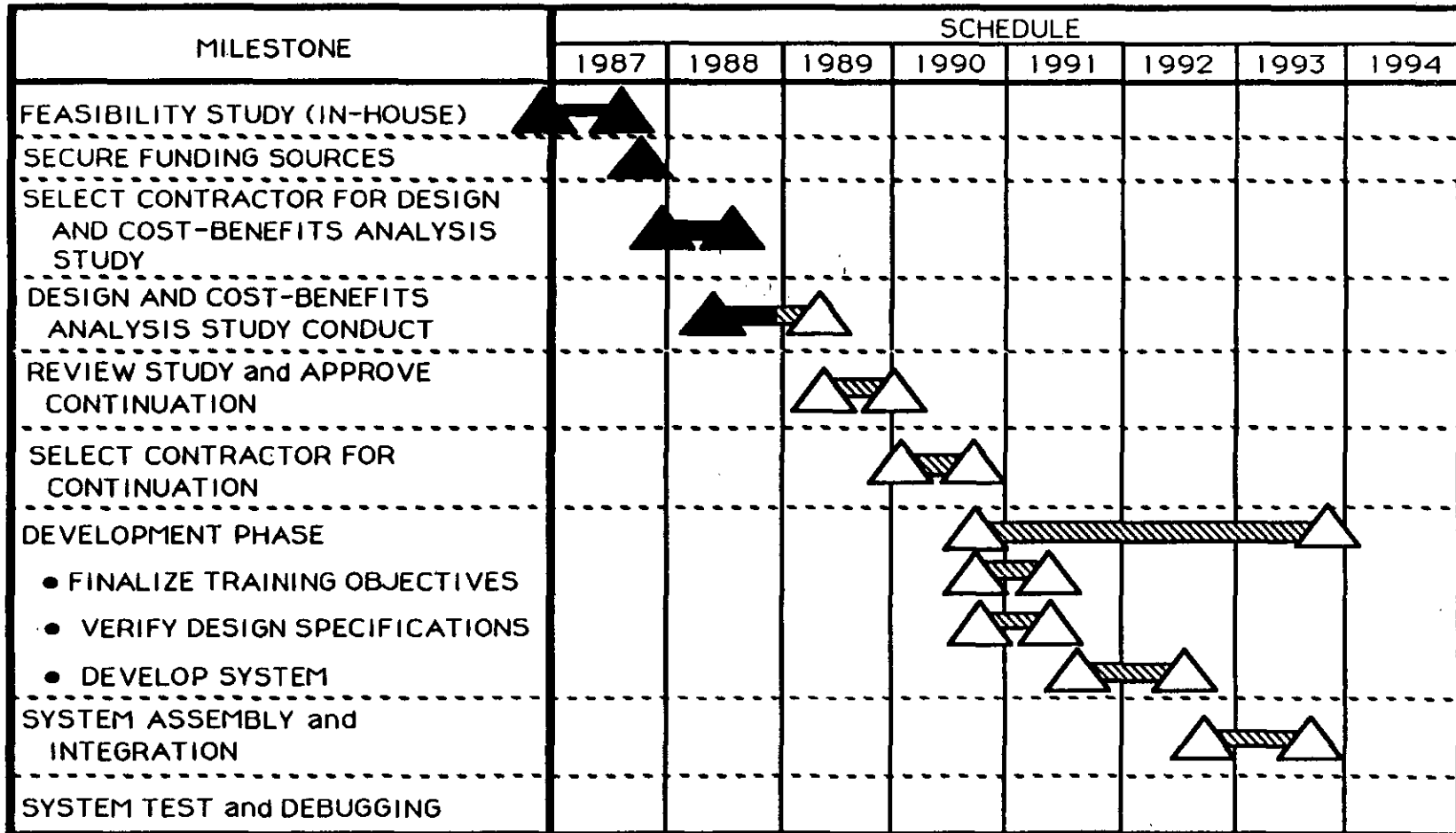
MIX OF CAPABILITIES

HUGHES

TIME FRAME	TYPE	PURPOSE	DESCRIPTION	PERCENT PROBLEM
1989- 1992- ---->	CBT/CMT THEORY	KNOWLEDGE MANY LOCATIONS	LOW COST ALTERNATE USES OFF-THE-SHELF	10-30%
1989 2001- ---->	PART TASK TRAINERS	TASKS: • STEERING • BRAKING • BACKING • SKID • DECISION MAKING	MODERATE COST MANY LOCATIONS MULTI-FUNCTIONS	60-85%
1993 2005- ---->	FULL MISSION TRAINER	INTEGRATION OF SKILLS	HIGH COST FEW LOCATIONS	5-10%

P.O.S.T.'S LONG-RANGE LEDTSS SCHEDULE

HUGHES



**APPROACHES TO COMPLETING/CONTINUING
THE LEDTSS TRAINING REQUIREMENT STUDYS**

HUGHES

CONTRACT

COMPLETE EXISTING CONTRACT

BUDGET \$100K

PRODUCTS TO BE DELIVERED:

TRAINING SYSTEM FUNCTIONAL DESCRIPTION

TRAINING SYSTEM PERFORMANCE SPECIFICATION

ALTERNATIVE A

**DEVELOP DETAILED ROADMAP FOR
POSTS TRAINING PROGRAM**

- **PROCUREMENT PLAN FOR CBT**
- **DETAIL PROCUREMENT PLAN FOR PART
TASK TRAINER**
- **DETAIL PROCUREMENT PLAN FOR
FULL MISSION TRAINERS**

DEVELOP A DETAILED ROADMAP

HUGHES

HUGHES RECOMMENDS THE DEVELOPMENT OF A PLAN WHICH WILL MORE ACCURATELY DEFINE THE MIX OF TRAINING CAPABILITIES, AND REDUCE OVERALL DEVELOPMENT RISK

- **PROCUREMENT PLAN FOR CBT**

- **BUDGETS AND LOCATIONS**

- **PROCUREMENT SPEC**

- **PROCUREMENT PLAN FOR PART TASK TRAINERS**

- **TECHNOLOGY DEMONSTRATION AND SOW**

- **TEST AND EVALUATION DESCRIPTION AND CRITERIA**

- **SELECTED TASKS - (E.G. STEERING, BACKING, BRAKING, SKID RECOVERY)**

- **SELECTED TECHNOLOGY FOR REVIEW AND EVALUATION AS TO COST AND APPLICABILITY**

- **PROCUREMENT PLAN FOR FULL MISSION TRAINERS**

- **IDENTIFICATION OF NEEDED TECHNOLOGY**

- **STEPS FROM PTT PLAN WHICH SUPPORT MORE COMPLEX SYSTEM DEVELOPMENT**

COMPUTER BASED TRAINING CONSIDERATIONS

HUGHES

- **PROVIDE DETAIL TRAINING PLAN (ROADMAP) WHICH DESCRIBES:**
 - **OBJECTIVES TO BE TRAINED**
 - **LENGTH OF TRAINING**
 - **NUMBER OF STUDENTS THAT REQUIRE INITIAL TRAINING EACH YEAR.**
 - **NUMBER OF OFFICERS THAT REQUIRE REFRESHER TRAINING EACH YEAR**
 - **SPECIFICATION OF CBT DEVICE**
 - **DESCRIPTION OF METHODOLOGY TO BE USED IN DEVELOPING CBT LESSONS**
 - **NUMBER OF LESSONS**
 - **NUMBER OF ~~DRIVERS~~ *Devices***
 - **FACILITIES REQUIRED**
 - **LIFE CYCLE SUPPORT COSTS**

**PART TASK TRAINER
CONSIDERATIONS**

HUGHES

- **PROVIDE DETAIL TRAINING PLAN (ROADMAP) WHICH DESCRIBES:**
 - **OBJECTIVES TO BE TRAINED**
 - **LENGTH OF TRAINING**
 - **NUMBER OF STUDENTS THAT REQUIRE INITIAL TRAINING EACH YEAR**
 - **NUMBER OF OFFICERS THAT REQUIRE REFRESHER TRAINING EACH YEAR**
 - **TYPE OF PART TASK TRAINERS**
 - **FIDELITY OF PART TASK TRAINERS**
 - **NUMBER OF PART TASK TRAINERS**
 - **NUMBER OF SITES**
 - **FACILITIES REQUIRED**
 - **LIFE CYCLE SUPPORT COSTS**

**CONTRACTOR PROVIDED TOTAL
TRAINING SYSTEM PROGRAM**

HUGHES

-
- **DEVELOP A SPECIFICATION THAT WOULD INCLUDE THE FOLLOWING:**
 - **OBJECTIVES TO BE TRAINED**

 - **NUMBER OF STUDENTS TO RECEIVE ENTRY LEVEL AND REFRESHER TRAINING PER YEAR**

 - **MAXIMUM NUMBER OF TRAINING DAYS/STUDENT/YEAR**

 - **PREFERRED LOCATIONS FOR TRAINING**

 - **TYPE OF MEDIA TO BE USED FOR TRAINING**
 - CBT**
 - PART TASK TRAINERS**
 - FULL MISSION TRAINERS**
 - REAL VEHICLES**

 - **SUPPORT TO BE PROVIDED**

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Contract for Administration of POST PC 832 Written Exam		Meeting Date April 20, 1989
Bureau Standards & Evaluation	Reviewed By	Researched By John Berner
Executive Director Approval <i>Morgan L. Bohm</i>	Date of Approval 4-5-89	Date of Report April 3, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

ISSUE

Should POST contract with Cooperative Personnel Services (CPS) for administration of the POST-developed PC 832 written examination?

BACKGROUND

Penal Code Section 832(a) was recently modified to require that effective July 1, 1989, persons must pass a POST-developed or POST-approved examination to successfully complete the PC 832 course. As delineated in the earlier public hearing, POST has developed two examinations--a written examination to evaluate mastery of the arrest portion of the 832 course, and a "course of fire" that must be passed to successfully complete the firearms portion of the course. Course presenters will be required to administer the "course of fire." Presenters who receive training from POST and agree to the terms of a test security agreement will be permitted to administer the written examination. POST will administer the written examination in all instances where the presenter either does not request or is not able to meet the conditions for delegated testing.

ANALYSIS

It is estimated that the written examination will be administered approximately 375 times annually to a total of around 10,000 trainees. POST lacks the staffing to handle this workload.

Over the years POST has contracted with CPS for administration of two other large-scale testing programs--the reading and writing entry-level selection testing program, and the POST Proficiency Test academy testing program. CPS has provided acceptable contract services at reasonable cost.

The proposed contract amount of \$84,620 assumes that POST will be required to provide all test administration services. Obviously, it is unlikely that this will be the case, and instead an unknown number of training presenters will request and be granted delegated testing authority. Thus, actual contract costs will likely be less than \$84,620, and may be significantly less.

RECOMMENDATION

Authorize the Executive Director to negotiate a contract with CPS for administration of the POST PC 832 written exam during fiscal year 1989/90 for an amount not to exceed \$84,620.

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title SUPERVISORY LEADERSHIP INSTITUTE REQUESTS FOR MANAGEMENT FELLOW AND THIRD PILOT PRESENTATION	Meeting Date APRIL 20, 1989	
Bureau Executive	Reviewed By	Researched By Doug Thomas
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 4-5-89	Date of Report April 5, 1989
Purpose: <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.		
<p><u>ISSUE</u></p> <p>Should the Commission institute a third pilot session of the Supervisory Leadership Institute and contract for a Management Fellow to instruct in both the second and requested third pilots concurrently while developing an instructor's guide for use in future presentations?</p> <p><u>BACKGROUND</u></p> <p>The Commission approved a contract for a Management Fellow from June 1, 1987 through May 31, 1988 to develop curriculum for the new Supervisory Leadership Institute. Lt. Terry Cunningham of the Los Angeles Police Department successfully completed this assignment with merit and subsequently returned to his department. Since that time Lt. Cunningham has been the principle instructor in the Institute's first pilot course. The instructional demands, however, have been greater than anticipated. In addition, requirements for the development of instructors' guides, for use in future presentations, have added to Lt. Cunningham's workload.</p> <p>The first pilot presentation of the Supervisory Leadership Institute continues to receive outstanding reviews. The support is so overwhelming that the second pilot presentation is already fully enrolled, and there are sufficient enrollees to fill a third class. The most outstanding and qualified students, who complete the pilot sessions, will be selected to instruct in future presentations of the Institute after it is certified. At this time it is anticipated that a minimum of two Institutes will be certified in the state, one in the north and one in the south. These Institutes will require a cadre of instructors who are trained and ready to instruct curriculum modeled after the first pilot presentation.</p>		

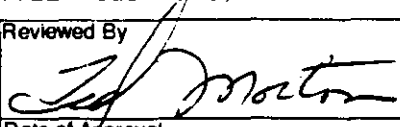
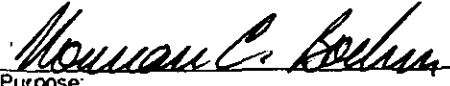
ANALYSIS

Lt. Cunningham is an integral part of the Institute's success. He developed the curriculum and, in an effort to maintain continuity, has instructed in the first Pilot session of the Institute. Lt. Cunningham is a principle factor in the Institute's success. There is, however, a need to complete the development of instructors' guide for use by other instructors in future presentations of the Institute. This need can not be met at the present time due to Lt. Cunningham's departmental workload.

If Lt. Cunningham's fellowship was renewed for a period of up to eight months beginning in July or August, it would be allow time to complete the instructor's guides and instruct in the second pilot session. In addition, if a third pilot session was conducted concurrently, it would allow the backlog of enrollees to attend the institute. This would provide a larger pool of potential instructors that could be utilized as future instructors, and it also would help to ensure that the pool contains a sufficient of outstanding instructors. Instructing two pilot sessions concurrently, with one session every other week, in addition to the development of the instructors' guides, would require a Management Fellow full-time.

RECOMMENDATION

It is recommended that Lt. Terry Cunningham' Management Fellowship be renewed in July or August for a period of up to eight months to instruct and develop instructors' guides for the Supervisory Leadership Institute in an amount not to exceed \$67,000. It also is recommended that the contract for presenting the Institute with California State University - Long Beach be increased from \$98,000 to \$146,000 (an increase of \$48,000) to conduct a third pilot concurrently with the second pilot of the Supervisory Leadership Institute.

COMMISSION AGENDA ITEM REPORT												
Agenda Item Title Management Course Contract Fiscal Year 1989/1990	Meeting Date April 20, 1989											
Bureau Center for Executive Development	Reviewed By 	Researched By Jan R. Duke										
Executive Director Approval 	Date of Approval 4-4-89	Date of Report March 20, 1989										
Purpose:												
<input checked="" type="checkbox"/> Decision Requested	<input type="checkbox"/> Information Only	<input type="checkbox"/> Status Report										
Financial Impact:		<input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No										
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.												
<p><u>ISSUE</u></p> <p>Commission review and final approval of the Management Course contracts for Fiscal Year 1989/90. The total maximum cost of \$319,132 for 22 presentations.</p> <p><u>BACKGROUND</u></p> <p>Staff has met with each coordinator representing the five contract presenters for the Management Course. Staff has identified a need for 22 contract course presentations during Fiscal Year 1988/89.</p> <p><u>ANALYSIS</u></p> <p>Course costs are consistent with POST tuition guidelines. Required learning goals are being satisfactorily presented by each contractor. The Fiscal Year 1989/90 contract costs for 22 presentations will not exceed a total of \$319,132. The following costs have been agreed to by the presenters:</p> <table style="width: 100%; border: none;"> <tbody> <tr> <td style="padding: 5px;">California State University - Long Beach Foundation 5 presentations</td> <td style="text-align: right; padding: 5px;">\$74,010</td> </tr> <tr> <td style="padding: 5px;">San Jose State University Foundation 4 presentations</td> <td style="text-align: right; padding: 5px;">53,120</td> </tr> <tr> <td style="padding: 5px;">Humboldt State University 4 presentations</td> <td style="text-align: right; padding: 5px;">55,863</td> </tr> <tr> <td style="padding: 5px;">San Diego Regional Training Center 5 presentations</td> <td style="text-align: right; padding: 5px;">80,235</td> </tr> <tr> <td style="padding: 5px;">California State University - Northridge Foundation 4 presentations</td> <td style="text-align: right; padding: 5px;">55,904</td> </tr> </tbody> </table> <p>Total cost of contract for Fiscal Year 1988/89 was \$301,316 for 22 presentations. The 5.5 percent increase in contract costs over 1987/88 are for instructors, site, travel, and materials. Northridge will make four presentations instead of three to accommodate the needs of Los Angeles Police, Los Angeles Sheriff, and Long Beach Police. A minimum number of 440 law enforcement middle managers will attend the 22 presentations during the Fiscal Year.</p>			California State University - Long Beach Foundation 5 presentations	\$74,010	San Jose State University Foundation 4 presentations	53,120	Humboldt State University 4 presentations	55,863	San Diego Regional Training Center 5 presentations	80,235	California State University - Northridge Foundation 4 presentations	55,904
California State University - Long Beach Foundation 5 presentations	\$74,010											
San Jose State University Foundation 4 presentations	53,120											
Humboldt State University 4 presentations	55,863											
San Diego Regional Training Center 5 presentations	80,235											
California State University - Northridge Foundation 4 presentations	55,904											

RECOMMENDATION

If approved, the action of the Commission will be to authorize the Executive Director to enter into contract agreements with the current five contractors to present 22 presentations of the Management Course during Fiscal Year 1989/90 not to exceed total contract costs of \$319,132.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
Executive Development Course Contract FY 1989/90		April 20, 1989
Bureau	Reviewed By	Researched By
Center for Executive Development	<i>[Signature]</i>	Ken O'Brien
Executive Director Approval	Date of Approval	Date of Report
<i>[Signature]</i>	4-4-89	March 23, 1989
Purpose:		Financial Impact:
<input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		<input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

ISSUE

This item is presented for Commission review and final approval of the Executive Development Course contract costs for Fiscal Year 1989/90. The total maximum cost is \$78,925.

BACKGROUND

Commission Regulation 1005(e) provides that every regular peace officer who is appointed to an executive position may attend the Executive Development Course, and the jurisdiction may be reimbursed provided the officer has satisfactorily completed the training requirements of the Management Course. Amendments to Regulation 1014 include non-sworn executives under the reimbursement procedures contained in PAM E-1-4a(5).

The single contractor for the Executive Development Course is Cal-Poly Kellogg Foundation located on the California State Polytechnic University, Pomona campus. The Cal-Poly Kellogg Foundation has been under contract to present the course since October 1979. The 1988/89 contract was for \$71,260. The 10.7 percent increase in the 1989/90 contract primarily represents increases in instructors' salaries, supplies, and conference room costs.

ANALYSIS

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

The contract provides for five presentations in Fiscal Year 1989/90. A minimum of 100 chiefs, sheriffs, and senior managers will receive training in the Executive Development Course. The Commission will also be considering a change in the Executive Development Course instruction and format under another Commission Agenda Item Report on this subject.

RECOMMENDATION

If approved, the action of the Commission would be to authorize the Executive Director to enter into contract agreements with Cal-Poly Kellogg Foundation for five presentations of the POST Executive Development Course for Fiscal Year 1989/90, at a maximum cost of \$78,925.

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
Contract for Command College and Executive Training		April 20, 1989
Bureau	Reviewed By	Researched By
Center for Executive Development	<i>Ted Morton</i>	Ted Morton
Executive Director Approval	Date of Approval	Date of Report
<i>Norman C. Bohner</i>	<i>4-4-89</i>	March 10, 1989
Purpose:		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No
<input checked="" type="checkbox"/> Decision Requested	<input type="checkbox"/> Information Only	<input type="checkbox"/> Status Report

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

ISSUE:

This is presented for Commission review and final approval of the Command College and Executive Training Contract for Fiscal Year 1989/90. Total maximum cost is \$359,093.

BACKGROUND

Seven classes have now graduated from the Command College. Four classes are continuously in session. Class 12 will begin June 12, 1989. During the 1989/90 Fiscal Year, a total of twenty 4- and 5-day workshops will be presented at Cal-Poly, Pomona.

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

The contract also includes funds for development and presentation of fifteen (15) training seminars for sheriffs, undersheriffs, and chiefs of police.

ANALYSIS

The two-year Command College program is continuing to receive national recognition as one of the foremost law enforcement training programs in the country. POST has taken a leadership position in design and presentation of a futures-oriented executive development program. A very high level of satisfaction (through evaluations, letters and telephone calls) is being shown by the sheriffs and chiefs of police as a result of attending seminars designed especially for them.

The total contract for 1989/90 is \$359,093. This is a 11.6 increase from the 1988/89 contract of \$321,589. The increase of \$37,504 includes \$17,625 for conference room costs, and in increasing some workshops from 4 to 5 days.

RECOMMENDATION

Authorize the Executive Director to enter into a contract agreement with the San Diego Regional Training Center to provide expert management consultants, educators and faculty for Command College programs and special seminars for law enforcement executives and senior managers at a maximum cost of \$359,093 for Fiscal Year 1989/90.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
Department of Justice Contract 1989/90		April 20, 1989
Bureau	Reviewed By	Researched By
Training Delivery Svcs.	Ronald T. Allen	John Davidson
Executive Director Approval	Date of Approval	Date of Report
<i>Maurice C. Bohner</i>	3-28-89	March 13, 1989
Purpose:		Financial Impact:
<input checked="" type="checkbox"/> Decision Requested	<input type="checkbox"/> Information Only	<input checked="" type="checkbox"/> Yes (See Analysis for details)
<input type="checkbox"/> Status Report		<input type="checkbox"/> No

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

ISSUE

The Department of Justice has requested the approval of an Interagency Agreement (IAA) in the amount of \$760,126 for Fiscal Year 1989-90. This is \$16,946 or 2.3% more than the current agreement (\$743,180). The purpose of the agreement is to support the presentation costs of law enforcement training certified by POST to the Department of justice.

BACKGROUND

POST has contracted with DOJ to present certified courses to law enforcement since 1974. The amount of the agreement each year has been based on the cost to DOJ for instruction, coordination, clerical support, supplies and travel. Budgets for each course are developed in accordance with course certification guidelines outlined in PAM.

ANALYSIS

The Fiscal Year 1989\90 contract has been updated to reflect allowable and reasonable increases in instructional, coordination and clerical costs. Some of the courses offered have also been changed to meet current POST priorities as indicated by local agency training needs assessment. A summary of the proposed changes from last year are as follows:

1. To eliminate duplication in curricula between the Narcotics Enforcement for Peace Officers Course and the Drug Influence course, the former course has been dropped and the latter expanded. This Course will now be known as the Drug Identification and Influence Course and will be presented twelve times per year.
2. Reflecting the fact that the Western White House is no longer located in California, A reduced need was seen for the Executive Protection Course. At our request, DOJ will no longer present this course. It will continue to be presented on request, however, by the California State Police.

3. To reflect declining demand, the Basic Criminal Intelligence course was reduced by one presentation.
4. The Link Analysis and Visual Investigative Analysis Courses were combined with other eight hour modular courses which were reduced from fifty to thirty presentations. (Reflecting Training Delivery Services Bureau efforts, many areas which previously utilized DOJ modular presentations now have modular courses available through their local community colleges).
5. The Fingerprint Pattern Recognition Course was increased by two presentations. This to help train local agency personnel to effectively use the Automated Latent Fingerprint System.
6. The Investigation of Officer Involved Shooting Course was increased by two presentations to meet an increasing demand.

The final result of all the changes made in this contract year is to reduce the total number of training hours from 111,604 to 109,324 (2280 hours or 2%). This reduction considered in conjunction with the cost increases results in an increase in training costs of 5.4% (from \$6.59 to \$6.95 per training hour).

RECOMMENDATION

Authorize the Executive Director to enter into an interagency agreement with the Department of Justice to present the described training courses for an amount not to exceed \$760,126.

COURSE	HRS	OFS	ATC	TOT CLS	CLAS SIZE (2)	TOT HRS	EST ATTD (3)	COST/ STUDE
Advanced Crime Analysis***	36	3	1	4	20	144	80	313
Advanced Financial Invest.	32	2	1	3	10	96	30	574
Analyst (C.I.Data)	36	0	2	2	20	72	40	239
Basic Elements (C.I.)	36	2	2	4	24	144	96	243
Camp Super. & Field Opns.	53	2	0	2	24	106	48	305
Clandestine Drug Lab.	24	3	3	6	24	144	144	178
Commander (C.I.,Vice,Narc)	36	3	1	4	24	144	96	310
Criminal Intelligence	72	0	1	1	20	72	20	437
Drug Indent. & Drug Influence	32	15	0	15	60	480	900	163
Economic Crime Investigation	36	2	2	4	24	144	96	0
Electronic Surveillance	24	2	2	4	40	96	160	117
Financial Inves/Drug Asset	36	3	2	5	24	180	120	298
Fingerprint Pattern Recog.	24	2	4	6	24	144	144	109
Informant Dev. & Main.(OC)	32	2	2	4	24	128	96	268
Invest. of Computer Crimes	36	2	1	3	24	108	72	249
Inv. of Homicide & Vio. Cr(4)	36	4	2	6	24	216	144	295
Inv. of Officer Involved Shtg	36	5	3	8	24	288	192	315
Latent Print Techniques	38	0	4	4	15	152	60	266
Modular Training	8	30	0	30	25	240	750	41
Narcotic Investigation (4)	80	0	10	10	20	800	200	815
Spec. Surveillance Equipment	36	0	7	7	15	252	105	316
		82	50	132		4150	3593	

Course Title Change***

0.62 0.38

- (1) Includes 11% indirect.
- (2) Budget based on established class size.
- (3) 20% over enrollment each presentation allowable.
- (4) Funded by POST Plan II.
- (5) All figures rounded to nearest dollar.

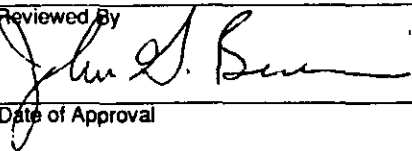
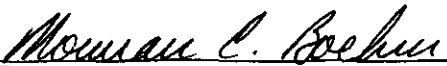
POST FISCAL YEAR 1989/90

COURSE	INSTRUC	GENERAL	PRESENT	CLERICA	COORDINATION		SUB TOTAL	11% IND (1)	PER PRES	TOT PRE	TOTAL COST (5)
					SUPPLIE	TRAVEL					
Advanced Crime Analysis***	1480	250	720	500	1032	1664	5646	621	6267	4	25067
Advanced Financial Invest.	1398	200	640	500	785	1647	5170	569	5738	3	17215
Analyst (C.I.Data)	1440	250	720	500	860	544	4314	475	4789	2	9577
Basic Elements (C.I.)	1528	250	720	500	910	1342	5250	578	5828	4	23312
Camp Super. & Field Opns.	1000	400	1060	1000	1206	1922	6588	725	7313	2	14625
Clandestine Drug Lab.	1570	150	480	400	557	695	3852	424	4276	6	25658
Commander (C.I.,Vice,Narc)	1878	250	720	500	1030	2330	6708	738	7446	4	29784
Criminal Intelligence	2168	400	1440	1000	1360	1510	7878	867	8745	1	8745
Drug Indent. & Drug Influence	3504	200	640	500	2335	1635	8814	970	9784	12	117406
Economic Crime Investigation	1864	250	720	500	1025	2185	6544	720	7264	4	29054
Electronic Surveillance	1002	150	480	400	870	1324	4226	465	4691	4	18763
Financial Inves/Drug Asset	1760	250	720	500	1310	1913	6453	710	7163	5	35816
Fingerprint Pattern Recog.	678	200	480	400	120	484	2362	260	2622	6	15734
Informant Dev. & Main.(OC)	1664	200	640	500	954	1844	5802	638	6440	4	25759
Invest. of Computer Crimes	1448	250	720	500	894	1571	5383	592	5975	3	17924
Inv. of Homicide & Vio. Cr(4)	1922	250	720	500	1005	1983	6380	702	7082	6	42493
Inv. of Officer Involved Shtg	2072	250	720	500	1350	1920	6812	749	7562	8	60494
Latent Print Techniques	1468	200	500	500	893	40	3601	396	3997	4	15989
Modular Training	300	50	0	120	140	306	916	101	1017	30	30503
Narcotic Investigation (4)	9297	400	1060	1000	1279	1650	14686	1615	16301	10	163015
Spec. Surveillance Equipment	1335	250	720	500	1057	410	4272	470	4742	7	33193
										129	760126

- Course Title Change***
- (1) Includes 11% indirect.
 - (2) Budget based on established class size.
 - (3) 20% over enrollment each presentation allowable.
 - (4) Funded by POST Plan II.
 - (5) All figures rounded to nearest dollar.

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Contract for Administration of POST Proficiency Examination		Meeting Date April 1989
Bureau Standards & Evaluation	Reviewed By <i>John L. Benn</i>	Researched By Diane Hrepich
Executive Director Approval <i>Mouman C. Bushin</i>	Date of Approval 3.16.89	Date of Report March 8, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.		
<p><u>ISSUE</u></p> <p>Continuation of the POST contract with Cooperative Personnel Services (CPS) to administer the POST Basic Course Proficiency Examination.</p> <p><u>BACKGROUND</u></p> <p>Penal Code Section 832(b) requires POST to develop and administer a basic training proficiency test to all academy graduates. POST has contracted with Cooperative Personnel Services (CPS) for the administration of the examination each of the last seven years.</p> <p><u>ANALYSIS</u></p> <p>CPS has done an acceptable job of administering the POST Basic Course Proficiency Examination. Moreover, CPS can administer the examination for less than it would cost if POST staff were to assume this function.</p> <p>The amount of the fiscal year 1988/89 contract is \$27,992. The proposed contract for fiscal year 1989/90 is not expected to exceed this amount, and assumes an increase of 750 Basic Course graduates over fiscal year 1988/89.</p> <p><u>RECOMMENDATION</u></p> <p>Authorize the Executive Director to enter into a contract with CPS for services during fiscal year 1989/90 for an amount not to exceed \$29,000.</p>		

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT			
Agenda Item Title Contract: POST Entry-Level Reading and Writing Tests		Meeting Date April 20, 1989	
Bureau Standards & Evaluation	Reviewed By 	Researched By Richard Honey	
Executive Director Approval 	Date of Approval 3.16.89	Date of Report March 15, 1989	
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No	
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.			
<p><u>ISSUE</u></p> <p>Continuation of the POST contract with Cooperative Personnel Services (CPS) to administer the POST entry-level test battery during fiscal year 1989/90.</p> <p><u>BACKGROUND</u></p> <p>Since 1983, the POST entry-level test battery has been made available to agencies in the POST program free of charge. During this period, all test administration and scoring services associated with the testing program have been provided under contracts with CPS and the State Personnel Board (SPB). In fiscal year 1988/89, the contract amounts were \$103,265 and \$10,000.00 respectively for CPS and SPB.</p> <p><u>ANALYSIS</u></p> <p>All contract services have been acceptable. The acquisition of a high-speed scanner will permit POST to assume functions previously contracted to CPS and SPB. By scanning its own test documents, and conducting its own mailing of test results, POST will be able to reduce its contract with CPS and eliminate completely its contract with SPB. These savings will total approximately \$24,000. The proposed contract with CPS for fiscal year 1989/90 is for \$89,134.</p> <p><u>RECOMMENDATION</u></p> <p>Authorize the Executive Director to enter into a contract with CPS for administration of the POST entry-level test battery during fiscal year 1989/90 for an amount not to exceed \$89,134.</p>			

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT												
Agenda Item Title 1989-90 Interagency Agreement for Auditing Services - State Controller's Office	Meeting Date <p style="text-align: center;">April 20, 1989</p>											
Bureau Administrative Services Bureau	Reviewed By <p style="text-align: center;"><i>[Signature]</i> Otto H. Saltenberger</p>	Researched By <p style="text-align: center;">Staff</p>										
Executive Director Approval <p style="text-align: center;"><i>[Signature]</i> Norman C. Behm</p>	Date of Approval <p style="text-align: center;">3-28-89</p>	Date of Report <p style="text-align: center;">March 6, 1989</p>										
Purpose: <table style="width: 100%; border: none;"> <tr> <td style="border: none;"><input type="checkbox"/> Decision Requested</td> <td style="border: none;"><input type="checkbox"/> Information Only</td> <td style="border: none;"><input type="checkbox"/> Status Report</td> <td style="border: none; padding-left: 20px;">Financial Impact:</td> <td style="border: none;"><input type="checkbox"/> Yes (See Analysis for details)</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"></td> <td style="border: none;"><input type="checkbox"/> No</td> </tr> </table>			<input type="checkbox"/> Decision Requested	<input type="checkbox"/> Information Only	<input type="checkbox"/> Status Report	Financial Impact:	<input type="checkbox"/> Yes (See Analysis for details)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/> No
<input type="checkbox"/> Decision Requested	<input type="checkbox"/> Information Only	<input type="checkbox"/> Status Report	Financial Impact:	<input type="checkbox"/> Yes (See Analysis for details)								
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/> No								
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.												
<p><u>ISSUE</u> Commission review and final approval of Interagency Agreement for Auditing Services - State Controller's Office for Fiscal Year 1989-90.</p> <p><u>BACKGROUND</u> There is a need to selectively audit the training claims made by local agencies against the Peace Officer Training Fund. These audits have been conducted by the State Controller on a yearly basis.</p> <p><u>ANALYSIS</u> Each year for the past several years POST has negotiated an interagency agreement with the State Controller's Office to conduct audits of selected local agencies which receive POST reimbursement funds. The Controller's Office continues to do an acceptable job in auditing selected jurisdictions to assure that reimbursement funds are being appropriately expended.</p> <p><u>RECOMMENDATION</u> It is recommended that the Commission authorize the Executive Director to enter into an interagency agreement with the State Controller in an amount not to exceed \$85,000 to audit local agency reimbursement claims for Fiscal Year 1989-90.</p>												

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Computer Contract with Third Party Maintenance		Meeting Date April 20, 1989
Bureau Information Services	Reviewed By Glen Fine	Researched By George Williams <i>GWMS</i>
Executive Director Approval <i>Morgan C. Roehrer</i>	Date of Approval 3-28-89	Date of Report March 13, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

ISSUE

Authorization of a contract with Third Party Maintenance Company for computer maintenance services during Fiscal Year 1989/90.

BACKGROUND

POST purchased its Four Phase computer in June of 1986 at the expiration of the lease with Motorola/Four Phase. The purchase was the most cost effective method of continuing computer services at POST during the period of procurement and installation of the new computer equipment. POST currently has a contract with the Third Party Maintenance Company for maintenance of the Four Phase computer. the current year contract is for \$12,312.

ANALYSIS

Use of the Four Phase computer will be required until the new DEC computer is fully operational and all systems have been developed and/or converted to the new system. This is scheduled to occur in June 1989. System development and the need for parallel testing and checking of data and reports could extend the use of the Four Phase equipment into Fiscal Year 1989/90. This would necessitate the extension of the maintenance contract for a part of another year.

RECOMMENDATION

Authorize the Executive Director to sign an agreement with Third Party Maintenance Company for maintenance services during Fiscal Year 1989/90 for an amount not to exceed \$14,000.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT		
Agenda Item Title Interagency Agreement with Teale Data Center		Meeting Date April 20, 1989
Bureau Information Services	Reviewed By Glen Fine	Researched By George Williams <i>GWMS</i>
Executive Director Approval <i>Monahan C. Belton</i>	Date of Approval 3.28.89	Date of Report March 13, 1989
Purpose: <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No
In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.		
<p><u>ISSUE</u></p> <p>Authorization of an Interagency Agreement with the Teale Data Center for Fiscal Year 1989/90 for computer services.</p> <p><u>BACKGROUND</u></p> <p>POST has an Interagency Agreement with Teale Data Center (a State agency) for computer services. The contract provides for a link between POST'S computer and the Data Center's mainframe computer. This allows POST to utilize the mainframe's power for complex data processing jobs and the storage of large data files that require more resources than POST's minicomputer can provide. The current year contract is \$89,000.</p> <p><u>ANALYSIS</u></p> <p>The Test Item Pool used by basic academy presenters and POST for preparing tests is kept at the Teale Data Center. POST also needs to use the Teale Data Center for large statistical jobs. These costs should decrease as more routine computer jobs are converted to run on the DEC mini.</p> <p><u>RECOMMENDATION</u></p> <p>Authorize the Executive Director to sign an Interagency Agreement with the Teale Data Center for computer services in Fiscal Year 1989/90 for an amount not to exceed \$89,000.</p>		

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Health and Welfare Data Center - CALSTARS Support		Meeting Date April 20, 1989
Bureau Administrative Services Bureau	Reviewed By <i>[Signature]</i> Otto H. Saltenberger	Researched By Staff
Executive Director Approval <i>[Signature]</i>	Date of Approval	Date of Report March 6, 1989
Purpose: <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

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

ISSUE

Commission review and approval of an Interagency agreement with Health and Welfare Agency Data Center for computer linkage in support of the State Accounting System (CALSTARS).

BACKGROUND

The mandated California Accounting and Reporting System (CALSTARS) was implemented at POST on July 1, 1986. Although first year costs were paid by the Department of Finance, it was required that POST enter into subsequent yearly contracts with the Health and Welfare Data Center to provide data processing services. Last Fiscal Year 1988-89 contract was in the amount of \$25,000.

ANALYST

Without the continuation of an agreement with the Health and Welfare Data Center, POST will not be able to perform necessary state accounting functions and will be out of compliance with accounting requirements.

RECOMMENDATION

It is recommended that the Commission authorize the Executive Director to enter into an interagency agreement with the Health and Welfare Agency Data Center in an amount not to exceed \$25,000 for computer services during Fiscal Year 1989-90.

Memorandum

Q

To : POST Commissioners

Date : March 29, 1989

Robert Wasserman, Chairman
Accreditation CommitteeFrom : **Commission on Peace Officer Standards and Training**

REPORT OF ACCREDITATION COMMITTEE MEETING

Subject:

The Accreditation Committee met in Ontario on March 8, 1989 at 9:15 a.m. with myself, Commissioner Tidwell and Committee members Don Forkus, Larry Malmberg and Jim Anthony. Also present was Executive Director Norman Boehm and staff members John Berner, Michael DiMiceli, Glen Fine and Doug Thomas.

It was reported that Cal Sheriff's Association is concerned about an accreditation program. Some of the sheriffs have mixed feelings. They are concerned that there is not enough money locally to run departments currently.

PORAC is neutral. PORAC has not been receiving much interest from line officers; however, they do not oppose accreditation.

The Committee's recommendation is to move forward with California accreditation on a slow and deliberate path. Staff was asked to form a committee consisting of a representative from CAL Chiefs (Karel Swanson) and CPOA's Legislative Advocate (Al Cooper) to draft the proposed legislation. The draft legislation will be brought back to the Accreditation Committee at the next meeting scheduled for May 18 at 9 a.m. at the CPOA Conference in Palm Springs.

Memorandum

R

To : POST Commissioners

Date : March 21, 1989

Alex Pantaleoni, Chairman
Long Range Planning Committee

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

Subject: REPORT OF LONG RANGE PLANNING COMMITTEE MEETING

The Long Range Planning Committee met in Ontario on March 8, 1989 at 2:00 p.m. with myself, and Commissioners Floyd Tidwell and Robert Wasserman present. Also present was Executive Director Norman Boehm and staff members John Berner, Michael DiMiceli, Doug Thomas and Glen Fine.

The Committee discussed and acted upon the following matters based upon reports from staff.

A. Recruitment Symposium

Consistent with the Commission's past direction, staff plans to announce a symposium for purposes of addressing problems and future solutions related to law enforcement recruitment. The symposium is planned for late May of this year with attendance restricted to law enforcement chief executives, POST Commissioners and Advisory Committee members. There was consensus that the symposium will provide an appropriate forum for input on this most significant issue.

B. Team Building Workshops Program Review

The Committee reviewed current experience and problems with this program and proposes that the Commission adopt the following recommendations:

1. Authorize an immediate one-time expenditure in order that staff can approve all currently backlogged requests by departments for team building workshops. The backlog has accumulated overtime as requests have exceeded the annual spending cap. Fiscal impact is estimated at approximately \$140,000.
2. By policy preclude routine approval of annual POST funded team building workshops, and instead require that funding of workshops be no more frequent than every other year.

3. Continue to authorize funding of team building workshops in all instances when bonafide emergency need exists.

4. Review the program again in one year.

D. Certificate Revocation

As requested at the January 1989 Commission meeting, the Committee reviewed with staff the feasibility of certificate revocation for acts involving moral turpitude by peace officers. The Committee recommends that:

1. Staff develop a proposal for legislation that would authorize or require the Commission to revoke professional certificates of officers convicted of crimes involving moral turpitude. In this regard, current revocation provisions would be expanded from all felonies to selected misdemeanor convictions.
2. Staff continue to assess the feasibility of including in proposed new certificate revocation provisions revocation based upon administrative, rather than judicial, determination that an act of moral turpitude was committed.

D. Facilities and Equipment Study

Committee members reviewed a revised Assembly Concurrent Resolution which would direct the Commission to conduct a statewide study and report findings to the Legislature. As revised, the ACR would call for a steering committee (right language?) composed of representatives from (will get information from Doug when he returns). The Committee recommends that the ACR be further revised to include representation from the California Academy Directors Association (CADA) on the proposed steering committee.

The meeting was adjourned at 3:45 p.m.

Memorandum

S

POST Commissioners

April 4, 1989

To :

Date :

Carm Grande, Chairman
Instructional Technology & Institutes Committee

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

Report of the Instructional Technology and Institutes Committee
Meeting

Subject:

The Instructional Technology & Institutes Committee met in Ontario on March 17, 1989 at 10 a.m. with myself, Commissioners Pantaleoni and Maghakian. Also present was Executive Director Norman Boehm and staff members Glen Fine, Hal Snow, Holly Mitchum, Ted Morton, and Doug Thomas. The agenda was as follows:

Video Distribution/Library Study

The Committee viewed a presentation of excerpts from the video training tapes that were distributed to the field and reported on a comparison between the duplicating and distribution of video tapes and the distribution of video training via satellite. He reported that agencies express a desire to have distribution continue. It was recommended that a two-year pilot program on missing persons training be distributed via satellite and continue to examine different methods of video distribution.

P.C. 832 Interactive Training Program

The Committee received a report that the P.C. 832 Interactive Videodisc Training Course will begin extensive field testing beginning in the later part of March. The results of the initial pilot testing were reviewed and will be provided in the report to the Commission at its April 20, 1989 meeting.

Shoot/No Shoot Judgment Simulator

Staff reported on the status of the Shoot/No Shoot Judgment Simulator contract. Los Angeles Sheriff's Department is currently preparing to issue an RFP for consideration and programming of their five scenarios; however, since a shooting simulator is only one component of a complete firearms training system, there is some confusion in the field regarding the various simulators presently being developed and marketed.

It was recommended that the Commission take a pro-active

position to advise the field by bulletin of the progress and developments on this project and to wait until training criteria is established for certifying training presenters.

Supervisory Leadership Institute Evaluation

Staff presented an update on the Supervisory Institute Leadership Institute. The first pilot program will conclude in July 1989. Staff is currently examining the feasibility for conducting an evaluation to determine the effectiveness of the training. The problem attracting and keeping a sufficient number of qualified instructors to expand the program in the future and to maintain continuity was discussed. The Institute continues to receive excellent ratings.

Command College Academic Credit Status

The Committee received information on the Universities' recognition of the Command College Program for academic credits. CSU - Chico informed staff on March 10 that they would no longer seek to provide graduate level recognition of the Command College. The reason being this would conflict with their sister campus' (Cal Poly - Pomona) proposal that was just approved by the CSU - Chancellor's Office. Cal Poly recognition of the Command College will be 32 of the required 45 quarter-semester units for the Master of Science degree. The Command College students will be required to pay \$100 per quarter unit. This is strictly an arrangement between the school and individual students. The proposal from Cal Poly does not require any similar approval by staff or the Commission.

Staff is going to continue to review this relationship with Cal Poly and inquire regarding their granting lesser recognition for academic credit than CSU - Chico appears willing to do.

Institute of Criminal Investigation

The Committee received a report that planning and development continues for the 80-hour Basic Criminal Investigation Course which will be the core training requirement for the Institute and its flagship for quality training. The second Train-the-Trainers Workshop will have been held March 30 through April 1. Pilot presentations of the core course are scheduled for April 30 through May 12 and June 4 through 16.

This was an information report only, and no action was required from the Committee.

Adjournment

The meeting was adjourned at 11:45.

DRAFT: 4/5/89

BULLETIN:

SUBJECT: INFORMATION ON THE DEVELOPMENT OF A SHOOTING JUDGMENT
SIMULATOR FOR LAW ENFORCEMENT TRAINING

Since 1985, the Commission on Peace Officer Standards and Training has been working toward development of a shoot/no shoot simulator capable of teaching judgment and decision making skills to law enforcement officers. A committee of law enforcement firearms training experts subsequently developed specifications for such an interactive shooting judgment simulator. At its April 20, 1989 meeting, the Commission directed this status report to the field on the progress of this technology and supporting training approaches.

The simulator specifications call for interactive video scenarios to be projected life-size onto a screen. Use of laser equipped weapons by the trainee produce reactions on the screen. For example, if a trainee decides to shoot during a scenario, any subject hit would immediately fall down. The scenario would continue, but vary based on whether a suspect was wounded or if a bystander was hit. This technology is called branching. It allows the computer/video disk to instantaneously select responses to a laser beam, a voice command, or a training operator's selection.

In 1986, POST contracted with the Los Angeles County Sheriff's Department (LASD) to provide firearms training using such a shoot/no shoot judgment simulator. Steps are now being finalized to issue a Request for Proposal (RFP) for furnishing a shooting simulator to LASD. This means that in the relatively near future systems should become available which meet both technical specifications and training plan criteria established by POST.

In the meantime, POST's activities have generated interest in shoot/no shoot judgment simulators in both the public and private sectors. Some training providers have already purchased or are considering the purchase of shoot/no shoot simulators from several private vendors. While POST neither endorses nor opposes any of the shooting systems currently being marketed, no system has yet been identified that would meet all the requirements justifying their use in a certified course.

It is important to note that a shooting simulator is only one component of an integrated shooting training system. Improperly filmed or scripted scenarios could have adverse effects on trainees' performance. Training objectives and course outlines need to incorporate the use of simulators along with especially designed pre- and post-simulator instructional techniques.

Without the supporting training approaches, a shooting simulator might have popular appeal but questionable training value.

Training presenters desiring POST course certification involving shooting simulators may wish to consider deferring purchases until a system is available which meets approved criteria. The Commission's approach will help potential vendors understand what is wanted. They can then direct their development accordingly. In this manner, trainers and trainees alike can be assured of a product that will best meet their needs for effective decision making in firearms training.

Inquiries concerning this bulletin may be directed to Frederick Williams, Special Projects Bureau, at (916) 739-3864.

NORMAN C. BOEHM
Executive Director

Memorandum

T

To : POST Commissioners

Date : March 29, 1989

Edward Maghakian, Chairman
Advisory Liaison Committee

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

Subject: REPORT OF ADVISORY LIAISON COMMITTEE MEETING

The Advisory Liaison Committee met in Ontario on March 17, 1989 at 9 a.m. with myself and Commissioner Pantaleoni. Also present was Executive Director Norman Boehm and staff members Glen Fine and Doug Thomas.

The Committee discussed membership of the Advisory Committee and recommends that correspondence be prepared and mailed to the organizations represented on the Committee to encourage considering minority nominees. There was consensus that the Commission also consider the nomination of minority candidates to the public member category of the Advisory Committee.

The meeting was adjourned at 9:30 a.m.



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1601 ALHAMBRA BOULEVARD
SACRAMENTO, CALIFORNIA 95816-7083

12 Members
ROSTER OF ADVISORY COMMITTEE MEMBERS
(3 Year Appointments)

1988

Term
Expires

Chairman

LOWENBERG, Ronald
California Police Chiefs
Association (CPCA)

Chief of Police
Cypress Police Department
5275 Orange Avenue
Cypress, CA 90630
(714) 229-6620

9/1989

Vice-Chairman

BROWN, Don
California Organization of
Police and Sheriffs'
(COPS)

Lieutenant, Burbank Police Dept.
c/o C.O.P.S.
175 East Olive Avenue, Suite 400
Burbank, CA 91502
(818) 842-1133
(818) 953-8650 (PD)

9/1989

Members

BYRD, Cois
California State
Sheriffs' Association
(CSSA)

Sheriff
Riverside County
P.O. Box 512
(4050 Main Street, 92501)
Riverside, CA 92502
(714) 787-2401

9/1990

CLEMENTS, JOHN
California Highway Patrol
(CHP)

Chief
Personnel and Training Division
California Highway Patrol
444 North 3rd Street, Suite C250
Sacramento, CA 95814-0227
(916) 445-9236

9/1990

FORKUS, DONALD L.
California Peace Officers'
Association (CPOA)

Chief Of Police
Brea Police Department
Number One Civic Center Circle
Brea, CA 92601
(714) 990-7633

9/1991

HUNT, Derald D.
California Association of
Administration of Justice
Educators (CAAJE)

Calif. Justice Educators' Assoc.
338 Bucknell Road
Costa Mesa, CA 92626
(714) 545-4653

9/1991

		<u>Term Expires</u>
KAN, Dolores A. Women Peace Officers' Association of California, Inc. (WPOA)	Lieutenant Bay Area Rapid Transit Police Department 800 Madison Street Oakland, CA 94607 (415) 464-7053	9/1991
MC KEOWN, Joseph P. California Academy Directors' Association (CADA)	Director Contra Costa Criminal Justice Training Center Los Medanos College 2700 East Leland Road Pittsburg, CA 94565 (415) 439-2181	9/1989
OWENS, Carolyn Public Member	Program Administrator Kellogg-West California Polytechnic University 3801 West Temple Avenue Pomona, CA 91768 (714) 869-2260 869-2222	9/1990
RAYL, Bruce D. California Association of Police Training Officers (CAPTO)	Lieutenant Commander, Services Division East Bay Regional Park District Department of Public Safety 11500 Skyline Boulevard Oakland, CA 94619 (415) 881-1833 Ext. 17	9/1991
SADLEIR, Michael T. California Specialized Law Enforcement	Warden, Department of Fish & Game 1605 Archer Drive Woodland, CA 95695 (916) 662-1875 (Res.) (916) 447-5262 (Cause) 324-7102 (Office)	9/1989
SHINN, William Peace Officers' Research Association of California (PORAC)	Captain Contra Costa County Sheriff's Department 1532 Maynard Street (Residence) Concord, CA 94519 (415) 646-2434 (Office)	9/1991

4

Commission on Peace Officer Standards and Training
Legislative Review Committee Meeting
Sacramento Hilton Inn, Board Room
2200 Harvard, Sacramento
April 20, 1989
9:00 a.m.

AGENDA

1. New Legislation and Resolution

- ACR 58 (Campbell) Requests POST and the Legislative Analyst to study the use of advanced technology for law enforcement training
- AB 670 (Bentley) Adds Transit Development Board to definition of "District"
- AB 1720 (Hayden) Establishes a Police Corps Program administered by POST and authorizes the Student Aid Commission to provide scholarship aid to applicants
- SB 309 (Seymour) Adds POST to State Master Plan and requires prevention seminars on drug and alcohol abuse be made a training priority
- SB 353 (Presley) Requires POST to do feasibility studies for persons desiring peace officer status and prohibits allocations from the POTF after 12-31-89 to agencies not already in program
- SB 446 (Presley) Requires school peace officers to complete course of training on role of school peace officers approved by POST.
- SB 457 (Stirling) Requires POST study on the possibility for instituting an Advanced Police Command Academy.
- SB 533 (Torres) Requires POST to implement training on cultural differences and hate crimes
- SB 860 (Kopp) Provides certain felons may be peace officers
- SB 1067 (Boatwright, et al) Requires POST to provide training in Sudden Infant Death Syndrome

2. Open Discussion

3. Adjournment

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

AB 670 PEACE OFFICER TRAINING
BENTLEY

SUMMARY: THIS BILL WOULD ADD A TRANSIT DEVELOPMENT BOARD
TO THE DEFINITION OF "DISTRICT" AS IT RELATES
TO CONDITIONS FOR RECEIVING GRANTS FROM THE
PEACE OFFICERS' TRAINING FUND.

FISCAL

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

TYPE	POSITION	TOPIC
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ACTIVE LEG	NONE	POST RELAT

AB 1720 POLICE CORPS PROGRAM
HAYDEN

SUMMARY: THIS BILL WOULD ESTABLISH THE POLICE CORPS
PROGRAM TO BE ADMINISTERED BY A POLICE CORPS
PROGRAM ADMINISTRATOR DESIGNATED BY THE COMMISSION
ON PEACE OFFICER STANDARDS AND TRAINING, TO
PROVIDE OPPORTUNITIES FOR PROGRAM PARTICIPANTS TO
BE TRAINED AS LAW ENFORCEMENT OFFICERS AND TO
RECEIVE SPECIFIED EDUCATIONAL AND HIRING
INCENTIVES WHILE PARTICIPATING IN THE PROGRAM, AS
SPECIFIED.

FISCAL

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

TYPE	POSITION	TOPIC
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ACTIVE LEG	NONE	POST RELAT

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

SB 309 DRUG AND ALCOHOL ABUSE:
 SEYMOUR MASTER PLANS

SUMMARY: THIS BILL WOULD ADD THAT THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING HAVE PREVENTION SEMINARS ON DRUG AND ALCOHOL ABUSE AS A PRIORITY WHEN DETERMINING TRAINING SUBJECTS. THIS BILL WOULD MAKE TECHNICAL CORRECTIONS TO, AND REVISIONS OR, THE MASTER PLAN.

FISCAL

STATUS: SENATE COMMITTEE ON HEALTH & HUMAN SERVICES

TYPE	POSITION	TOPIC
ACTIVE LEG	NONE	TRAINING

SB 353 PEACE OFFICERS
 PRESLEY

SUMMARY: EXISTING LAW SPECIFIES THAT MEMBERS AND SECURITY OFFICERS OF THE CALIFORNIA STATE POLICE DIVISION HAVE THE POWERS OF PEACE OFFICERS. THIS BILL WOULD DELETE REFERENCE TO SECURITY OFFICERS. THIS BILL WOULD RECAST SECTIONS OF EXISTING LAW BY DESIGNATING PEACE OFFICERS IN THE SEVERAL SECTIONS OF THE PENAL CODE ACCORDING, IN PART, TO THE OFFICERS' AND EMPLOYEES' OCCUPATION. THIS BILL WOULD MAKE NUMEROUS CONFORMING AND TECHNICAL CHANGES.

FISCAL

CALENDAR: 04/11/89 SENATE COMMITTEE ON JUDICIARY
 # 3 1:30 p.m. Room 4203

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
ACTIVE LEG	NONE	POST RELAT

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

SB 446 SCHOOL PEACE OFFICERS: TRAINING 03/16/89
PRESLEY

SUMMARY: THIS BILL WOULD REQUIRE EVERY SCHOOL PEACE OFFICER, AS DEFINED, TO COMPLETE A COURSE OF TRAINING APPROVED BY THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING WHICH RELATES DIRECTLY TO THE ROLE OF SCHOOL PEACE OFFICERS.

FISCAL

CALENDAR: 04/10/89 SENATE COMMITTEE ON APPROPRIATIONS
11 9:30 a.m. Room 4203

STATUS: SENATE COMMITTEE ON APPROPRIATIONS

TYPE	POSITION	TOPIC
ACTIVE LEG	NONE	TRAINING

SB 457 PEACE OFFICERS: TRAINING 03/16/89
STIRLING

SUMMARY: THIS BILL WOULD REQUIRE THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING TO CONDUCT A STUDY TO DETERMINE THE POSSIBILITY OF INSTITUTING AN ADVANCED COMMAND POLICE ACADEMY, WHERE PEACE OFFICERS COULD ACQUIRE THE EQUIVALENT TO A MASTER'S DEGREE, AND TO REPORT TO THE LEGISLATURE, AS SPECIFIED.

FISCAL

CALENDAR: 04/04/89 SENATE COMMITTEE ON JUDICIARY
13 1:30 p.m. Room 4203

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
ACTIVE LEG	NONE	TRAINING

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

SB 533 PEACE OFFICER: TRAINING
TORRES

SUMMARY: THIS BILL WOULD REQUIRE THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING TO IMPLEMENT, BY JULY 1, 1990, STANDARD POLICE TRAINING PROCEDURES FOR BASIC ACADEMY TRAINING, FIELD TRAINING, AND ADVANCED OFFICER AND MANAGEMENT TRAINING WITH RESPECT TO CULTURAL DIFFERENCES AND HATE CRIMES, AS SPECIFIED. THE BILL WOULD REQUIRE THE COMMISSION TO DEVELOP SPECIFIED TRAINING PROCEDURES IN CONSULTATION WITH APPROPRIATE GROUPS AND INDIVIDUALS WHO HAVE AN INTEREST AND EXPERTISE IN THE FIELD OF HATE VIOLENCE, INCLUDING AT LEAST 2 PERSONS WHO HAVE BEEN VICTIMS OF HATE CRIMES, AND TO ASSIST LOCAL LAW ENFORCEMENT AGENCIES IN THIS REGARD AS WELL.

FISCAL

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
ACTIVE LEG	NONE	TRAINING

SB 860 PEACE OFFICERS: QUALIFICATIONS
KOPP

SUMMARY: THIS BILL WOULD PROVIDE THAT ANY PERSON WHO HAS BEEN CONVICTED OF A FELONY MAY HOLD OFFICE AND BE EMPLOYED AS A PEACE OFFICER IF HE OR SHE HAS BEEN GRANTED A FULL AND UNCONDITIONAL PARDON, HAS RECEIVED A CERTIFICATE OF REHABILITATION FROM THE CALIFORNIA SUPREME COURT, AND HAS SUBSEQUENTLY BEEN EMPLOYED BY A STATE OR LOCAL AGENCY AS A PRISON SERVICES COUNSELOR FOR AT LEAST 2 YEARS.

CALENDAR: 04/25/89 SENATE COMMITTEE ON JUDICIARY
* 4 1:30 p.m. Room 4203

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
ACTIVE LEG	NONE	STANDARDS

BILL-FILE - COMMISSION ON POST-MASTER
TYPE - INFO LEG

AB 1688 PEACE OFFICERS
TUCKER

SUMMARY: EXISTING LAW ENUMERATES SPECIFIED PERSONS WHO ARE PEACE OFFICERS WHOSE AUTHORITY EXTENDS TO ANY PLACE IN THE STATE FOR PURPOSES OF PERFORMING THEIR PRIMARY DUTY OR WHEN MAKING AN ARREST UNDER SPECIFIED PROVISIONS OF LAW. THE AUTHORITY OF THESE PEACE OFFICERS TO CARRY FIREARMS IS SUBJECT TO PRIOR AUTHORIZATION AND TERMS AND CONDITIONS SPECIFIED BY THE EMPLOYING AGENCY. INCLUDED WITHIN THIS CATEGORY OF PEACE OFFICERS ARE PERSONS EMPLOYED AS PORT WARDENS AND SPECIAL OFFICERS OF THE HARBOR DEPARTMENT OF THE CITY OF LOS ANGELES. THIS BILL WOULD DELETE THOSE PEACE OFFICERS FROM THE ABOVE-DESCRIBED CATEGORY OF PEACE OFFICERS, AND, INSTEAD, WOULD INCLUDE THAT CATEGORY OF PEACE OFFICERS WITHIN ANOTHER CATEGORY OF PEACE OFFICERS WHOSE AUTHORITY EXTENDS TO ANY PLACE IN THE STATE WITHOUT RESTRICTIONS AS TO ARREST POWERS AND AUTHORITY TO CARRY SPECIFIED FIREARMS.

STATUS: ASSEMBLY COMMITTEE ON PUBLIC SAFETY

TYPE	POSITION	TOPIC
INFO LEG	NONE	GENERAL LE

 BILL-FILE - COMMISSION ON POST-MASTER
 TYPE - INFO LEG

SB 245 WIRETAPPING 03/08/89
 NIELSEN

SUMMARY: UNDER EXISTING LAW, THE PRESLEY-FELANDG-EAVES WIRETAP ACT OF 1988 AUTHORIZES THE INTERCEPTION OF WIRE COMMUNICATIONS BY CERTAIN LAW ENFORCEMENT OFFICERS INVESTIGATING CERTAIN CONTROLLED SUBSTANCE VIOLATIONS INVOLVING SPECIFIED AMOUNTS OF SUBSTANCES CONTAINING HEROIN, COCAINE, PCP, OR METHAMPHETAMINE OR THEIR ANALOGS, SO LONG AS SPECIFIED JUDICIAL AUTHORIZATIONS PROCEDURES ARE FOLLOWED. THIS BILL WOULD DELETE THE LIMITATION THAT SUCH CONTROLLED SUBSTANCE VIOLATIONS INVOLVE SPECIFIED AMOUNTS OF SUBSTANCES CONTAINING HEROIN, COCAINE, PCP, OR METHAMPHETAMINE, EXPANDING THAT AUTHORIZATION TO OTHER CONTROLLED SUBSTANCES, REGARDLESS OF THE AMOUNT INVOLVED, OR THEIR ANALOGS. THE BILL WOULD ALSO EXPAND THE EXISTING WIRETAP AUTHORIZATION TO COVER NUMEROUS OTHER LAW ENFORCEMENT INVESTIGATIONS, INCLUDING THOSE INVOLVING MURDER, MAYHEM, ARSON, BRIBERY, EXTORTION, GAMBLING, KIDNAPPING, ROBBERY, TERRORISM, BURGLARY, ASSAULT, AND EXPLODING A DESTRUCTIVE DEVICE.

FISCAL STATE-MANDATED

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
INFO LEG	NONE	POST RELAT

BILL-FILE - COMMISSION ON POST-MASTER
TYPE - INFO LEG

SB 352 PEACE OFFICERS
PRESLEY

SUMMARY: THIS BILL WOULD PROVIDE THAT CERTAIN DESIGNATED INSPECTORS OF THE DEPARTMENT OF CONSUMER AFFAIRS, INVESTIGATORS OF THE FRANCHISE TAX BOARD, FIELD INVESTIGATORS OF THE BUREAU OF ELECTRONIC AND APPLIANCE REPAIR, PROGRAM REPRESENTATIVES OF THE BUREAU OF AUTOMOTIVE REPAIR, INVESTIGATORS OF THE DEPARTMENT OF INSURANCE, DEPUTY COMMISSIONERS OF THE DEPARTMENT OF REAL ESTATE, DISTRICT REPRESENTATIVES AND CODES AND STANDARDS ADMINISTRATORS OF THE DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT, BRAND AND LIVESTOCK INSPECTORS OF THE DEPARTMENT OF FOOD AND AGRICULTURE, EMERGENCY SERVICES COORDINATORS OF THE OFFICE OF EMERGENCY SERVICES, SPECIAL INVESTIGATORS OF THE DIVISION OF MEASUREMENT STANDARDS, CRIMINALISTS OF THE DEPARTMENT OF JUSTICE, AND INVESTIGATORS OF THE ENFORCEMENT DIVISION OF THE FAIR POLITICAL PRACTICES. COMMISSION ARE PEACE OFFICERS.

FISCAL

CALENDAR: 04/11/89 SENATE COMMITTEE ON JUDICIARY
* 2 1:30 p.m. Room 4203

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
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INFO LEG	NONE	GENERAL LE
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 BILL-FILE - COMMISSION ON POST-MASTER
 TYPE - INFO LEG

SB 999 DEPARTMENT OF FISH AND GAME:
 MCCORQUODALE PEACE OFFICERS

SUMMARY: UNDER EXISTING LAW, ALL MEMBERS OF THE WILDLIFE PROTECTION BRANCH OF THE DEPARTMENT OF FISH AND GAME DESIGNATED BY THE DIRECTOR OF FISH AND GAME AS DEPUTIZED LAW ENFORCEMENT OFFICERS ARE PEACE OFFICERS. THIS BILL WOULD, INSTEAD, PROVIDE THAT ALL EMPLOYEES OF THE DEPARTMENT SO DESIGNATED BY THE DIRECTOR ARE PEACE OFFICERS.

STATUS: SENATE COMMITTEE ON JUDICIARY

TYPE	POSITION	TOPIC
INFO LEG	NONE	GENERAL LE

 SB 1068 SUDDEN INFANT DEATH SYNDROME
 BOATWRIGHT

SUMMARY: THIS BILL WOULD REQUIRE THE STATE DEPARTMENT OF HEALTH SERVICES TO PROVIDE, OR CONTRACT WITH A PERSON TO PROVIDE, REGULAR ONGOING SIDS EDUCATIONAL AND TRAINING PROGRAMS FOR SPECIFIED PERSONS WHO INTERACT WITH PARENTS AND CAREGIVERS FOLLOWING A DEATH FROM SIDS. THIS BILL ALSO WOULD REQUIRE THE DEPARTMENT TO REGULARLY PRODUCE, UPDATE, AND DISTRIBUTE, OR CONTRACT WITH A PERSON TO REGULARLY PRODUCE, UPDATE, AND DISTRIBUTE, LITERATURE ON SIDS FOR SPECIFIC TARGET POPULATIONS OF PERSONS WHO INTERACT WITH PARENTS AND CAREGIVERS FOLLOWING A DEATH FROM SIDS. THIS BILL FURTHER WOULD REQUIRE THE DEPARTMENT TO MONITOR, OR CONTRACT WITH A PERSON TO MONITOR, WHETHER THE COUNTY HEALTH OFFICER OR HIS OR HER DESIGNATED AGENT IS PERFORMING THE DUTIES REQUIRED BY EXISTING LAW.

FISCAL

CALENDAR: 04/19/89 SENATE COMMITTEE ON HEALTH & HUMAN SERVICES
 # 15 1:30 p.m. Room 4203

STATUS: SENATE COMMITTEE ON HEALTH & HUMAN SERVICES

TYPE	POSITION	TOPIC
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Commission on Peace Officer Standards and Training
Advisory Committee Meeting
Sacramento Hilton Inn, Merlot Room
April 19, 1989, 9 a.m.

AGENDA

- | | | |
|----|---|---------------|
| A. | Call to Order and Roll Call | Chair |
| B. | Approval of Minutes of Previous Meeting | Chair |
| C. | Announcements | Chair |
| D. | Executive Director's Remarks | Staff |
| E. | Briefing on the Command College | Staff |
| F. | Commission Liaison Committee Report | Commissioners |
| G. | Advisory Committee Member Reports | Members |
| H. | Open Discussion | Members |
| I. | Adjournment | |

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**

1601 ALHAMBRA BOULEVARD
SACRAMENTO, CALIFORNIA 95816-7083

POST Advisory Committee Meeting
January 18, 1989
Bahia Hotel - Del Mar Room
998 West Mission Bay Drive
San Diego, California

MINUTES**CALL TO ORDER**

The meeting was called to order at 10 a.m. by Chairman Ron Lowenberg.

ROLL CALL OF ADVISORY COMMITTEE MEMBERS

Present: Don Brown, Calif. Organization of Police & Sheriffs
Cois Byrd, Calif. State Sheriffs' Assoc.
Donald Forkus, Calif. Peace Officers' Assoc.
Derald Hunt, Calif. Assoc. of Administration of Justice
Educators
Ronald Lowenberg, Calif. Police Chiefs' Assoc.
Carolyn Owens, Public Representative

Absent: John Clements, Calif. Highway Patrol
Dolores Kan, Women Peace Officers' Assoc. of Calif.
Joe McKeown, Calif. Academy Directors' Assoc.
Bruce Rayl, Calif. Assoc. of Police Training Officers
Michael Sadleir, Calif. Specialized Law Enforcement
William Shinn, Peace Officers' Research Assoc. of
Calif.

Commission Advisory Liaison Committee Members present:

Commissioner Edward Maghakian
Commissioner C. Alex Pantaleoni

Commissioner Carm Grande was also present.

POST staff present:

Norman Boehm, Executive Director
Doug Thomas, Assistant Executive Director
Imogene Kauffman, Executive Secretary

APPROVAL OF MINUTES OF PREVIOUS MEETING

MOTION - Owens, second - Hunt, carried unanimously to approve the minutes of the November 2, 1988 Advisory Committee meeting at the Capital Plaza Holiday Inn in Sacramento.

EXECUTIVE DIRECTOR'S REMARKS

The Executive Director reviewed the January 19, 1989 Commission Meeting Agenda and responded to questions on the issues.

During the review of the agenda, there was a discussion on several items regarding the Command College. There was consensus that the Advisory Committee Chairman recommend to the Commission that the Advisory Committee receive a briefing on the Command College and consider the possibilities of the Committee being of assistance on any issues.

SKILL TRAINING CENTERS PROJECT REPORT

The Executive Director reported that Senator Robert Presley will be carrying the proposed Senate Concurrent Resolution for the Skill Training Centers Project to study the needs of the State in terms of the training facilities and equipment. POST and the Legislative Analyst will be doing the study. A copy of the proposed Resolution was made available to the Advisory Committee.

COMMISSION LIAISON COMMITTEE REPORT

Commissioner Maghakian stated that because of Proposition 98 there may be an attack on the P.O.T.F. this year, and all law enforcement associations should be alerted.

ADVISORY COMMITTEE MEMBER REPORTS

Calif. Organization of Police & Sheriffs - Don Brown stated that COPS would be introducing again this year the bill which protects the home addresses of all peace officers under P.C. 830.1 by removing the addresses from the voter registration rolls. Senator Lockyer will be carrying the bill.

Calif. Peace Officers' Assoc. - Don Forkus reported that C.P.O.A. will have its annual conference May 15-19, 1989 at the Wyndham Hotel in Palm Springs. A very fine program has been put together which will extend through the whole week. Through the Standards and Ethics Committee, CPOA will soon be introducing the model for departments to consider using for developing departmental value statements that they will be publishing. This procedure allows the whole department to be involved with the values that the department establishes. Other issues involving CPOA for the coming year include the peace officer classification issue; CCW permits will be back again for further dialogue; and accreditation will be an ongoing issue.

Calif. Assoc. of Administration of Justice Educators - Derald Hunt reported that CAAJE has successfully completed three, two-day workshops on improving criminal justice instructor techniques. The workshops are free to participants. Costs are underwritten by a grant from the Community College Chancellor's Office. Focus is on new theories of learning and how to improve students' thinking and writing skills. There are five remaining workshops which are scheduled through May 5, 1989. A brief overview of techniques covered in the workshops is planned for CAAJE's 1989 annual conference, April 21-23, Hanalei Hotel, San Diego.

Calif. State Sheriffs' Assoc. - Cois Byrd reported, by way of some local news, that the Riverside Sheriff's Department had received approval from the Board of Supervisors to sell the old Sheriff's Training Center which is 20+ acres. It is being leased and the money being bonded to be applied to the Academy of Justice for improvements.

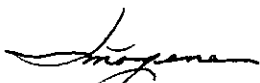
Calif. Police Chiefs' Assoc. - Ron Lowenberg announced that the Cal Chiefs' annual conference is scheduled for February 7-10 in Costa Mesa, hosted by the Costa Mesa Police Department.

It was announced that the next Advisory Committee meeting will be April 19, 1989, at the Hilton Hotel in Sacramento, convening at 0900 hours.

ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 11:30.

Respectfully submitted,



Imogene Kauffman
Executive Secretary



California **POLICE CHIEFS** *Association Inc.*

1485 River Park Dr., Suite 200 Sacramento, California 95815 Telephone (916) 923-2375 (916) 923-1825

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March 21, 1989

C. Alex Pantaleoni
Commission Chairman
**COMMISSION ON PEACE OFFICER
STANDARDS AND TRAINING**
1601 Alhambra Boulevard
Sacramento, CA 95816

Dear Chairman Pantaleoni:

The Executive Board of the California Police Chiefs Association ask that Chief Ron Lowenberg be appointed to a new three year term on the POST Advisory Committee.

It will be our recommendation to the Governor that Lowenberg be appointed to the POST Commission at such time that the next opening (Les Sourisseau) exists. In the event that recommendation is followed, we will advise of our desires on the POST Advisory Committee.

Please let me know if your need any further information.


W. E. Eastman
President

WEE/pj

cc: Association Executive Board
Chief Ron Lowenberg

COMMISSION ON PEACE OFFICER
STANDARDS AND TRAINING
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**California
Organization of
Police and
Sheriffs**



Southern California Office
175 E. Olive Ave., Suite 400
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510 7th Street
San Francisco, CA 94103
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March 17, 1989

Mr. C. Alex Pantaleoni
Commission Chairman
Commission on Peace Officer
Standards and Training
1601 Alhambra Blvd.
Sacramento, CA 95816-7083

Dear Commissioner Pantaleoni:

Pursuant to your letter of February 14, 1989, the Board of Directors of the California Organization of Police and Sheriffs has unanimously voted to recommend and nominate Don Brown as its representative to the POST Advisory Committee, upon which he currently serves, for the three year term beginning in September, 1989.

Your attention to this letter would be appreciated.

Sincerely,

Al Angele, General Manager

MAR 21 1 41 PM '89
COMMUNICATIONS



DEDICATED TO EXCELLENCE IN LAW ENFORCEMENT
THROUGH EDUCATION AND TRAINING.

March 14, 1989

C. Alex Pantaleoni, Chairman
Commission on Peace Officer Standards and Training
1601 Alhambra Boulevard
Sacramento, CA 95816

Dear Alex:

In response to your letter of February 14, 1989, the California Academy Directors Association reviewed the request and decided to nominate Mr. Joe McKeown for another term on the POST Advisory Committee.

We would also like to express our willingness to work with the Commission on any law enforcement training issues.

Sincerely,

I. Frank Patino
President
California Academy Directors Association

IFP/cf

COMMISSION ON POST
MAR 17 1 24 PM '89



CAUSE

California Union of Safety Employees

915 20th Street • Sacramento, CA 95814 • (916) 447-5262 • (916) 447-9111
1-800-LA-CAUSE

Association of Conservation Employees

Association of Criminal Identification and Investigative Specialists

Association of Criminalists -- DOJ

Association of Deputy Commissioners
Association of Motor Carrier Operations Specialists

Association of Motor Vehicle Investigators of California

Association of POST Consultants

Association of Special Agents -- DOJ

California Association of Criminal Investigators

California Association of Deputy Registrars of Contractors

California Association of Food and Drug Officials

California Association of Fraud Investigators

California Association of Lifeguards

California Association of Regulatory Investigators and Inspectors

California Association Special Investigators
CHP -- Radio Dispatchers Association

California Organization of Food and Agriculture Inspectors

California Organization of Licensing Registration Examiners

California State Police Association

Fire Marshal's and Emergency Services Association

Fish and Game Wardens Protective Association

Hospital Police Association of California

State Employed Fire Fighters Association

State Park Peace Officers Association of California

March 27, 1989

C. Alex Pantaleoni
Commission Chairman
Commission of Peace Officer Standards and Training
1601 Alhambra Blvd.
Sacramento, CA 95816

Dear Mr. Pantaleoni:

Thank you for your letter dated February 14, 1989 regarding the termination of Michael Sadleir's position to the Post Advisory Committee.

I wish to nominate myself to represent California Specialized Law Enforcement, beginning in September 1989.

If you have any further questions, please contact me at the CAUSE office.

Sincerely:

Cecil E. Riley
President
CAUSE

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