



Administrative Progress Report (APR) October 2009

To: POST Commissioners and Advisory Committee Members

From: POST STAFF

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

POST DISPLAYS ASSETS AT COPSWEST

COPSWest is a large trade show sponsored annually by the California Peace Officers' Association which takes place in Ontario, California, with several hundred exhibitors displaying their wares and products. It is widely attended by peace officers of all ranks. POST secured a booth at this year's show and displayed samples of products and resources including the demonstrating the features of the Learning Portal, accessing the Electronic Data Interchange, and providing copies of current telecourses and publications of interest to attendees. Over a thousand people stopped at the POST booth and had questions answered or received information about POST programs.

Questions about POST's participation at the COPSWest conference may be directed to Bureau Chief Dave Spisak, Training Delivery and Compliance Services Bureau, at (916) 227-4874, or Dave.Spisak@post.ca.gov; or Bureau Chief Ed Pecinovsky, Training Program Services Bureau, at (916) 227-2820, or Ed.Pecinovsky@post.ca.gov.



POST staff in attendance during the COPSWest Conference were: Catherine Bacon, Laurel Espell, and Clifton Peppers.

POST STAFF RECOGNIZED FOR CONTRIBUTIONS TO IACP POLICE PSYCHOLOGICAL SERVICES SECTION

During this month's annual IACP conference, POST Supervising Personnel Selection Consultant Shelley Spilberg, Ph.D., and Associate Governmental Program Analyst Melani Singley were recognized for their contributions to the IACP Police Psychological Services Section (PPSS). Spilberg and Singley were lauded for their work on the "Psychological Evaluations for Police Specialty Assignments (PEPSA)" final report. Dr. Spilberg was also recognized for her contribution to the PPSS revision to the Pre-Employment Psychological Evaluation Guidelines.

Questions about the staff contributions to IACP may be directed to Supervising Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824, or Shelley.Spilberg@post.ca.gov; or to Associate Governmental Program Analyst Melani Singley, Standards and Evaluation Services Bureau, at (916) 227-4258, or Melani.Singley@post.ca.gov.

POST RECEIVES THE "2009 ACES EMPLOYMENT" AWARD

For the second consecutive year, POST received the "2009 ACES Employment" award from the Association of California State Employees with Disabilities. The award was presented by Mr. Les Treece-Sinclair, president of the association, who said that POST was selected for this award due to its ongoing commitment and support for the employment and equitable treatment of persons with disabilities. Specifically, among other state agencies, POST had one of the fifteen highest disability representation rates and promotion rates for persons with disabilities.

Questions about the "2009 ACES Employment" award may be directed to Personnel Officer Darla Engler, Administrative Services Bureau, at (916) 227-3907, or Darla.Engler@post.ca.gov.

CHIEF EXECUTIVE WORKSHOPS PEAK IN OCTOBER

October was the peak month for Chief Executive Workshops, with four conducted during the month. October workshops involved law enforcement chief executives from Contra Costa, Riverside, and Tulare counties, as well as chief executives from California State University campuses. The topics covered at the workshops included county-specific themes, medical marijuana, prisoner release updates, economic forecasts, and the status of Islamic extremist activity in the United States. Chief Executive Workshops may be certified for 8 to 40 hours. Those attending the workshops are eligible to receive Continuing Professional Training credit.

Questions about the workshop guidelines and application process may be directed to Senior Consultant Greg Kyritsis, Center for Leadership Development Bureau, at (916) 227-2822, or Greg.Kyritsis@post.ca.gov.

PRESENTATION OF THE POST DRIVER TRAINING STUDY AT THE NORA PUBLIC SAFETY SUB-COUNCIL MEETING

At the invitation of the National Occupational Research Agenda (NORA) Public Safety Sub-Council, members of POST staff attended the sub-council meeting in Washington, D.C. The invitation was to have staff make a presentation about the *Driver Training Study: Volume 1* and describe future research related to the study of driver training and vehicle operations. The Public Safety Sub-Council of NORA addresses occupational health and safety issues faced by public safety employees. The members of the sub-council include researchers from academic and governmental entities, as well as agency and/or association representatives from law enforcement, fire, EMS, and corrections. The majority of the sub-council are employees of the National Institute of Occupational Safety and Health (NIOSH), a component of the Centers for Disease Control and Prevention (CDC).

The NORA Public Safety Sub-Council has established the *National Public Safety Agenda for Occupational Safety and Health Research and Practice in the U.S. Public Safety Sub Sector*. This document contains strategic goals that help to focus both the research and the work being done to address critical occupational health and safety issues. As part of the law enforcement focus, the agenda addresses one of the leading causes of occupational fatalities among law enforcement – vehicle crashes. There are four strategic/intermediate goals related to law enforcement that are relevant to the continuing work of POST on driver training: 1) developing ways to expand and/or obtain information sources related to occupational injuries, 2) reducing traumatic injuries and fatalities resulting from traffic collisions, 3) disseminating information on effective policies and practices that reduce traffic collisions, and 4) creating/using data collection systems for evaluation of sleep deprivation and fatigue as factors in officer injuries and fatalities.

To that end, NIOSH both conducts research in these areas and also provides grants for individuals and organizations seeking to perform such research. Staff will be seeking one or more such grants during the first quarter of 2010.

Questions about the presentation on the NORA Public Safety Sub-Council may be directed to Assistant Executive Director Alan Deal, Executive Office, at (916) 227-2807, or Alan.Deal@post.ca.gov.

POST CONTRIBUTES OVER \$9,600 TO “CONCERNS OF POLICE SURVIVORS”

The accounting books have closed for POST’s 50th Anniversary celebration. Staff is proud to announce that all proceeds, after expenses (\$9,696.43), were donated to the California chapters of the Concerns of Police Survivors (COPS). “COPS, Inc. provides resources to assist in rebuilding the lives of surviving families of law enforcement officers killed in the line duty.”

Questions about the contribution to COPS may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809, or Dick.Reed@post.ca.gov.

POST ATTENDS GLOBAL FORUM ON HUMAN TRAFFICKING

POST staff and instructors in the POST ICI course on Human Trafficking attended the Global Forum on Human Trafficking held in Carlsbad, California. Attendees and presenters from around the world discussed various aspects of human trafficking and the impact on societies. Presentations were made by Ambassador Luis CdeBaca, Senior Advisor to the Secretary of State, David Arkless, President of Corporate and Governmental Affairs for Manpower Inc., as well as several panelists representing government, law enforcement, and non-governmental organizations.

POST has a pending grant request to train peace officers in recognizing human trafficking. This forum provided additional insight into the issue and helped identify subject matter experts who can help to devise appropriate training curriculum.

Questions about the Global Forum on Human Trafficking may be directed to Bureau Chief Ed Pecinovsky, Training Program Services Bureau, at (916) 227-2820, or Ed.Pecinovsky@post.ca.gov.

INSTRUCTOR STANDARDS ADVISORY COUNCIL MEETS

The Instructor Standards Advisory Council (ISAC) met in San Diego. ISAC members discussed possible expansion of the Academy Instructor Certificate Program (AICP) requirements to include: 1) the Specialized Investigator's Basic Course and the Dispatchers' Course; 2) the ability to offer more on-line, self-paced learning through the Learning Portal; 3) tuition reimbursement; and 4) the instructor certification process. Discussions included possible requirements that all instructors of specialized courses complete the Level II Instructor Development Institute course; incorporating the seven components/fundamentals of adult learning into instructor training courses on topics such as EVOG, Firearms, and Arrest and Control.

A sub-committee was established to create a revised model for instructors to use when teaching a 1070 course (e.g., specialized courses such as driver training, firearms, and arrest and control). An evaluation of the Allan Hancock College defensive tactics instructor train-the-trainer course, along with other 1070 courses, will be conducted, and the results will be discussed at a future ISAC meeting.

Questions about the ISAC may be directed to Program Manager, Senior Consultant April Crume, Training Program Services Bureau, at (916) 227-0473, or April.Crume@post.ca.gov.

REVISED POST BACKGROUND INVESTIGATION MATERIALS

POST background investigation materials, including the POST Personal History Statement, the *POST Background Investigation Manual*, and tabbed dividers, have been revised to reflect changes to the POST Peace Officer and Public Safety Dispatcher Selection Standards – Background Investigations, which went into effect on July 1, 2009.

The *POST Background Investigation Manual* has been revised to incorporate the new regulations as well as other recent statutory changes. The Manual will be available for download from the POST website by mid-November.

Peace officer and public safety dispatcher tabbed dividers, for use in organizing peace officer and public safety dispatcher background reports, were also revised to comport with the new regulations. The new dividers cite the specific regulation associated with each area of investigation, including the documentation requirements and the common oversight observed during POST compliance reviews. The dividers can be ordered by contacting Office Technician Trish Pielenz, Training Delivery and Compliance Services Bureau, at (916) 227-7748, or Trish.Pielenz@post.ca.gov.

The Legal Section of the POST Personal History Statement for peace officers and public safety dispatchers has been revised to reflect legal input regarding an applicant's obligation to disclose past legal proceedings. The revised forms are available at:

http://www.post.ca.gov/Forms/Background_Hiring.asp.

Questions may be directed to Supervising Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at 916.227.4824, or Shelley.Spilberg@post.ca.gov; or to Associate Governmental Program Analyst Melani Singley, Standards and Evaluation Services Bureau, at (916) 227-4258, or Melani.Singley@post.ca.gov.

EXECUTIVE DEVELOPMENT COURSE, SESSION 09-1 COMPLETED

The 80-hour Executive Development Course (EDC) is the prerequisite for agency executives to obtain the Executive Certificate. The course is interactive and provides training on a variety of topics associated with organizational dynamics and development, personal and group leadership, and communication skills. In October, 26 students completed Session 09-1. The session, the first of six scheduled for this fiscal year, was held in San Mateo. The remaining five sessions of the EDC will be held at various locations throughout the state.

To be placed on a waiting list for an FY 2010-2011 EDC session, please contact Rick TerBorch, TerBorch & Associates, at (805) 473-4957, or tbaconsultants@earthlink.net.

Questions about the EDC may be directed to Senior Consultant Mike Davies, Center for Leadership Development Bureau, at (916) 227-4892, or Mike.Davies@post.ca.gov.

JUMPSTART AND PELLETB ONLINE PROCTOR TRAINING COURSES ARE READY FOR TESTING

The project to develop online proctor training for POST tests is progressing. The Jumpstart Training Course (which covers general test security issues) and proctor training for the POST Entry-Level Test Battery (PELLETB) are both complete and ready for testing by staff. After a brief testing period, these training courses will be made available to the field. The testing training and the training for the PC 832 Firearms, defensive tactics, and Basic Course written tests are scheduled for completion in January 2010. Once available, the test training courses will enhance test security and test administration by promoting secure and standardized testing procedures throughout the state.

Questions about the Online Proctor Training Project may be directed to Senior Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830, or Elizabeth.Wisnia@post.ca.gov.

PURCHASE ORDER ISSUED FOR 108 DRIVING SIMULATORS

On October 26, 2009, a Purchase Order was issued for 108 Law Enforcement Driving Simulators (LEDS) to FAAC Incorporated of Ann Arbor, Michigan. The order includes 92 simulators for 21 fixed sites, four simulators for an existing mobile unit, and 12 simulators for six new trailers. All simulators and trailers will come with an all-inclusive, five-year warranty. This will be the largest single purchase of law enforcement driving simulators in history. Selection was based on criteria carefully formulated by POST and the Department of General Services to obtain a “best value” purchase, rather than low bid.

Previously, the Commission and the Department of Finance had authorized the continuous annual funding of \$2M to support the driving simulator training program. Using funds encumbered from the 2008/2009 fiscal year, the current fiscal year, and financing for approximately five years will enable immediate purchase of the LEDS. This action will ensure the training capability for California law enforcement to meet the perishable skills training requirement for driver training without undue delay.

Production is expected to begin in January 2010, with deliveries starting in March of 2010. The deliveries of the LEDS are expected to be completed by October 2010.

Questions about the LEDS purchase or operation may be directed to Senior Consultant Gary Sorg, Training Program Services Bureau, at (916) 227-4887, or Gary.Sorg@post.ca.gov.

SHERMAN BLOCK SUPERVISORY LEADERSHIP INSTITUTE FACILITATORS MEET

Facilitators for the Sherman Block Supervisory Leadership Institute (SBSLI) met in San Diego to analyze, evaluate, and model the nuances of the SBSLI curriculum. Dialogue included analysis of curriculum design, program sequencing, and delivery systems. The meeting focused on five areas of concern: 1) standardization of divergent course outlines, 2) modeling of recently modified curriculum, 3) analysis regarding the relevance of curriculum learning goals and objectives, 4) simplification of the course evaluation instrument, and 5) integration and correlation of case studies, books, articles, and field trips into the program's over-arching goals.

The SBSLI is designed to stimulate personal growth, leadership, and ethical decision-making among California law enforcement front-line supervisors. The ongoing meetings with the SBSLI facilitators are essential for ensuring currency and consistency in the presentation of course materials.

Questions about the SBSLI program may be directed to Senior Consultant Charles Evans, Center for Leadership Development Bureau, at (916) 227-2824, or Charles.Evans@post.ca.gov.

THE AMERICANS WITH DISABILITIES ACT AND NEW POST PSYCHOLOGICAL SCREENING REQUIREMENTS FOCUS OF TWO IACP PRE-CONFERENCE WORKSHOPS

POST Supervising Personnel Selection Consultant Shelley Weiss Spilberg, Ph.D., and Sharon Rennert, Senior Legal Counsel, U.S. Equal Employment Opportunity Commission, Washington, D.C., headquarters, conducted two pre-conference workshops at the annual conference of the International Association of Chiefs of Police (IACP) held in Denver. The workshop for the Psychological Services Section of the IACP, entitled "Straight Talk and Practical Advice on the ADA & Law Enforcement," was a sequel to a presentation made at last year's IACP conference. In addition to updates on POST's work in pre-employment psychological screening, the workshop focused on real-world issues faced by police psychologists in the conduct of pre-employment screening and fitness-for-duty evaluations. A similar presentation was made to 35 psychologists from across the country at the annual Johnson, Roberts & Associates pre-conference workshop. Both workshops were conducted in a question-and-answer format, with the presenters responding to questions of attendees.

Questions about the presentations may be directed to Supervising Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824, or Shelley.Spilberg@post.ca.gov.

BASIC COURSE SKILLS TESTING PROJECT EXPANDED TO INCLUDE REPORT WRITING

POST Strategic Plan Objective A.4.02 directs staff to establish standardized Basic Course skills tests for Arrest Methods, Firearms, and Vehicle Operations. All developmental work for these tests has been completed. Recently, staff extended the study to create a similar test for Report Writing.

Earlier this year, staff convened an academy-based subject matter resource committee to begin the development of an evaluation method for Basic Course Learning Domain #18, Investigative Report Writing. In April, the group completed draft evaluation forms and identified report writing performance dimensions and observable behaviors. Now, with more recent revisions, the new form will be pilot-tested in early 2010.

Questions about the Basic Course Report Writing Skills Testing Project may be directed to Senior Consultant Rich Bond, Basic Training Bureau, (916) 227-4259, or Richard.Bond@post.ca.gov; or to Senior Test Validation & Development Specialist Chau Nguyen Chan, Standards and Evaluation Services Bureau, at (916) 227-4836, or ChauN.Chan@post.ca.gov.

POST EMPLOYEE HIGHLIGHTS



Featured Employee – Colin O'Keefe

Colin O'Keefe joined POST in 2004 and is POST's manager of the Website Unit, Computer Help Desk, and Network Services. Prior to joining POST, Colin worked for the Bank of America, Intel Corporation, and the Department of Education. Colin's work at POST has included installing state-of-the-art servers for processing the POST Electronic Data Interchange (EDI) system, increasing Internet bandwidth to provide optimum service to our client agencies and presenters, and supporting an internal network of PCs, laptops, blackberries, and supporting computer hardware used by POST staff.

Colin grew up in Santa Clara, California, and attended UC Davis where he earned his BA in Economics and an MBA (with an emphasis in Technology Management). Colin holds numerous Information Technology certificates and is an alumnus of the State of California Information Technology Management Academy.

Outside of POST, and prior to having children, Colin could often be found on local tracks racing and fixing classic Porsches. Colin has been married for 10 years to Professor Suzanne O'Keefe and has two sons and a daughter. The O'Keefe's reside in Davis, California, and Colin's hobby of Porsche racing has been replaced with active duties as a Soccer and T-Ball volunteer.

CALENDAR OF EVENTS ON THE POST WEBSITE

For security reasons, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed via a user identification and password. The site may be accessed at http://www.post.ca.gov/Resources/Library_Services/Flagship_Network_Instructions.asp.

If you have access to the network but have forgotten your user identification or password, please send an email to Clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2008/09 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<p><u>AB 297</u> (Solorio)</p>	<p>Criminal History Information: Law Enforcement Employees. Requires the Department of Justice to disseminate the date and agency name associated with all retained police officer or non-sworn law enforcement agency employee pre-employment criminal offender record information search requests. Requires the department to retain an individual's fingerprint images and related information submitted as part of such requests.</p> <p>Commission Position: Support.</p>	<p>Chaptered 08/06/09 Effective 01/01/10</p>
<p><u>AB 423</u> (Torres)</p>	<p>Emergency Telephone Systems. This bill would require the review and update of technical and operational standards for public agency systems to include standards for recruitment and training of public safety dispatchers including county coordinators and public safety answering point managers. It adds one representative from the Commission on Peace Officer Standards and Training and one representative from the Office of the State Fire Marshal to the State 911 Advisory Board.</p> <p>Commission Position: Neutral.</p>	<p>Vetoed 10/11//09</p>

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<p><u>AB 504</u> (Furutani)</p>	<p>Peace Officers: Training. This bill would require the Commission to create and make available to all law enforcement agencies as part of basic training a training component on how to recognize and interact with persons carrying a kirpan, as specified. This bill would define a kirpan as a blade that resembles a sword and is required to be carried as an integral part of the practice of the Sikh faith.</p> <p>Commission Position: Neutral.</p>	<p>Vetoed 10/11/09</p>
<p><u>AB 1286</u> (Huber)</p>	<p>Firearms: Purchasing Restrictions. This bill would add to the list of exempted entities, community colleges that are certified by the Commission on Peace Officer Standards and Training to present the law enforcement academy basic course or other Commission-certified law enforcement training.</p> <p>Commission Position: None Taken.</p>	<p>Chaptered 08/06/09 (Effective 01/01/10)</p>

REPORT DATE: October 30, 2009