

SUMMARY OF POST PEACE OFFICER SELECTION STANDARDS

PEACE OFFICERS (replacing Regulation 1002, Procedure C-1, C-2)

General Requirements (9050)

- All **selection requirements** must be satisfied **prior** to appointment.
- **The same requirements apply to all officers, regardless of rank**, including reading and writing assessment for reserve officers.
- The **department has sole responsibility for determining what if any assessments are necessary** for officers who:
 - change peace officer classifications, **including from reserve to regular officer**.
 - are inherited from another agency within the same city, county, state or district, as a result of a **merger**.
- **Reinstated officers** are exempt from POST selection requirements; however, the department must submit a NOAT to POST, submit fingerprints to DOJ and FBI, obtain evidence of citizenship if appropriate, and perform DMV check.
- **Publicly elected peace officers are exempt** from POST selection requirements
- **Local agencies** have the **right to implement more rigorous requirements, additional standards and assessments** as they see fit.

Reading and Writing Ability (9051)

- **Reading and writing test scores are transportable** across agencies and have **no shelf life**.
- **The POST Law Enforcement Test Battery** or other professionally developed and validated test of reading and writing ability can satisfy this requirement.
- **The agency establishes own cut score** or other **acceptable demonstration of reading and writing ability**.
- Reading and writing ability assessment **required for reserve officers**.
- Agencies using POST Law Enforcement Test Battery must have **security agreement** on file.

Oral Interview (9052)

- Use of **POST Interview Manual is discretionary**; however, the **POST interview factors must be assessed**.
- The **interview** must take place **pre-offer**.

Background Investigations (9053)

- Use of **POST background investigation manual** is discretionary; however, the **POST background dimensions must be assessed**.
- Per GC1031.2 **nonmedical or nonpsychological** background information **may be collected after a COE, including**
 - **Official documents that cannot be obtained and evaluated in a timely manner** during the pre-offer period, **and**
 - **Information derived from contacts and interviews with references.**
- **Background investigators, screening physicians and psychologists must work together**, as necessary, for each evaluator to make their respective assessments of the candidate's suitability.
- Specific, **detailed documentation criteria (including shelf life)** provided for each area of investigation.
- Contact with individual **school references** is no longer required.
- **The revision to GC1031(e) broadens the criteria for satisfying the educational requirement.**
- Investigation of **marriage dissolution/separation is** expanded to include those individuals who have not remarried.
- Allows abbreviated **background updates** for officers (consisting of only areas where information might have changed) who:
 - are **reappointed** to the same agency, or
 - **transfer** to a different agency within the **same city, county, state or special district.**
- **Background report** must be **sufficient to support a hiring decision.**
- **Background reports** must be **retained throughout the officer's tenure** at that agency, and in compliance with **other record retention statutes.**
- **Requires access to background reports** by **POST** and **other law enforcement agencies** who are conducting background investigations of the candidate.

Medical Evaluations (9054)

- **Physicians** conduct evaluations **on behalf of the hiring agency** (vs. the candidate).
- **Local agencies** are responsible for **developing medical screening procedures and criteria based** on their peace officers' **powers, duties, demands, and working conditions.**
- Use of the **POST Medical Screening Manual** is **discretionary.**

- **Agencies must communicate the powers, duties, demands, and working conditions to the physician.**
- **Results** of medical examination are **valid for one year.**
- Physicians must **request information from treating physicians or other relevant health professionals**, if warranted and obtainable.
- **The determination of the candidate's medical suitability must be made by the physician.**
- The physician may report additional information beyond the suitability determination as necessary and appropriate.
- **Second-opinion rights** of medically-rejected candidates per CCR 7294. POST requirement that **agencies provide relevant job information** to candidates' second opinion evaluators, upon request. Ultimate manner of **resolving differences rests with the hiring agency.**

Psychological Evaluations (9055)

- The **purpose of the psychological examination** is revised from "detecting job-relevant psychopathology" to determining whether the candidate is "**psychologically capable of exercising the powers of a peace officer and withstanding the psychological demands** of the position."
- Screening **psychologists** must meet statutory **education and experience requirements**, and be familiar with **relevant research literature and state and federal law.**
- **Psychologists** conduct evaluations **on behalf of the hiring agency** (vs. the candidate).
- **Local agencies** are responsible for **developing psychological screening procedures and criteria based** on the peace officer **powers, duties, demands, and working conditions.**
- **Agencies must communicate the powers, duties, demands, and working conditions to the psychologists.**
- Candidates **must be** assessed against the **POST Psychological Screening Dimensions.**
- **Results** of psychological examination are **valid for one year.**
- **Psychologist must review** relevant work, life and developmental history, based on the **background investigation report and/or a separate personal history questionnaire.**
- **Psychological interview** must cover issues arising from review of **written assessments, background issues, treatment records (if available), and other relevant information.**
- Psychologists must **request information from treating health professionals**, if warranted and obtainable.

- **Information from all sources must be considered** in the determination of **psychological suitability**.
- The **determination** of the **candidate's psychological suitability must be made by the psychologist**.
- The **psychologist** may report **additional information** beyond the suitability determination **as necessary and appropriate**.
- **Second-opinion rights** of psychologically-rejected candidates per CCR 7294. POST requirement that **agencies provide relevant job information** to candidates' second opinion evaluators, upon request. Ultimate manner of **resolving differences rests with the hiring agency**.