



## Administrative Progress Report (APR) April 2008

**To: POST Commissioners and Advisory Committee Members**

**From: PAUL A. CAPPITELLI**  
**Executive Director**

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.

### **RESPONSE TO TERRORIST TAKEOVER COURSES IN DEVELOPMENT**

The Counterterrorism Committee met in April in Sacramento. The Committee identified the need for a series of three separate courses to address the threat of multiple, heavily-armed, highly-trained terrorists who take over a school, shopping mall, or other “soft” target. This emerging threat requires a multi-disciplinary response beyond the present “active shooter” response.

First, the Committee is creating a video to be included in an Executive Alert Briefing Series for law enforcement executives that will inform executives of the background and development of the threat, liability issues, and the decision-making process that must be conducted prior to an incident.

Second, an eight-hour inter-disciplinary course for first responders will cover the history of takeover events and outline strategies and tactics for confronting this worst-case scenario.

Third, a three-day blended learning course for Special Weapons and Tactics (SWAT), Explosive Ordinance Disposal (EOD), Crisis Negotiators (CN), and Incident Commanders will include an introduction to the background of terrorist takeover events, the present reality of the threat, and examine inter-disciplinary response options. Specialized breakout sessions specifically addressing the four class groups (SWAT, EOD, CN, and Incident Commanders) will provide in-depth, individualized study. Finally, the combined group will perform a series of performance-based tabletop exercises that incorporate the Standardized Emergency Management System/National Incident Management System (SEMS/NIMS) in a multi-agency, inter-disciplinary response.

Questions about the Response to Terrorist Takeovers Project may be directed to Senior Consultant Don Lane, Homeland Security Training Program, at (916) 227-5562 or [Donald.Lane@post.ca.gov](mailto:Donald.Lane@post.ca.gov).

## **BUDGET STATUS**

On April 10, 2008, the Senate Budget and Fiscal Review Subcommittee #4 took action to reduce POST's Special Fund appropriation by \$6 million. The Subcommittee voted to remove the funds from the Driver Training Penalty Assessment Fund and to reduce POST's budget appropriation by \$6 million. On April 30, 2008, the Assembly Budget Subcommittee #4 heard POST's budget and voted to reduce the Driver Training Penalty Assessment Fund appropriation by \$1.4 million.

As the two houses of the Legislature are not in agreement with regards to POST's budget, the matter will now go to the Conference Committee. The Conference Committee consists of no more than three members (two from the majority party, one from the minority party) appointed to meet and resolve differences between versions of a bill. If resolution cannot be reached, another Conference Committee can be selected, but no more than three different Conference Committees can be appointed on any one bill.

Until the Conference Committee meets and the results are shown, POST will not know what the 2008/09 budget will be. The Conference Committee could accept either the \$6 million reduction or the \$1.4 million reduction, or, it could take different action. Staff will continue to explore where cuts might be made to the Fiscal Year 2008/09 budget so that the impact on POST programs and client agencies will be least burdensome. In making recommendations, staff will consider not only the impact for the Budget Year, but also the cumulative impact on future years.

Questions about POST's budget may be directed to Bureau Chief Tom Liddicoat, Administrative Services Bureau, at (916) 227-3928 or [Tom.Liddicoat@post.ca.gov](mailto:Tom.Liddicoat@post.ca.gov).

## **VICTIMS OF VIOLENCE DVD DISTRIBUTED TO ATTENDEES OF THE CALIFORNIA DISTRICT ATTORNEYS' ASSOCIATION DNA/COLD CASE SUMMIT**

POST staff recently attended the California District Attorneys' Association DNA/Cold Case Summit held on April 24, 2008, at the Sacramento Convention Center. Staff explained and distributed copies of the DVD entitled *Victims of Violence: A Guide to Help Bring Justice* along with program guides. The attendees were encouraged to distribute the DVD in the course of their follow-up investigations.

Approximately 300 officers, prosecutors, criminalists, and advocates attended, and a special appearance was made by Governor Arnold Schwarzenegger. A break-out session was held specifically addressing "Survivors' Voices: Sharing Our Stories in Strength."

Questions about the distribution of the *Victims of Violence: A Guide to Help Bring Justice* DVD at the summit may be directed to Senior Law Enforcement Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or [Patricia.Chisum@post.ca.gov](mailto:Patricia.Chisum@post.ca.gov).

## **POST STAFF PARTICIPATE IN THE HATE CRIME LAW ENFORCEMENT AND COMMUNITY SUBCOMMITTEE MEETING**

On April 23, 2008, staff attended the Hate Crime Law Enforcement and Community Subcommittee Meeting at the invitation of the U.S. Department of Justice. The meeting brought together an array of entities within law enforcement (local, state, and federal) and community groups to dialogue on updates, issues, and legislation related to hate crimes in the greater Sacramento area.

Meeting highlights included:

- How members of the Church of Scientology have been targets of hate incidents by a group known as “Anonymous”
- Reports on community events
- An update on grant projects
- Status of a pending bill for Hate Crime Awareness Month in June 2008
- Discussion on creating a separate forum for peace officers in the area
- Consideration of resource links on websites to the US Attorney’s Anti-Hate Crime webpage
- An update on POST’s recent Commission-approved Hate Crimes Policy Framework and Guidelines and the development of its upcoming Hate Crimes Telecourse

Questions about the Hate Crime Law Enforcement and Community Subcommittee Meeting or the hate crimes policy framework and telecourse may be directed to D’Karla Leach, Training Program Services Bureau, at (916) 227-3912 or [DKarla.Leach@post.ca.gov](mailto:DKarla.Leach@post.ca.gov).

## **INSTRUCTOR STANDARDS ADVISORY COUNCIL MEETS**

The Instructor Standards Advisory Council (ISAC) met on April 1-2, 2008, in San Diego. The meeting focused on recent issues and planning for instructor development. Specific topics included:

- Recognition of new and retiring ISAC members
- Review and approval of November 2007 ISAC meeting minutes
- Instructor Symposium 2008 and 2009
- Online instructor development courses and topics for next/future online courses
- New Strategic Plan Objective B.12.08 – Discussion on possibility of an AICC (Basic IDI) requirement for Public Safety Dispatcher Course instructors
- E-Learning – self-paced learning; learning activities; evaluation activities; and establishment of an E-Learning Advisory Council
- Motor Learning – ongoing discussion/assessment
- IDI Updates – Basic/Intermediate/Advanced/Master courses/schedule; September 9-10, 2008, AICC presenter meeting; equivalency processes; mentoring program; assessment of POST courses by IDI students.

The next meeting of the ISAC is scheduled for August 5-6, 2008, at a location to be determined. Questions about the ISAC may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or [Bryon.Gustafson@post.ca.gov](mailto:Bryon.Gustafson@post.ca.gov).

## **VAWA GRANT SEXUAL ASSAULT COURSE CURRICULUM UPDATES UNDERWAY**

POST staff met with San Diego Regional Training Center staff and sexual assault subject matter experts in April to update several course curricula for the Violence Against Women Act (VAWA) grant. Sexual Assault for Public Safety Dispatchers and Sexual Assault for First Responders course materials were reviewed.

As a result of the meeting, the following updates are in progress:

- All articles, resources, websites and other materials are being collected and merged into outlines for facilitators and students.
- To enhance the dispatcher role in both courses, several audio tapes are being transcribed and prepared as “full screen video graphics.” A DVD containing the dispatcher audio tapes with a visual transcript to accompany the audio will be produced.

Also during this meeting, facilitators raised questions regarding travel and rental car requirements. A “travel guidelines” handout was distributed to ensure travel funds and “in-kind match” can be properly accounted. These guidelines will also help streamline information needed for quarterly progress reports for the Office of Emergency Services.

Questions about the VAWA Grant Sexual Assault Course Curriculum updates may be directed to Special Consultant April Crume, Training Program Services Bureau, at (916) 227-0473 or [April.Crume@post.ca.gov](mailto:April.Crume@post.ca.gov).

## **IADLEST WEST REGION MEETING**

Assistant Executive Director Mike DiMiceli attended the annual meeting of the West Region of the International Association of Directors of Law Enforcement Standards and Training (IADLEST). The meeting was hosted by Oregon POST at the new training center in Salem, OR. Regional meetings are generally held mid-year, before the annual summer meeting of the Association. Representatives from POST organizations in Arizona, Montana, Nevada, Washington, and the Honolulu Police Department attended the meeting. Members from Alaska, Colorado, and Idaho were unable to attend.

Topics of common interest on the agenda included academy physical fitness assessment, testing for aerobic capacity, psychological assessment, and leadership training. The meeting also included a tour of the new, state-of-the-art, live-in training facility opened in Salem, OR in 2007. The facility is the only training center in the state and provides basic training for all law enforcement, corrections, dispatchers, and parole/probation officers in Oregon. As part of the state reports on “What’s New,” CA described the developing proposal for a subscription service for access to training programs and resource materials on the POST Learning Portal. In addition, POST DVD-based programs on use of force, achieving training excellence, transportation security, and law enforcement officer suicide were distributed to the members.

Questions about the IADLEST West Region meeting may be directed to Assistant Executive Director Mike DiMiceli, Executive Office, at (916) 227- 2808 or [Mike.DiMiceli@post.ca.gov](mailto:Mike.DiMiceli@post.ca.gov).

## **PUBLIC HEALTH EMERGENCIES TELECOURSE COMPLETED**

Representatives from the State Department of Public Health, the Office of Emergency Services, the California Highway Patrol, the San Diego County Sheriff's Department, and local health officials and training presenters have completed the development of the *Public Health Emergencies* telecourse. Members of the committee provided resources and expertise to guide the development of the telecourse.

This telecourse was developed to provide law enforcement, public health, and emergency management personnel with information on how to effectively respond to a public health emergency and the importance of building working relationships among all first responders before agencies are faced with a critical response to a pandemic or other health emergency.

Final editing of the program has been completed and replication of the DVD materials will be started shortly. It is anticipated that the telecourse will be released in June 2008.

Questions about the *Public Health Emergencies* telecourse may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or [Ken.Whitman@post.ca.gov](mailto:Ken.Whitman@post.ca.gov).

## **VICTIMS OF VIOLENCE DVD DISTRIBUTED TO ATTENDEES OF THE ICI HOMICIDE INVESTIGATION COURSE**

Distribution of the DVD entitled *Victims of Violence: A Guide to Help Bring Justice* began within the Robert Presley Institute of Criminal Investigation's (ICI) Homicide Investigation Course. The DVD was designed as a training resource to teach victims how to work effectively with law enforcement and to also educate law enforcement in ways victims may play a crucial role in bringing a case to a successful prosecution. The attendees of the ICI Homicide Investigation Course are advised to distribute the DVD in the course of follow up investigations. Twelve sessions of the Homicide Investigation Course are presented annually and copies of the DVD will be distributed to all homicide investigators attending the course.

Information about distribution of the *Victims of Violence: A Guide to Help Bring Justice* DVD may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or [Patricia.Chisum@post.ca.gov](mailto:Patricia.Chisum@post.ca.gov).

## **RESERVE COORDINATOR UPDATE TRAINING FOR THE LOS ANGELES POLICE DEPARTMENT**

The Los Angeles Police Department (LAPD) has embarked on a comprehensive effort to expand its reserve program. As part of this effort, the Recruitment & Employment Division requested assistance from POST to provide training for LAPD reserve coordinators. On April 16, 2008, Bureau Chief Frank Decker and Senior Consultant Robert Ziglar presented a four-hour update on the Reserve Peace Officer Program to approximately 50 LAPD reserve coordinators and recruiters. The subjects included reserve levels, peace officer selection, entry-level and in-service training requirements, requalification, and compliance reviews.

Questions about the reserve coordinator update may be directed to Senior Consultant Robert Ziglar, Basic Training Bureau, at (916) 227-3454 or [Robert.Ziglar@post.ca.gov](mailto:Robert.Ziglar@post.ca.gov).

## **NEW MEDICAL SCREENING FORMS PRESENTED AT THE ANNUAL MEETING OF THE OCCUPATIONAL HEALTH STANDARD AND TRAINING OPERATING PROCEDURE (OHSTOP) ASSOCIATION**

The proposed revisions to the POST peace officer and public safety dispatcher medical screening requirements and associated forms were the topics of a presentation by POST consultant Shelley Spilberg, Ph.D., to the annual meeting of the Occupational Health Standard and Training Operating Procedure (OHSTOP) Association in Costa Mesa. OHSTOP is an association of physicians, nurses, and related health and human resource professionals with responsibility for peace officers, firefighters, and other public safety personnel.

The new medical forms were distributed and reviewed during the meeting. These include revised peace officer forms: the POST Medical History Statement (Form 2-252) and the Medical Examination Report (Form 2-253), and two parallel medical screening forms for public safety dispatchers: Form 2-264 (Medical History Statement – Public Safety Dispatcher) and 2-265 (Medical Examination Report – Public Safety Dispatcher). All four forms will be available on the POST website.

Dr. Spilberg also arranged a presentation by Investigator Matthew O'Deane, Ph.D., of the San Diego County District Attorney's Gang Prosecution Unit on distinguishing between benign tattoos and those that represent racist or other subversive affiliations.

Questions about OHSTOP, the new medical forms, or changes to POST medical screening regulations 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](mailto:Shelley.Spilberg@post.ca.gov).

## **REALLY SIMPLE SYNDICATION (RSS) CAPABILITY IMPLEMENTED ON THE POST WEBSITE**

POST has implemented Really Simple Syndication (RSS) capability on the POST website to further improve communication with the law enforcement community. Once users subscribe, RSS enables the subscribers to have information (links) of their specific interests delivered to them without browsing or searching for the information on the website. RSS topics, or "feeds," can deliver news or other information to users automatically.

Users may choose topics of interest to them and subscribe to one or more of them. Commonly selected feeds include the Administrative Progress Reports, the California POST Training Network (CPTN), the Law Enforcement Job Opportunities, the Bulletins, and the What's New section on the POST homepage. A complete list of RSS feeds is available at [http://www.post.ca.gov/help/POST\\_RSS\\_Page.asp](http://www.post.ca.gov/help/POST_RSS_Page.asp).

To assist users in setting up a subscription, general information about RSS is available at [http://www.post.ca.gov/help/RSS\\_Description\\_and\\_help.asp](http://www.post.ca.gov/help/RSS_Description_and_help.asp). Information about obtaining an RSS Reader is available at [http://www.post.ca.gov/help/Viewers\\_Readers\\_and\\_Players.asp](http://www.post.ca.gov/help/Viewers_Readers_and_Players.asp).

Questions about Really Simple Syndication or suggestions for adding new RSS links may be directed to Web Publisher Sally Nietering, Information Services Bureau/Design and Publishing Unit, at (916) 227-4894 or [Sally.Nietering@post.ca.gov](mailto:Sally.Nietering@post.ca.gov).

## **ONLINE IDENTITY THEFT COURSE TO BE DEVELOPED**

Staff met with identity theft experts to discuss the upcoming online identity theft course. This topic was identified through a survey of registered users of the POST Learning Portal. It was determined that the target audience for the course would be patrol officers. Experts recommended that the online course serve as a prerequisite for the 40-hour ICI identity theft course.

The course will focus on recognition of identity theft and associated crimes, recognizing evidence, available resources for assistance, crime documentation, and evidence preservation. The experts also assisted in the development of common identity theft scenarios to be included in the training. Course development will begin this summer and is projected to be available on the POST Learning Portal ([www.lp.post.ca.gov](http://www.lp.post.ca.gov)) in early 2009.

Questions about the online identity theft course may be directed to Senior Instructional Designer Sven Blomberg, Training Program Services Bureau, at (916) 227-4547 or [Sven.Blomberg@post.ca.gov](mailto:Sven.Blomberg@post.ca.gov).

## **INVESTIGATIONS RESOURCE SYSTEM PROTOTYPE TESTED**

POST staff conducted user testing on a prototype of the investigations resource system with a group of investigators. The prototype received positive reactions from participants and recommendations for future enhancements. The prototype is based on the findings of the investigator job analysis completed in 2007. The system provides a list of tasks that are performed in any type of case investigation and guidance to assist investigators to plan and carry out their investigation. The recommendations from the participants include access to the Legal Sourcebook and to experts.

Questions about the investigations resource system may be directed to Senior Instructional Designer Sven Blomberg, Training Program Services Bureau, at (916) 227-4547 or [Sven.Blomberg@post.ca.gov](mailto:Sven.Blomberg@post.ca.gov).

## **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 through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.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](mailto:clearinghouse@post.ca.gov).

## LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007/08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<a href="#"><u>AB 1769</u></a> (Galgiani)	<b>Jury Service - Peace Officer Exemption:</b> This bill exempts active peace officers from jury duty. <b>Commission Position:</b> None.	<b>Assembly Appropriations</b>
<a href="#"><u>AB 2028</u></a> (Solorio)	<b>Fair employment: Peace Officers: Background Investigation:</b> This bill would, notwithstanding existing law, allow a required background investigation into good moral character, including investigation into non-medical and non-psychological information, to be performed after a conditional offer of employment to be a peace officer to the extent not prohibited by federal law. <b>Commission Position:</b> Support.	<b>On Consent Calendar</b>
<a href="#"><u>AB 2698</u></a> (Calderon)	<b>Career Technical Education: Peace Officer Standards and Training:</b> This bill would require the Superintendent to coordinate the development of model curriculum standards for a career technical education course of study relevant to training to become a peace officer by January 1, 2010, and would require the Commission to work in consultation and coordination with the Superintendent to develop the model curriculum standards. <b>Commission Position:</b> Support.	<b>Assembly Appropriations</b>
<a href="#"><u>SB 1523</u></a> (Kuehl)	<b>Domestic Violence Victims: Limited English Proficiency:</b> This bill would require that the written notice furnished to victims at the scene of domestic violence be translated in languages of each limited-English-proficient language. The bill would also require law enforcement agency policies to include timely, effective, and accurate communication with persons who have limited English proficiency. <b>Commission Position:</b> Oppose	<b>Senate Appropriations Suspense</b>
<a href="#"><u>SB 1531</u></a> (Correa)	<b>Peace Officer Training: Autistic Persons:</b> This bill would specify that the Commission on POST develop a course on Autism Spectrum Disorder in consultation with designated entities, and distribute, as necessary, a training bulletin via the Internet to specified law enforcement agencies. <b>Commission Position:</b> Support	<b>Senate Appropriations Suspense</b>

<b>Bill # and Author</b>	<b>Title, Summary and Commission Position</b>	<b>Status of Bill</b>
<a href="#"><u>SB 1770</u></a> <b>(Padilla)</b>	<b>Anti-Reproductive-Rights Crimes:</b> This bill would require the Commission on POST to prepare guidelines establishing standard procedures that may be followed by law enforcement agencies in the investigation and reporting of cases involving anti-reproductive-rights crimes and require the Commission to distribute, as necessary, training bulletins, via the Internet, to law enforcement agencies that participate in the anti-reproductive-rights training. <b>Commission Position:</b> Support	<b>Senate Appropriations (5/12/08)</b>

REPORT DATE: April 30, 2008