



Commission on Peace Officer Standards and Training

860 Stillwater Road, Suite 100
West Sacramento, CA 95605-1630
www.post.ca.gov

Date: January 17, 2019

Bulletin: No. 2019-03

Subject: **Reimbursement Plan V for Procedural Justice (PJ) Courses**

The Legislature has provided POST with a one-time allocation of \$5 million from the General Fund, for Procedural Justice (PJ) training. To ensure the funds are promptly and effectively utilized, POST will implement Plan V (reimbursement for presentation costs, travel, and per diem) reimbursement for PJ courses which meet the criteria below. When funding has been exhausted, POST will revert the courses to Plan N/A.

This bulletin is an invitation for presenters of Procedural Justice courses to submit for POST course certification. Interested presenters must meet the following criteria:

Course Content

See attached document.

Qualifying Course Control Numbers (CCN)

- CCN: 20701, 20702

Students

- Students must be active duty peace officers or public safety dispatchers employed by POST-reimbursable agencies.
- Course presentations must be open to all POST-reimbursable agencies.
- POST reserves the right to review enrollment lists prior to course presentation.

Travel and Per Diem

- Travel is available to students when the distance between the course presentation address and their employing agency address is between 0 and 49 miles.
- Travel and per diem is available to students when the distance between the course presentation address and their employing agency address is between 50 and 150 miles.
- Reimbursement is not available to students when the distance between the course presentation address and their employing agency address is more than 150 miles. Students outside of the 150-mile limit may still attend the course without POST reimbursement for travel and per diem.

Invoicing and Funding

- POST will refund full costs of presentation when student enrollment is between 15 and 25. There will be no additional funding for additional students, but presenters may enroll up to 30 students.
- POST may refund full costs of presentation for fewer than 15 students when training is delivered to an underserved law enforcement community. Prior POST approval is required.
- Presenters must submit Form 2-243 "Presenter Reimbursement Request (PRR)" to POST within 45 days of the presentation.
- Agencies must submit Form 2-273 "Training Reimbursement Request (TRR)" to POST within the same fiscal year the training was completed. POST will accept agency TRRs up to 60 days after the end of the fiscal year. (11 CCR § 1015)
- Presenter invoices must be accompanied by receipts for travel and facility costs to be reimbursed on these items.
- Courses may not receive any other source of funding.

Presenter travel

- Presenters are encouraged to travel courses to reach underserved law enforcement communities as determined by POST. Presenter travel must be pre-approved.

Additional

- Courses must be advertised in the POST Course Catalog.
- Course must be POST certified.

Interested presenters of courses who meet the above criteria, please contact your POST Training Delivery and Compliance Bureau [Regional Consultant](#).

MANUEL ALVAREZ JR.
Executive Director

MA:jv

Procedural Justice and Implicit Bias Course Content

Presenters seeking POST certification for procedural justice courses must incorporate the following topics in the expanded course outline. The course must be a minimum of 4 hours and incorporate at least 4 learning activities.

Procedural Justice (voice, neutrality, respectful treatment, trustworthiness)

Peace officers should understand the following concepts regarding the application of procedural justice;

- Its effect on the decision-making process
- Its relationship to legitimacy
- How it benefits the officer, agency, and community.
- The importance of process vs. outcome

Cynicism

Peace officers should;

- Recognize how cynicism can negatively affect their health, well- being, and interactions and relationships with the public.
- Understand community cynicism
- Understand how law enforcement and community partnerships based in procedural justice support the officer and the community.

Historical and Generational Perspectives

Peace officers should;

- Understand the historical and generational perspectives of community members to help guide peace officers in building trust in their communities.

Implicit Bias (Optional)

Peace officers should;

- Recognize implicit bias and how it can be a barrier to voice, neutrality, respect, and trustworthiness.
- Understand the science behind the concept of implicit bias and situations where it is likely to influence decision making.
- Understand how the application of Procedural Justice mitigates the influence of implicit bias.