

Commission on Peace Officer Standards and Training

Commission Meeting
AGENDA

July 31 - August 1, 1975

Sheraton Inn-Airport
1590 Harbor Island Drive
San Diego, California

July 31: 10 a. m. to 5 p. m.
Barcelona Room

August 1: 9 a. m. to 3 p. m.
Barcelona Room

A. Public Hearing

Proposed amendment of Regulation 1002(a)(2), Minimum
Standards for Employment

After all testimony is taken, the hearing will adjourn.
Commission will reconvene to act on the amendment which
was filed on an emergency basis May 1, 1975.

Action

CONVENE JOINT MEETING OF COMMISSION AND ADVISORY COMMITTEE

Call to order and introduction of guests.

- B. Approval of minutes of April 24-25 quarterly Commission Meeting
and June 13 joint meeting of Commission and Advisory Committee Action
- C. Financial Report, F. Y. 1974-75 Info. Only
- D. Contracts and Certificates, F. Y. 1974-75 Info. Only
- E. Budget Report Info. Only
- F. Reimbursement Plans Status Report
- G. Certification of Courses (Financial Impact) Action
- H. Instructional Costs and Tuition Policies Status Report
- I. Crime Prevention Program (Financial Impact) Action
- J. Proposed Regulation and PAM Changes Action
- Proposed Regulation changes resulting from the
Validation Study Action

- K. Proposed Selection Standards Research Projects: Action
 - 1. Request for research monies (Financial Impact)
 - 2. Validation Studies presentations:
 - a. Personal History Questionnaire and Investigator's Manual
 - b. Medical examination validation

- L. Advisory Committee Report
 - Mission, Goals, and Objectives Study Status Report

- M. Administrative Counseling Committee Report Action

- N. Legislative Report Status Report

- O. Policy on Presentation of Special Awards Action

- P. Old/New Business

- Q. Next Commission Meeting/Hearing
 - October 23-24, Northern California

- R. Adjournment

State of California
Department of Justice

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

MINUTES

July 31 - August 1, 1975
Sheraton Inn/Airport
San Diego

The meeting was called to order at 10 a.m. by Chairman Barrett. A quorum was present.

Commissioners Present:

Wesley R. Barrett	- Chairman
Loren W. Enoch	- Vice-Chairman
William J. Anthony	- Commissioner
Floyd O. Barton	- Commissioner
Jack G. Collins	- Commissioner
Robert F. Grogan	- Commissioner
Edwin R. McCauley	- Commissioner
Jay R. Stroh	- Commissioner
Herbert E. Ellingwood	- Representative of the Attorney General

Excused:

Donald F. McIntyre	- Commissioner (In Washington D. C.)
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Advisory Committee Present:

Jerome E. Lance	- Chairman of the Advisory Committee, CAPTO Representative
J. Winston Silva	- Vice-Chairman of the Advisory Committee, Community Colleges Representative
Robert Cress	- PORAC Representative
William A. Fradenburg	- Representative of the CHP
Brad Gates	- Representative of California Sheriffs' Association
Karen Hawkins	- Student Representative
Charles R. Oliver	- Specialized Law Enforcement Representative
W. Bert Ritchey	- Public Representative
Jay Rodriguez	- Public Representative
George P. Tielsch	- CPCA Representative

Excused:

Robert E. Blanchard	- CAAJE Representative (Moving)
William J. Kinney	- CPOA Representative (In Europe)

Staff Present:

Gene S. Muehleisen	- Executive Director
Glen E. Fine	- Assistant to the Executive Director
David Y. Allan	- Bureau Chief, Standards and Training
Ronald T. Allen	- Bureau Chief, Standards and Training
Michael S. Freeman	- Consultant, Technical Services
Bradley W. Koch	- Director, Technical Services
Otto H. Saltenberger	- Director, Administrative Counseling
Edward M. Toothman	- Director, Administration
Gerald E. Townsend	- Director, Standards and Training
George W. Williams	- Bureau Chief, Administrative Counseling
Brooks W. Wilson	- Bureau Chief, Standards and Training
Imogene Kauffman	- Recording Secretary

Visitors:

Sgt. Norman Ames	- La Mesa Police Department
Jackie Baird	- California State Universities and Colleges
Dorothy H. Berry	- California State University, Long Beach
Frank Budd	- Riverside City College
Martin Carlsen	- Southwestern College
Lt. Russ Caylor	- San Diego Police Department
Ben Clark	- Riverside County Sheriff's Department
Darryl Dickey	- PSDTA
Fred Ferguson	- Riverside Police Department
Lt. D. S. Gagnon	- National City Police Department
L. O. Giuffrida	- California Specialized Training Institute
Sgt. Carlos Gutierrez	- San Diego Police Department
Lt. Robert E. Hill	- California Highway Patrol
Jim Hober	- NCCJTES
Lt. M. R. Hunter	- National City Police Department
Bill Keiser	- League of California Cities
Gary Kuwabara	- Department of Justice
E. L. Majors	- San Bernardino Sheriff's Department
Gerald S. Martin	- California Specialized Training Institute
Jack McArthur	- Modesto Regional Criminal Justice Training Institute
V. McElhaney	- Department of Justice
Lt. Jack Moore	- Los Angeles County Marshal's Office
Lt. Lawrence Nash	- San Diego County Sheriff's Department
Mike O'Kane	- Sacramento Police Department
Charles Oliver	- California State Employees' Association
Steve Osawa	- PSDTA
W. J. Santos	- Chief, Brawly Police Department
Jerry Saulter	- Sacramento Sheriff's Department
P. K. Schuyler	- San Bernardino County Sheriff's Department

Michael T. Schneewind	- Imperial County Sheriff's Department
John Smock	- Judicial Council
J. Leonard Speer	- Sheriff, Imperial County
Frank E. Walsh	- Department of Justice
Ted Wilson	- Chula Vista Police Department
S. L. Wolsey	- Escondido Police Department
Shelby Worley	- Academy of Justice/Riverside

A. Public Hearing on Proposed Amendment of Regulation 1002 (a)(2),
Minimum Standards for Employment

In accordance with the Administrative Code procedure the Chairman opened the hearing, the Executive Director presented all exhibits of compliance and read all testimony into the record. Discussion was heard and written testimony presented on the advisability of inserting the words "in any foreign government" to the proposed amendment. No testimony was presented from the floor. There was concurrence that inasmuch as the foreign government phrase had not posed a problem in the past, the following motion was made:

MOTION by Commissioner Collins, seconded by McCauley, carried unanimously, that the proposed regulation change in Section 1002 (a)(2), filed on an emergency basis effective May 1, 1975, is to be filed on a permanent basis with the office of Administrative Hearings, to effect the following change:

Section 1002 - Minimum Standards for Employment

(a) Every officer employed by a department shall:

From ~~(2) // Not have been convicted by any state / the federal government, / or by a foreign, / government of a crime, / the punishment for which could have been imprisonment / in a federal penitentiary or state prison.~~

To (2) Not have been convicted of a felony in this state, or any other state or in any federal jurisdiction, or of any offense in any other state or in any federal jurisdiction, which would have been a felony if committed in this state.

The hearing was then closed by the Chairman. The regular quarterly meeting of the Commission was then called to order and the Chairman proceeded with the agenda.

B. Approval of Minutes of April 24-25 Quarterly Commission Meeting and
June 13 Joint Meeting of Commission and Advisory Committee

MOTION by Commissioner Stroh, seconded by Anthony, carried unanimously for approval of the minutes of April 24-25 quarterly Commission Meeting and June 13 special joint meeting of the Commission and Advisory Committee (for adoption of the State Personnel Board Validation Study recommendations).

C. Financial Report, F. Y. 1974-75

Highlights of the Financial Report for F. Y. 1974-75 are set forth as presented by Mr. Toothman, Director, Administration Division. Detailed charts were presented and are set forth as Attachments A. 1, A. 2 and A. 3. The F. Y. 1974-75 Annual Report of Reimbursements from the Peace Officer Training Fund, showing trainees by course category, cost per trainee, man hours of training and course presentations, in on file in the Master Financial Report at POST Headquarters.

<u>Revenue:</u> Traffic Fine Assessments	\$ 10,279,034	(64% incr. over prev. F. Y.)
Criminal Fine Assessments	<u>3,492,709</u>	(26% incr. over prev. F. Y.)
Total Revenue	\$ 13,771,743	

Revenue for F. Y. 74-75 reached an all-time high, exceeding 1973-74 revenue of \$8,955,093 by 53.7%.

Reimbursements:

1974-75 F. Y. training	\$6,919,163
Training in F. Y. 73-74 reimbursed from current funds	1,446,690
Training in F. Y. 72-73 reimbursed from current funds	<u>34,421</u>
Total F. Y. 74-75 Reimbursements	\$8,400,274

Expenditures:

<u>Administrative Costs:</u>	
Personal Services	1,318,324
Operating Expense and Equipment	502,500
<u>Aid to Local Government:</u>	
Reimbursements	8,400,274
Contracts	<u>213,159</u>
Total F. Y. 74-75 Expenditures	\$10,434,257

Reserve as of June 30, 1975:

Total Revenue	\$ 13,771,743
Total Expenditures	<u>10,434,257</u>
Reserve	\$ 3,337,486

The following information on reimbursement for training was also presented by Mr. Toothman:

Reimbursement by Category:

Salary	\$ 4,876,841	(70%)
Tuition	690,350	(10%)
Subsistence	1,071,064	(16%)
Travel	289,201	(4%)

Training Courses:

In F. Y. 1974-75 a total of 157 training course administrative categories existed, from which 1,702 course presentations were made; 11 courses (7%) were the basis for 1,284 (75%) course presentations. They were:

Basic Course	111 presentations
Advanced Officer Course	328 "
Supervisory Course	64 "
Middle Management Course	24 "
Middle Management Seminar	43 "
Driver Training Courses	208 "
Community/Police Relations	22 "
Crime Scene Investigation	25 "
Jail Operations	38 "
832 P. C.	<u>421</u> "
Total	1,284

Of the 157 course categories, 32 (20%) were not presented during the year. Sixteen (10%) were presented once, and seventeen (10%) were presented twice.

Number of Trainees:

In F. Y. 74-75, 13,304 attended POST-approved courses. This was a 35% decrease from the 20,620 trainees in 73-74, and occurred mainly in the Advanced Officer and Technical Special Courses.

<u>Course</u>	<u>1973-74</u>	<u>1974-75</u>	<u>% Difference</u>
Basic	2,450	3,048	+24%
Advanced Officer Course	5,979	3,646	-39%
Supervisory Course	471	599	+27%
Supervisory Seminar	133	0	-100%
Middle Management Course	248	281	+13%
Middle Management Seminar	1,287	533	-58%
Executive Development Course	34	0	-100%
Executive Development Seminar	374	145	-61%
Technical Special Course	9,644	5,053	-47%

D. Contracts and Certificates, F. Y. 1974-75 ReportsContracts

Mr. Toothman presented the following report in compliance with the Commission policy adopted at the January 23-24, 1975 Commission meeting which requires that "once each year there will be a report to the Commission which enumerates the contracts and interagency agreements entered into during the year, and the status of each showing the amount of money encumbered for contracts".

1-P	State Controller - To provide field audit services	\$ 30,000
92-P	CSU, Long Beach - POST paid \$7,852 for work performed on a course, "Law Enforcement Training Management Course."	7,852.45
21-P	Alan E. Ellis - To develop, coordinate and supervise the presentation of a "Sheriff's Orientation Course."	10,997.76
90-P	Golden Gate University - To arrange and conduct two presentations for POST of course entitled, "Law Enforcement Training Management Course." Contract was for \$22,696. Completed at a cost of \$21,362.47	21,362.47
28-P	Los Angeles Police Department - Contract was developed for a Minority Recruitment Program in the amount of \$28,663. Contract voided for lack of signature by L. A. P. D. ---	
14-P	State Personnel Board - Contract was made in the 1973-74 F. Y. for a total of \$206,420. The total was encumbered and paid out of F. Y. 73-74 except a balance of \$51,605, which is being held for completion of the contract. In August 1974 an additional \$7,790 was encumbered during the current fiscal year for payment of special legal costs by the Attorney General's Office. This amount has not yet been paid.	7,790.
67-P	Thomas H. Anderson - To develop an Executive Development Course and to coordinate four presentations of the course. The total amount of the contract was \$31,870 of which \$6,450 was encumbered for F. Y. 74-75 and the remaining \$25,420 encumbered in F. Y. 75-76.	6,450
	Department of Justice/POST Interagency Agreement - To conduct training courses.	118,704.87
	Total	\$ 203,157.

Certificates Report, F. Y. 1974-75

General Certificates: It was reported by Mr. Toothman that the number of POST Professional Certificates issued during each of the last four years has remained relatively stable. However, there has been a gradual decline of Basic Certificates and an increase in the number of Intermediate and Advanced. A chart was presented which showed the experience since the program started; it is set forth as Attachment B.1.

Two hundred two Management Certificates were issued in 1974-75, which was a slight increase over previous years, while the Executive Certificates have steadily declined with only 14 issued during 1974-75.

Specialized Certificates: The issuance of Specialized Basic, Intermediate and Advanced Certificates has remained relatively steady for the past three years, averaging over 800 per year.

A chart showing certificates awarded by year and certificate type since January 1964 to present is set forth as Attachment B.2.

E. Report on 1975-76 Budget

Mr. Toothman reported on the following actions taken on the POST 1975-76 Budget since the April 24-25 Commission meeting:

Action by the Joint Legislative Budget Committee: The Joint Legislative Budget Committee approved the recommendations made by the Senate Finance Budget Subcommittee and the Assembly Ways and Means Budget Subcommittee, as follows:

Standards and Training Division conduct an in-depth review of the course content of all Supervisory and Middle Management courses and seminars to ascertain their relevance and applicability to the functional needs of police officers, and report thereon to the Joint Legislative Budget Committee by June 30, 1976.

One Law Enforcement Consultant II added for one year to Standards and Training Division to carry out the project. (Cost - \$25,200)

One Senior Law Enforcement Consultant, one Law Enforcement Consultant II, one Senior Stenographer and one Clerk Typist to be approved for the Standards and Training Division to sustain ongoing workload. (Cost - \$89,747)

In conformance with an agreement with POST and the Department of Finance, the Joint Legislative Budget Committee approved the

Budget Report - continued

present status quo of personnel in the Administrative Counseling Division, which is to remain unchanged for the 1975-76 F. Y. with the stipulation that the POST Advisory Committee make a study of the Division and the Commission submit a report to the Joint Legislative Budget Committee by December 15, 1975.

Governor's Action on Budget, June 30, 1975: In the Governor's review of the budget prior to signing it, he took the following action:

Approved one position of consultant for the Standards and Training Division to conduct study of Supervisory and Middle Management Courses. (Allocated \$25,200)

Denied funds for the addition of two consultants and two clerical positions for the Standards and Training Division. (Reduced budget by \$89,747)

The following shows reduction in Budget Request:

Governor's Reduction of 1975-76 POST Budget

POST Administration Request for 1975-76 Budget	\$1,925,134
POST Administration Allotment for 1975-76	<u>1,835,387</u>
Amount reduced by Governor's action	\$ 89,747

Detail of Reduction by Category of Expenditure

Personal Services

Request	\$1,549,262	
Reduced to	<u>1,487,590</u>	
Amount reduced by Governor		\$61,672

Operating Expense and Equipment

Request	\$ 632,855	
Reduced to	<u>604,780</u>	
Amount reduced by Governor		<u>28,075</u>

Total Amount Reduced by Governor	\$ <u><u>89,747</u></u>
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Action on Federally Funded Grant Projects: The two federally funded grant projects: Center for Police Management and Crime Prevention Institute, which are under the direction of the Technical Services Division, were disapproved by OCJP for 1975-76 F. Y. funding. Inasmuch as both projects

were ongoing, the Commission, at its June 13 meeting, approved allocation from the P. O. T. F. for continuation of the programs for the current year. The Department of Finance concurred in this action.

The Center for Police Management program is funded for \$98,243. Carry-over grant monies from the previous fiscal year are sufficient to fund the project for the months of July and August.

The Crime Prevention Institute program is funded for \$67,502 from the P. O. T. F.

The amount of \$165,745 for the two projects is added to the total of POST Administrative Costs.

F. Reimbursement Plans - Status Report

The Executive Director reported that although at the April 24th meeting the Commission adopted a new reimbursement plan which would increase reimbursement to city and counties for F. Y. 75-76 from a total of \$9.1 million to \$14.8 million, the Department of Finance has stated the earliest consideration could be made for a decision on the reimbursement plans would be January of 1976. All reimbursement plans will remain status quo until that time. This information has been forwarded to the field in POST Bulletin 75-4.

G. Certification of Courses

Commissioner Anthony requested that Agenda Item #58 regarding a moratorium on course certifications be addressed prior to the complete Course Certification Agenda. There was discussion of the staff recommendations, which were:

1. Effective August 1, 1975, there be declared a moratorium on certification of new courses.
2. Staff develop a master training plan to emphasize needs, assessment, and job specific training requirements.
3. After adoption of the above as a long-range planning document, certify those courses initiated by staff to meet identified training needs.
4. Staff-initiated certification requests shall emphasize the Commission policy of increasing regional training while relying on local agencies for continuing identification of training needs.

Following discussion, the following amended motion was passed:

MOTION by Commissioner Anthony, seconded by Collins, carried unanimously for adoption of the following two staff

recommendations, effective subsequent to this date:

- Effective August 1, 1975, there be declared a moratorium on the certification of new courses. If it is found that a course is needed on an emergency basis, it may be brought before the Commission.
- Staff is to develop a master training plan to emphasize needs, assessment, and job specific training requirements.

Further, within six months (January 1976 Commission meeting) staff shall present a status report to the Commission outlining the progress made on the master training plan and an indication of the time frame within which the adopted recommendation can be completed.

	<u>Certification Requests</u>	<u>Title or Category</u>	<u>Plan Hrs.</u>	<u>Comment</u>
1.	Academy of Justice, Riverside	Mexican-American Culture Institute	III 72	Tuition \$169 \$139 subsequent
<p>MOTION by Commissioner Ellingwood, seconded by Enoch, for approval of the staff recommendation for certification, with the stipulation that the certification be for one year only. <u>Motion failed.</u></p> <p>Ayes: Ellingwood, Enoch and Collins Noes: Anthony, Barton, Grogan, McCauley and Stroh</p>				
2.	Academy of Justice, Riverside	"Techniques of Teaching C. J. Role Trng" Technical Course	III 72	Tuition \$264
3.	Academy of Justice, Riverside	C. J. Role Trng.Pgm.	II 120	
4.	Modesto RCJTC	" "	" "	
5.	NCCJTES, Butte Center	" "	" "	
6.	CHP	Middle Management	II 104	
7.	CHP	Traffic Accident Investigation	IV 40	
8.	CSU - Humboldt	Middle Management Seminar	III 36	Tuition \$120 "Small Agency Mngt. Methods"

	<u>Certification Requests</u>	<u>Title or Category</u>	<u>Plan</u>	<u>Hrs.</u>	<u>Comment</u>
9.	CSU - Long Beach	"Law Enforcement Legal Education Update" Technical Course	III	20	Tuition \$118; subsequent \$103 except L. A. County - \$93.
10.	CSU - Humboldt	Executive Development Seminar	III	40	Tuition \$155, "Planning Process"

MOTION by Commissioner Grogan, seconded by Stroh, motion carried for approval of the staff recommendation for certification of items #2 through #10, with the stipulation that trainees in the 3 "Criminal Justice Role Training" Technical Courses be limited to 270 students. Motion carried. (Collins abstaining.)

11.	Dept. of Justice	"Analysis of Urban Terrorist Activity"	IV	80	
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MOTION by Commissioner Ellingwood, seconded by Barton, carried unanimously for approval of staff recommendation for certification.

12.	Golden West College	"Field Training Officer" Technical Course	IV	24	
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(Action was held over to the second day to permit staff to provide additional information. The following action was then taken:)

MOTION by Commissioner Grogan, seconded by Enoch, motion carried for approval of staff recommendation for certification. (Collins - Nay)

13.	LaVerne College	"The Police Middle Manager & the Public News Media" Technical Course	III	18	Tuition \$ 86
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MOTION by Commissioner Collins, seconded by Anthony, carried unanimously for disapproval of staff recommendation for certification.

14.	LaVerne College	"Leadership & Motivation in Police Organizations Middle Mgt. Seminar	III	24	Tuition \$100
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MOTION by Commissioner Anthony, seconded by Collins, carried unanimously for disapproval of staff recommendation for certification.

- | | <u>Certification Requests</u> | <u>Title or Category</u> | <u>Plan</u> | <u>Hrs.</u> | <u>Comment</u> |
|-----|--|---|-------------|-------------|--|
| 15. | Modesto RCJTC | "Field Training Officer Course" | IV | 40 | |
| | | | | | MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendation for certification. |
| 16. | Modesto RCJTC | "Jail Operations Course" Technical Course | IV | | |
| | | | | | MOTION by Commissioner Ellingwood, seconded by Barton, carried unanimously for approval of the staff recommendation for certification. |
| 17. | Orange County Sheriff
Coroner Dept. | "Evidence Technician" Technical Course | IV | 80 | |
| | | | | | MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendation for certification. |
| 18. | Rio Hondo College | "Background Investigations Course" - Technical Crs. | IV | 21 | |
| | | | | | MOTION by Commissioner Grogan, seconded by Stroh, motion carried (Collins - Nay) for approval of staff recommendation for certification. |
| 19. | Rio Hondo College | "Crisis Intervention - Alternatives to Arrest" Technical Course | IV | 21 | |
| | | | | | MOTION by Commissioner Collins, seconded by Enoch, motion carried for disapproval of staff recommendation to certify. (Noes: Ellingwood, Anthony, Stroh) |
| 20. | Rio Hondo College | "Consumer Fraud Information Course" Technical Course | IV | 21 | |
| | | | | | MOTION by Commissioner Stroh, seconded by Collins, carried unanimously for disapproval of staff recommendation to certify. |
| 21. | Rio Hondo College | "Police Defensive Driving Course" Technical Course | IV | 21 | |
| | | | | | MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendation to certify. |

	<u>Certification Requests</u>	<u>Title or Category</u>	<u>Plan</u>	<u>Hrs.</u>	<u>Comment</u>
22.	Rio Hondo College	"Special Weapons & Tactics Course" Technical Course	IV	21	
23.	San Diego Police Dept.	"Community-Oriented Policing" Technical Course	IV	40	
24.	" "	"Emergency Medical Tech. (ambulance) for Peace Officer" Technical Course	IV	104	

MOTION by Commissioner Collins, seconded by Enoch carried unanimously, for disapproval of staff recommendation to certify courses numbered 22, 23 and 24.

25.	Santa Clara Valley Criminal Justice Training Program	"Field Training Officer Course" - Technical	IV	40	
26.	Santa Monica College	Advanced Officer	II	40 20	
27.	Bahn-Fair Institute	"Crime Scene Investigation & "Physical Evidence Presentation"	III	40	Tuition \$154 Tuition \$172 (Decertify "Crime Scene Investigation & Physical Evidence")

MOTION by Commissioner Grogan, seconded by Enoch, motion carried for approval of the staff recommendations for certification of courses numbered 25, 26 and 27. (Anthony abstaining on Bahn-Fair Institute vote.)

Certification Modifications

MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendations for approval of certification modification requests, agenda items numbered 28 through 41, as follows:

28.	Calif. Youth Authority	"Juvenile Law Enforcement Officers' Trng. Course" Technical Course	III		Tuition \$94 fm. \$49
29.	Kellogg West	Jail Management Course	III		Tuition \$132 fm. \$130

Certification Modifications - continued

		<u>Title or Category</u>	<u>Plan Hrs.</u>	<u>Comment</u>
30.	Kellogg West	Traffic Pgm. Management Institute	III	Tuition \$151 fm. \$120 Max. students - 25
31.	ElCamino College	Advanced Officer Course	II 20 - 40	Reduce fm 54 hr, semester-length to 20 or 40- hr. intensive format.
32.	Inglewood P. D.	Motorcycle Trng. Course	III 80	Transfer cert. fm. ElCamino College; tuition \$150.
33.	Oakland P. D.	Field Probation Trng. Officers Course		Change title to "Field Trng. Officer Seminar"
34.	SanJose St. U.	Advanced Auto Theft Investigators' Institute	IV 24	Increase hrs. to 35 & max. enrollment fm. 20 to 40.
35.	Santa Ana College	"Advanced Driver Trng" Technical Course	III 24	Transfer certification to Academy of Intensive Driving. Tuition \$190 fm 225.
36.	USC	"Delinquency Control Institute" Technical Course	IV 400	Reduce hrs. to 320.
37.	USC	"Change Agent" Exec. Development Seminar	III 24	Tuition \$110 fm 92.
38.	USC	"Organization Development" Exec. Development Seminar	III 24	Tuition \$110 fm. 92.
39.	USC	"Personal Growth" Executive Development Seminar	III 24	Tuition \$110 fm 92.
40.	Specified Training Institutions - Budget Modifications per Tuition Guidelines			
41.	Basic Course Review: Continue certification for one year for certain academies as requested.			

Interagency Agreement

42. California Specialized Training Institution "Civil Emergency Management Course" and "Officer Survival and Internal Security Course"

MOTION by Commissioner Ellingwood, seconded by Stroh, carried unanimously for approval of an interagency agreement with the California Specialized Training Institute in the amount of \$34,453 for the period of July 31, 1975 through June 30, 1976.

Decertifications

MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of the staff recommendation to decertify agenda items number 43 through 52 as shown below. Number 44, Department of Justice "Special Agent Entry Training Program - Basic Investigators", was removed from the agenda at the request of the agency.

43. Cuesta College Community-Police Relations Course
44. Removed to continued certification, Department of Justice Basic
45. Grossmont College - Media Production for Law Enforcement, Technical Course
46. Imperial Valley College - Basic Course
47. Oakland Police Department - Criminal Investigation Seminar
48. San Diego County Marshal's Office - Specialized Marshals Basic Course
49. Santa Ana College - Field Evidence Technician's Course, Technical Course
50. Santa Ana Junior College - Police Self Defense Instructors Institute, Technical Course
51. Santa Ana College - Police Self Defense Advanced Course for Instructors, Technical Course
52. Santa Ana College - Specialized Marshal's Basic Course

Negative Staff Recommendations

53. Los Angeles Police Department - "Supervisory Course Follow-Up", Technical Course

Negative Staff Recommendations - continued

MOTION by Commissioner Grogan, seconded by Anthony, carried unanimously for approval of staff recommendation not to certify this course.

54. Law Enforcement Training and Research Associates (LETRA) "Family Crisis Intervention" Technical Course
55. LETRA "Juvenile Crisis Intervention" Technical Course

The two above courses were removed from the agenda at the request of the proponent, to be considered for certification at a future meeting.

56. NCCJTES (Northern Calif. Criminal Justice Training and Education System) "Dispatcher/Complaint Desk Operator Course"

MOTION by Commissioner Grogan, seconded by Anthony, carried unanimously for approval of staff recommendation not to certify this course.

57. Rio Hondo College Ten Specified Courses, as follows:

1. Advanced Investigation Techniques
2. Advanced Techniques for Female Officers
3. Auto Theft Investigation for Field Officers
4. Interpersonal Relationships
5. Interviews and Interrogations
6. Rangemaster Instructor
7. Juvenile Law for Field Officers
8. Techniques for Field Operations
9. Techniques of Report Reviewing
10. Trail Preparation

MOTION by Commissioner Grogan, seconded by Anthony, carried unanimously for approval of staff recommendation not to certify the 10 specified courses as set forth. (More appropriate to include in portions of Advanced Officer Courses; duplicative of courses already certified, and are beyond the scope of the Commission's current policies.)

Policy Considerations

58. Standards and Training Staff "Certification Priorities"

Agenda Item #58 regarding a moratorium on course certifications was addressed prior to the Course Certification Agenda. Commission action is shown on pp. 9 and 10 of the minutes.

59. Baton Training for Private Security

MOTION by Commissioner McCauley, seconded by Barton, carried unanimously for adoption of the Baton Training Course outline prepared to meet the requirements of legislation, effective January 1, 1975 (S. B. 1740).

Commissioner Collins requested item B. 4. of the Course Outline entitled "Offensive Techniques" be titled "Control Techniques." There was consensus, and it was so ordered.

Reimbursement Considerations - Technical Courses, Per Diem and Mileage

1. Mr. Townsend requested that staff be given administrative authority to implement the reimbursement of certain Technical Courses, as had been approved by the Commission at the April 24, 1975, Commission meeting, under Plan III. The direction that had been given by the Department of Finance regarding reimbursement was that salary reimbursement remain at 60%, but the reimbursement of tuition had not been addressed by Finance.

Mr. Ellingwood stated there are no legal problems with adhering to this pay plan for tuition -- this was a policy which the Commission had previously approved.

It was the consensus of the Commission that certain Technical Courses, as approved by the Commission, shall be reimbursed under Plan III, effective August 1, 1975, since funds had been committed by the Commission in the current budget.

2. Discussion was called regarding the action taken by the Commission at the April 24, 1975, Commission meeting that would change the amount of per diem reimbursed from \$24 to \$30, and the mileage rate from 10¢ to 15¢ per mile. Following discussion the action was amended as follows:

MOTION by Commissioner Anthony, seconded by Enoch, carried unanimously that effective August 1, 1975, per diem and mileage allowances for out-of-pocket travel expenses will be based on the maximum amount allowed under the State Board of Control rules.

S. B. 189

Mr. John Smock, lobbyist for the Judicial Council, addressed the Commission in support of S. B. 189, Vehicle Offenses: Mailed Bail Deposits.

No Commission action was taken.

The meeting was recessed at 5 p. m. until 9 a. m., August 1.

* * * *

Reconvene:

The meeting was reconvened on August 1 at 9 a. m. by Chairman Barrett. Attendance was as reported on July 31 with the exception of Sheriff Brad Gates, Advisory Committee Member, who was absent.

H. Instructional Costs and Tuition Policies

In response to a request from Commissioner Collins at the April 24-25, 1975 Commission meeting that staff review the problem of variances in instructor costs up to the \$50 allowed in the Guidelines, and the problems Los Angeles Police Department experiences in not being paid instructional costs, the Executive Director reported the research work to study the issues had been assigned. A complete report will be made at a future Commission meeting.

I. Crime Prevention Program

Mr. Koch reported that the F. Y. 1975/76 budget augmentation to provide two positions for the Crime Prevention Institute was approved by the Commission at the June 13 meeting. Because authorization for two additional positions originally authorized in the grant was turned down at the June 28 C. C. C. J. meeting, staff requested approval of the Department of Finance recommendation that one consultant be employed and that the amount of \$29,484 be included in the F. Y. 1975/76 budget for this purpose.

MOTION by Commissioner Collins, seconded by Anthony, carried unanimously that one Consultant I position be approved for the Crime Prevention Program for F. Y. 75/76 and that an expenditure of \$29,484 be authorized to support this position, effective August 1, 1975.

J. Proposed Regulation and PAM Changes

Mr. Koch referred to the action taken at the June 13 Commission meeting that approved changes in the POST Regulations as determined by the Selection Validation Study, and approval was requested of the following

Proposed Regulation Changes - continued

proposed changes to be placed on a future public hearing agenda.

MOTION by Commissioner Enoch, seconded by Collins, carried unanimously that the following proposed Regulation changes be included on the next public hearing agenda of October 23, 1975, and PAM Section C-3 be amended as proposed.

Amend Section 1002 (a)(6)

Be interviewed personally prior to employment by the department head or his representative(s), to determine his suitability for the police service including such things as the recruit's appearance, personality, maturity, temperament, background and ability to communicate. This regulation may be satisfied by a member of the law enforcement agency participating as a member of the oral interview panel.

Add Section 1002 (a)(8)

Be able to read and write at the level necessary to perform the job of a peace officer as determined by passing "professionally developed"* examinations designed to test these skills.

* "Professionally developed" as interpreted in EEOC guidelines.

Amend Section 1002 (b)

It is emphasized that these are minimum entrance standards. Higher standards are to be maintained whenever the availability of qualified applicants meets the demand. requirements and do not preclude law enforcement agencies from hiring the best qualified individual for the job.

Amend Section 1005 (a)(1)

Each and every trainee must satisfactorily complete the identified Basic Course within 1/2 months from the date of his appointment as a regularly employed officer. employed by a county sheriff's department, city police department or district authorized by statute to maintain a police department hired after January 1, 1975, shall comply with the provisions of 832.3 P.C.

Amend PAM Section C-3, paragraph 3-1

To insure that every officer is fully aware of his individual responsibility to maintain his own integrity and that of his agency, every officer, during his basic training, shall be administered the Law Enforcement Code of Ethics as an oath as prescribed in Section 1013 of the Regulations. Reference to religious affirmation may be omitted where objected to by the officer.

K. Proposed Selection Standards Research Projects

a. Personal History Questionnaire and Investigator's Manual

Mr. Koch stated that although substantial information was presented in the Selection Standards Project of the Validation Study, there was a lack of definitive information to assist law enforcement agencies to utilize the findings of the report. Due to the expressed need from the field of a Personal History Questionnaire and comprehensive POST Personnel Investigator's Manual, and in answer to a recent court decision (Arnold vs. Ballard) which requires agencies to state in writing the policy of the agency for rejecting applicants on the background investigation, Mr. Koch presented a funding request for a Background Investigation Project.

The objectives of the project are as follows:

1. To revise the POST History Questionnaire
 - a. Revise according to court decision and EEOC requirements to eliminate non-job related questions.
 - b. Provide introductory information to the questionnaire to explain to the users the purpose and use of the information.
 - c. Document the purpose for specific inquiries of the questionnaire.
 - d. Provide necessary information to jurisdictions on the job-relatedness of the background investigation for litigation purposes or compliance inquiries.
2. To revise and update the POST Personnel Investigator's Manual
 - a. Update the manual and incorporate it into the POST Administrative Manual and disseminate to law enforcement agencies.
 - b. Update and review all waivers to reflect recent changes.
 - c. List specific disqualifiers.
 - d. Develop a comprehensive checklist to be followed by law enforcement agencies.
 - e. Include a proper review process.
 - f. Provide examples of good narrative reports.
 - g. Provide suggested format and filing procedures.
 - h. Provide legal information on confidentiality of the background investigation.
3. Development of a prototype Background Investigator's Course.
 - a. Develop course content length, certification and development of instructional materials.
 - b. Involve those who wish to produce the course and gather input.
 - c. Present the course and revise after critique.
 - d. After making necessary revisions, present as a certified course.

Selection Standards Research Projects - cont.

Mr. Koch reported the project will take approximately one year at a cost of \$31,789. Manpower and cost breakdown as follows:

Consultant II, $\frac{1}{4}$ time	\$ 6,723
Jr. Staff Analyst, full time	15,720
Stenographer B $\frac{1}{2}$ time	5,346
Travel and miscellaneous	4,000

MOTION by Commissioner Stroh, seconded by Barton, carried unanimously for approval of \$31,789 to conduct the Personal History Questionnaire and Investigator's Manual Projects.

b. Medical Examination Validation

Mr. Freeman stated that although POST has a regulation requiring a medical examination and recommends use of POST Form 2-227, Medical Examination Report, it does not provide agencies with guidance as to what the medical examination should cover nor provide validation evidence as to the job-relatedness of the examination or the recommended form. The Selection Study did not address the validation of the medical examination.

The following three objectives of the proposed Medical Examination Validation Project were presented:

1. Establish a validated process by which agencies can determine the job-relatedness of physical conditions of peace officer applicants.
2. Identify in general terms job-related areas of the medical examination.
3. Identify specific disqualifiers within the major identified medical areas.

It was further stated that the project will take approximately one year at a cost of \$82,407. Manpower and cost breakdown were outlined as follows:

L. E. Consultant II (3/4 time)	\$ 20,169
Industrial Psychologist or consultant (full time)	26,892
Steno B ($\frac{1}{2}$ time)	5,346
Contract with physicians	10,000
Travel, per diem & misc.	10,000

MOTION by Commissioner Ellingwood, seconded by Collins, motion carried (Nays - Anthony and McCauley) for approval of funding in the amount of \$82,407 to complete the Medical Examination Validation Project with the stipulation requested by Mr. Ellingwood that there be continuous liaison with the Attorney General's Office for legal advice and counseling during the study.

L. Advisory Committee Report - Mission, Goals and Objectives Study

Chairman Lance reported that the Advisory Committee had met on four occasions on the Mission, Goals and Objectives Study. It was explained that due to a change in the Committee membership, the study has been slowed down somewhat. Two-day sessions had proven to be helpful in working on the two assignments -- Mission and Goals study and the Administrative Counseling study.

The second interim status report on the review of the Mission, Goals and Objectives was mailed to the Commission On July 2, 1975. Included was the following statement which was adopted by the Advisory Committee June 19, 1975.

MISSION OF POST

To increase the effectiveness of California Law Enforcement.

Goals of POST

1. Establish minimum standards and guidelines for the selection of law enforcement personnel.
2. Establish minimum standards and guidelines for the training of law enforcement personnel.
3. Establish and maintain quality training courses designed to meet the needs of law enforcement personnel.
4. Assure adherence by participating agencies to minimum standards of selection and training by law enforcement personnel.
5. Improve management operational practices in law enforcement agencies.
6. Serve as a resource center for law enforcement research.

Commissioner Stroh questioned the meaning of statement number 6. Chairman Lance responded that gathered input indicated that law enforcement in California looks, not so much for the research work but, for a focal point where information is available regarding what is going on in law enforcement. Agencies are looking to POST for this guidance.

The Executive Director suggested that perhaps this statement could be reworded for clarification of the function of the Management Center.

It was reported that some questions being addressed in the Administrative

Advisory Committee Report - cont.

Counseling study are:

- Why is there a POST; is it necessary; is there a better way to use the money?
- Why is there an administrative counseling function in POST?
- Could Administrative Counseling and Standards and Training Divisions be combined?

Chairman Lance stated that at this time the Advisory Committee feels very strongly about supporting the Administrative Counseling function. The final report of the study will be presented to the Commission at the October Commission meeting.

The Executive Director commended the Advisory Committee on the fine job being done on the study.

M. Administrative Counseling Committee Report

Commissioner Barton, Chairman of the Administrative Counseling Committee, reported that the Committee had met on three occasions since given the charge of identifying the five areas of concern of the Committee, which were:

1. What is the function of the Administrative Counseling Division.
2. Should there be a charge for administrative counseling services.
3. Is there a proper role for the sharing of funds with private consultants.
4. Are we able to respond quickly enough to field requests.
5. Should POST be in the administrative counseling business at all.

These concerns had been resolved; however, they cannot be finalized until the full report is presented to the Commission in October. He further stated there were some specific recommendations to be coordinated with the Advisory Committee and, therefore, requested a joint meeting of the two Committees. It was agreed that the Administrative Counseling Committee will meet jointly with the Advisory Committee September 3 in Sacramento.

Commissioner Enoch felt that future requests for general surveys should be held in abeyance until such time as a Commission decision is made with regard to continuing this service, and the field should be so notified.

There was Commission concurrence.

Mr. Saltenberger stated that, based on the Commission's direction in October 1974, Administrative Counseling is not committing itself to providing general surveys upon initial request. The type of service

Administrative Counseling - cont.

rendered is not made until after the evaluation process is completed.

In response to Commissioner McCauley's question as to the length of time needed to complete the general surveys for which there had been commitments, Mr. Saltenberger stated 20 general survey commitments are pending which would entail a workload of 11 1/3 consulting man years and 3 1/2 support staff years. If the staff of 14 consultants worked exclusively on general surveys, these could be completed in approximately one year. It was stressed that Administrative Counseling is responding to many demands for management counseling services other than general surveys.

N. Legislative Report

William Keiser, Legislative Advocate, League of California Cities, addressed the Commission in opposition of S. B. 189, Vehicle Offenses: Mailed Bail Deposits.

The Legislative Report on S. B. 189 is presented as Attachment "C".

There was no discussion nor action taken on legislative matters with the exception of S. B. 189. The following action was taken on this bill:

MOTION by Commissioner Enoch, seconded by Collins, carried unanimously that the Commission take a neutral position on this bill.

O. Policy on Presentation of Special Awards

This item was set forward to a future meeting.

P. Old/New Business

Mr. Townsend reported on two informational items relative to participation in the POST program:

1. The city of Isleton joined the program effective May 12, 1975, and the city of Calexico effective August 15, 1975. The cities of Tulalake and Etna are going through the process of developing ordinances for participation in the program. The city of Ferndale has advised that their ordinance will be passed in the near future. With the passage of these ordinances, non-participation will be three jurisdictions: Fort Jones in Siskiyou County, and the cities of Imperial and Westmorland in Imperial County, employing a total of 20 personnel.

Old/New Business - cont.

2. Following the certification action of July 31, total certified courses now equals 430. During the past 18 months, only 55 new courses have been certified, 105 courses have been modified, and 185 courses have been decertified. The review of courses will continue.

Q. Next Commission Meeting/Hearing

The next Commission Meeting and Public Hearing on Regulation changes will be October 23-24 in Sacramento. Exact location will be announced at a later date.

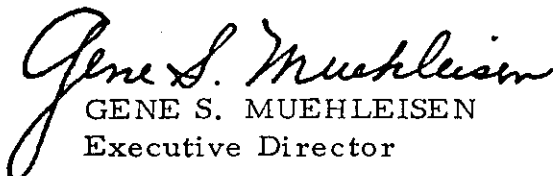
R. Adjournment

In memory of John Fabbri, Chief of Police of Fremont, who passed away on June 29, the following motion was made:

MOTION by Commissioner Anthony, seconded by Enoch, carried unanimously that the meeting be adjourned in memory of John Fabbri who served on the Commission from 1966 through 1974.

There being no further business, the meeting was adjourned at 12:15 p. m.

Respectfully submitted,


GENE S. MUEHLEISEN
Executive Director

Commission on Peace Officer Standards and Training

ADMINISTRATION DIVISION

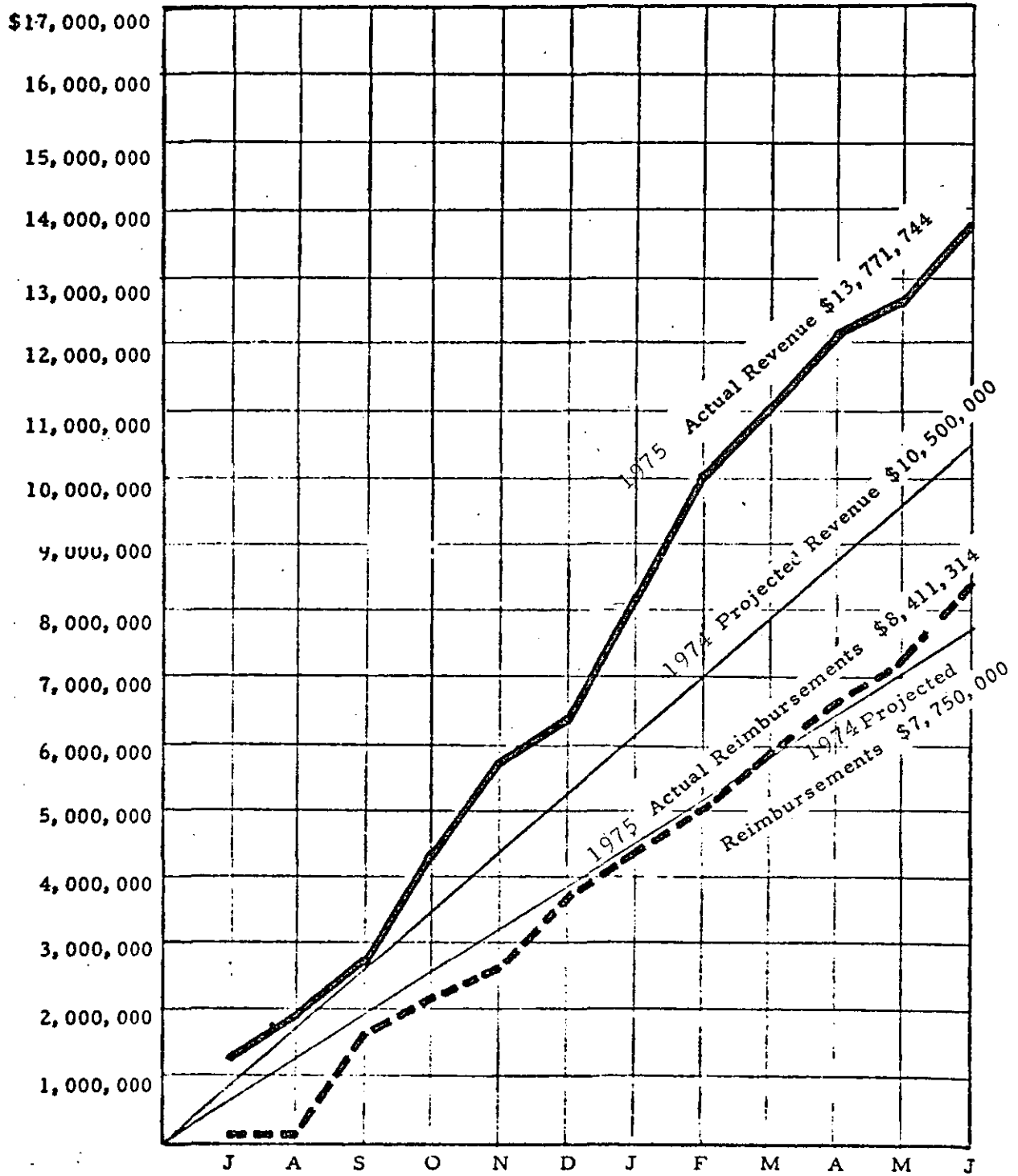
Amount of Revenue Received for the
Peace Officer Training Fund for the Fiscal Year 1974-75

<u>Month</u>	<u>Traffic</u>	<u>Criminal</u>	<u>Total</u>
July	\$ 930,085.19	\$ 334,689.07	\$ 1,264,774.26
August	457,617.42	147,752.40	605,369.82
September	587,614.85	222,082.56	809,697.41
October	1,146,132.01	458,861.36	1,604,993.37
November	947,728.45	530,755.93	1,478,484.38
December	511,398.21	171,656.41	683,054.62
January	1,508,249.41	320,484.01	1,828,733.42
February	1,584,257.06	367,076.88	1,951,333.94
March	651,710.58	250,070.87	901,781.45
April	765,620.33	258,513.67	1,024,134.00
May	356,599.17	141,716.02	498,315.19
June	832,021.55	289,050.60	1,121,072.15
Total Revenue for 1974-75	10,279,034.23	3,492,709.78	13,771,744.01

State of California
 Department of Justice
 Commission on Peace Officer Standards and Training

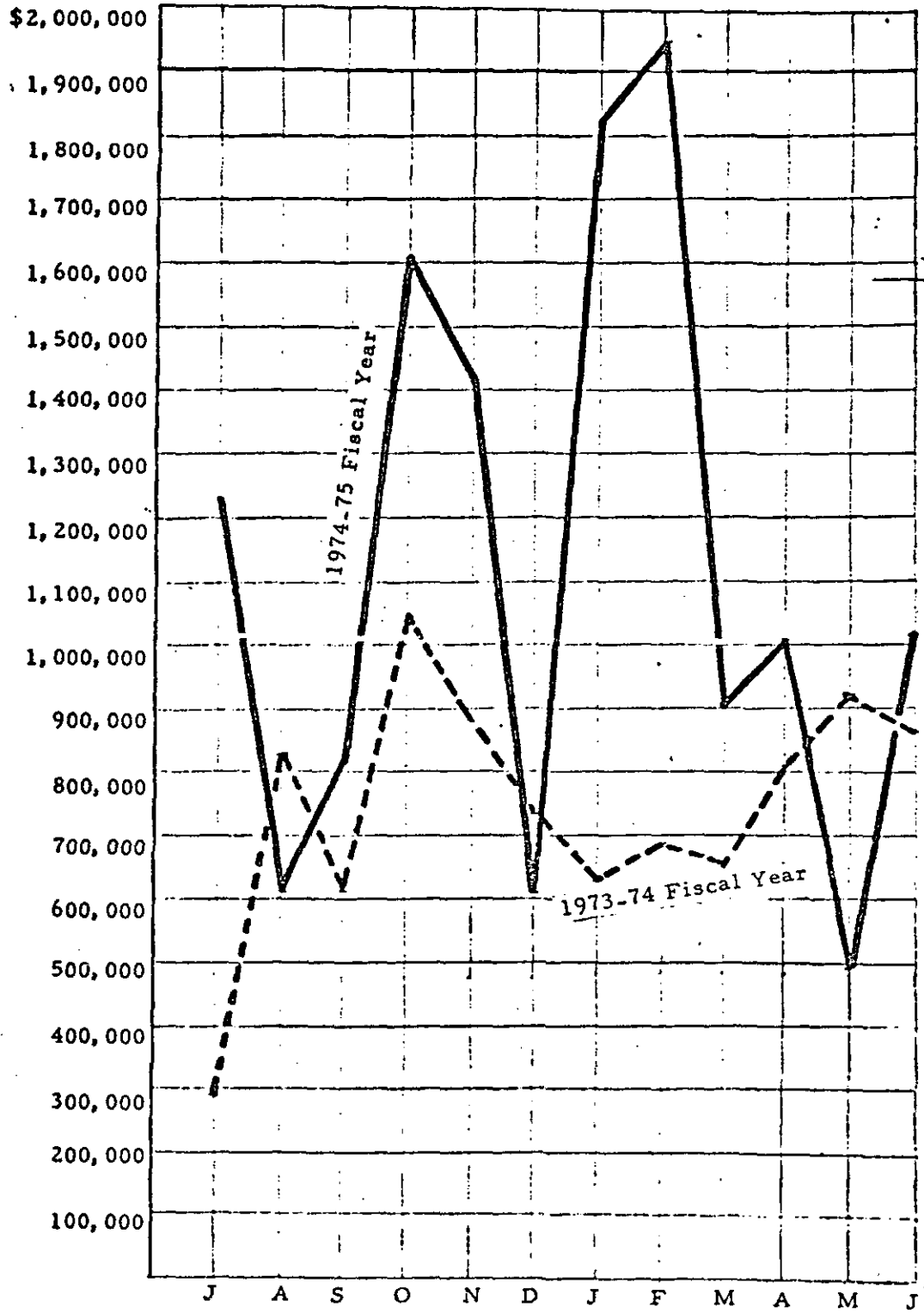
REVENUE AND REIMBURSEMENT

Comparison of Revenue and Reimbursement for 1974-75 Fiscal Year



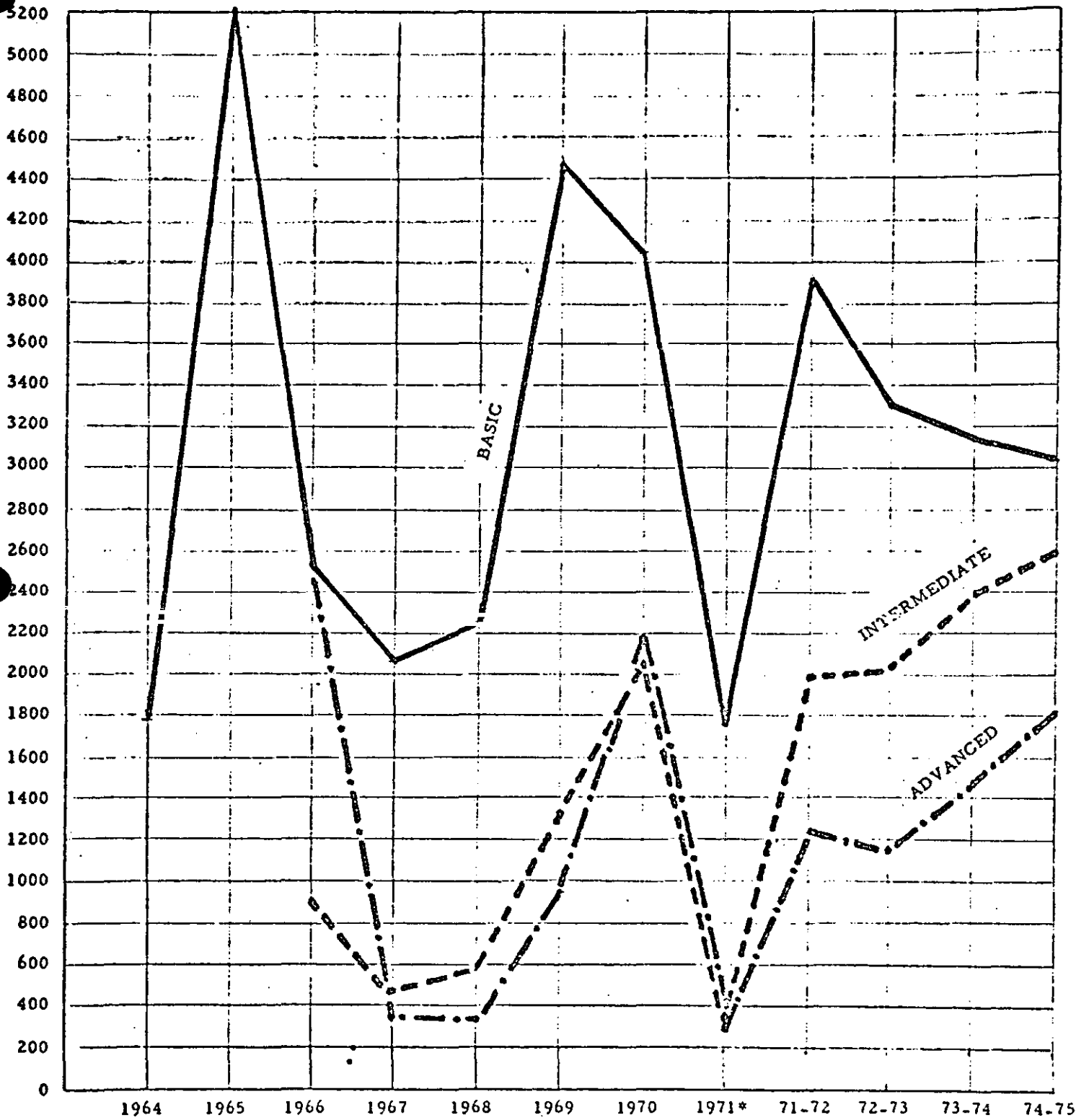
State of California
 Department of Justice
 Commission on Peace Officer Standards and Training

COMPARISON OF REVENUE BY MONTH
 1973-74 and 1974-75 Fiscal Years



ISSUANCE OF POST CERTIFICATES

1964 - 1975



*In 1971 converted from calendar year to fiscal year. The time shown was from January 1 to June 30 only.

CERTIFICATES AWARDED UNDER POST CERTIFICATION PROGRAMS

By Year and Certificate Type with Totals

January, 1964 through June, 1975

CALENDAR and FISCAL YEARS	PROFESSIONAL PROGRAM						SPECIALIZED PROGRAM				GRAND TOTAL
	Certificates Awarded						Certificates Awarded				
	Basic	Int.	Adv.	Mgmt.	Exec.	TOTAL	Basic	Int.	Adv.	TOTAL	
CY 1964	1,782	--	--	--	--	1,782	--	--	--	--	1,782
CY 1965	5,210	--	--	--	--	5,210	--	--	--	--	5,210
CY 1966	2,536	899	2,469	--	--	5,904	--	--	--	--	5,904
CY 1967	2,076	469	370	--	--	2,915	--	--	--	--	2,915
CY 1968	2,249	582	356	--	--	3,187	--	--	--	--	3,187
CY 1969	4,474	1,327	949	--	--	6,750	--	--	--	--	6,750
CY 1970	4,037	2,058	2,197	--	--	8,292	431	130	120	681	8,973
1971 (Jan-Jun)	1,747	347	286	--	--	2,380	204	76	87	367	2,747
FY 71-72	3,936	1,995	1,228	170	73	7,402	576	210	377	1,163	8,565
FY 72-73	3,308	2,046	1,152	185	34	6,725	432	194	161	787	7,512
FY 73-74	3,155	2,395	1,473	163	19	7,205	461	221	182	864	8,069
FY 74-75	3,044	2,592	1,814	202	14	7,666	398	230	201	829	8,495
TOTAL	37,554	14,710	12,294	720	140	65,418	2,502	1,061	1,128	4,691	70,109

3

COMMISSION ON POST

Legislative Report
July 31 - August 1, 1975
Commission Meeting

SB 189 - Roberti - Vehicle Offenses: Mailed Bail Deposits

Judicial Council Report

The following information was offered by the Judicial Council regarding the pros and cons of SB 189.

In Support

- 86% conviction on all traffic citations in California.
- In each case where the penalty assessment was increased, fines flattened for a year after penalty assessments were raised, then the fines also raised drastically.
- There was a 5.5% average increase over each two years preceeding the year the penalty assessment was raised.
 - This was illustrated on a graph by the Judicial Council covering over 20 years to the present date.
 - The drastic increase in fines after the penalty assessment is increased is a deliberate move on the court's part to see that the revenues are generated according to legislative intent.
 - There is no indication that the courts will change that philosophy in the present situation.
- Presently, there is a recommended uniform bail schedule in the statute.
 - Courts are obligated to report any deviation they make from this schedule.
- San Mateo and Sacramento Counties have already raised bail schedules to include the penalty assessment and it has caused a great revenue increase.
- \$19.69 is the average fine for 1973/74 fiscal year, therefore, now is a perfect time to make a change.
- At the upper end of the bail schedule, the present fines are: 50 - 100 - 250.

- On a \$250 fine, the penalty assessment is \$65.
- On the proposed increase in the upper end of the bail schedule, a \$300 fine would amount to a \$60 penalty assessment taken from the fine.
- This is the only case of a reduction.
- In all other cases, an increase is noted in revenue or its status quo.

In Opposition

- 22 million could be lost by cities and counties if the bail schedules are not raised.
- Bail schedules cannot be mandated by legislation.
- CHP is opposed because of the difficulty in indicating the bail on the citation at the time it is issued as suggested by the Judicial Council.
- SB 189 is presently on the Senate Floor by agreement of the author, until something is worked out with the peace officers in opposition.

ACTION MINUTES

Joint Meeting: POST Commission and Advisory Committee
July 31 - August 1, 1975
Sheraton Inn-Airport
San Diego, California

The meeting was called to order by Chairman Barrett at 10 a.m.
Roll call determined the following to be present:

Commission Chairman Wes Barrett
Vice-Chairman Loren Enoch
Commissioner W. J. Anthony
Commissioner Floyd O. Barton
Commissioner Jack G. Collins
Commissioner Robert F. Grogan
Commissioner Edwin R. McCauley
Commissioner Jay R. Stroh
Assistant Attorney General H. E. Ellingwood

Absent: Donald F. McIntyre

Advisory Committee Members

Lt. J. E. Lance, Chairman
J. W. Silva, Vice-Chairman
Robert Cress
Wm. A. Fradenburg
Brad Gates
Karen Hawkins
C. A. Oliver
W. Bert Ritchey
Jay Rodriguez (arrived afternoon session)
George P. Tielsch

Absent: R. E. Blanchard
Wm. J. Kinney

A. Public Hearing on proposed amendment of Regulation 1002 (a)(2),
Minimum Standards for Employment.

In accordance with the Administrative Code procedure, the Executive Director presented all exhibits of compliance and read all testimony into the record. Discussion was heard on the advisability of inserting the words "in any foreign government" to the proposed amendment. There was concurrence that inasmuch as the foreign government phrase had not been a problem, the proposed amendment should be filed as proposed, and the following motion was made:

MOTION by Commissioner Collins, seconded by McCauley, carried unanimously, that the proposed Regulation change in Section 1002 (a)(2), filed on an emergency basis effective May 1, 1975, is to be filed on a permanent basis with the Office of Administrative Hearings.

- B. Approval of minutes of April 24-25 quarterly Commission Meeting and June 13 joint meeting of Commission and Advisory Committee for adoption of the SPB Validation Study recommendations

MOTION by Commissioner Stroh, seconded by Anthony, carried unanimously that the above designated minutes by adopted as mailed.

C. Financial Report, F.Y. 1974-75

Highlights of the Financial Report for F.Y. 1974-75 are set forth as presented by Director Toothman. Detailed charts were presented and will be distributed to all staff subsequent to this meeting.

<u>Revenue:</u>	Traffic Fine Assessments	\$ 10,279,034	(64% increase)
	Criminal Fine Assessments	<u>3,492,709</u>	(26% increase)
	Total revenue	\$ 13,771,743	

Revenue for F.Y. 74-75 reached an all-time high, exceeding 1973-74 revenue of \$ 8,955,093 by 53.7%.

Reimbursements: Current training and training given in previous years:

1974-75 F.Y. training	\$ 6,919,163
Training from current funds given in F.Y. 73-74	1,446,690
Training from current funds given in F.Y. 72-73	<u>34,421</u>

Total F.Y. 74-75 Reimbursements \$ 8,400,274

Expenditures:

		<u>Revenue</u>
		\$ 13,771,743
Administrative Costs: Personal Services	\$1,318,324	
Operating Expense & Equipment	<u>502,500</u>	
	\$1,820,824	
Aid to Local Government: Reimbursements and Contracts	<u>8,613,433</u>	<u>\$ 10,434,257</u>
Reserve as of 6/30/75		\$ 3,337,486

Reimbursement by Category:

Salary	\$ 4,876,841	(70%)
Tuition	690,350	(10%)
Subsistence	1,071,064	(16%)
Travel	<u>289,201</u>	(4%)

Financial Report (cont)

Training Courses:

In F.Y. 1974-75a total of 157 training course administrative categories existed, from which 1,702 course presentations were made; 11 courses (7%) were the basis for 1,284 (75%) course presentations. They were:

Name of Course:	Basic Course	111 presentations
	Advanced Officer Course	328
	Supervisory Course	64
	Middle Management Course	24
	Middle Management Seminar	43
	Driver Training	106
	Advanced Driver Training	102
	Community/Police Relations	22
	Crime Scene Investigation	25
	Jail Operations	38
	832 P.C.	421
	Total	1,284

Of the 157 course categories, 32 (20%) were not presented during the year. Sixteen (10%) were presented once, and seventeen (10%) were presented twice.

Number of Trainees:

In F.Y. 74-75, 13,304 attended POST-approved courses, This was a 35% decrease from the 20,620 trainees in 73-74, and occurred mainly in the Advanced Officer and Technical Special Courses.

<u>Course</u>	<u>1973-74</u>	<u>1974-75</u>	<u>% Difference</u>
Basic	2,450	3,048	+24%
Advanced Officer Course	5,979	3,646	-39%
Supervisory Course	471	599	+27%
Supervisory Seminar	133	0	-100%
Middle Management Course	248	281	+13%
Middle Management Seminar	1,287	533	-58%
Executive Development Course	34	0	-100%
Executive Development Seminar	374	145	-61%
Technical Special Course	9,644	5,053	-47%

D. Contracts and Certificates, F.Y. 1974-75 ReportsContracts

Mr. Toothman presented the following F.Y. 1974-75 summary of contracts, as requested by the Commission.

1-P	State Controller - To provide field audit services	\$ 30,000
92-P	CSU, Long Beach - POST paid \$7,852 for work performed on a course, "Law Enforcement Training Management Course."	7,852
21-P	Alan E. Ellis - To develop, coordinate and supervise the presentation of a "Sheriff's Orientation Course."	10,997

Contracts - cont.

4.

90-P	Two presentations of "Law Enforcement Training Management Course."	\$ 21,362
14-P	State Personnel Board - Test Validation Study 73-74 contract totalled \$206,420. The total was encumbered and paid out of F.Y. 73-74, except a balance of \$51,605, which is being held for completion of the contract. In August 1974, an additional \$7,790 was encumbered for payment of special legal costs by the Attorney General's Office. This amount has not yet been paid.	\$ 7,790
67-P	Thomas H. Anderson - To develop an Executive Development Course and to coordinate four presentations of the course. Total \$31,870, \$6,450 encumbered in F.Y. 74-75	\$ 6,450
DOJ/POST Interagency Agreement - To conduct training course\$		<u>118,704</u>
Total		\$203,157

Certificates Report F.Y. 1974-75

Mr. Toothman reported the number of professional certificates issued during the last four years has remained relatively stable at app. 8,000 yearly. However, there has been a decline of Basic and an increase in Intermediate and Advanced.

202 Management Certificates were issued in '74-75, which was a slight increase over previous years, while the Executive Certificates have declined with only 14 being issued during '74-75.

Issuance of Specialized certificates has remained relatively steady at an average of over 800 per year.

To date, there have been 65,418 certificates issued in the Regular Program and 4,691 in the Specialized, totaling 70,109.

E. Budget Report

Mr. Toothman reported that in the Governor's review of the budget prior to signing it, he took the following action:

Approved one position of consultant for the Standards and Training Division to conduct study of Supervisory and Middle Management Courses. (Allocated \$25,200)

Denied funds for the addition of two consultants and two clerical positions for the Standards and Training Division. (Reduced budget by \$89,747)

Action on Federally Funded Grant Projects:

Center for Police Management project is funded for \$98,243. Carry-over grant monies from the previous fiscal year are sufficient to fund the project for the months of July and August.

Crime Prevention Institute is funded for \$67,502.. The program will terminate as of June 30, 1976.

The amount of \$165,745 for the two projects is added to the total of POST administrative costs.

F. Reimbursement Plans

The Executive Director reported that the reimbursement plans were status quo as stated in the June 27, 1975, Bulletin 75-4. The Department of Finance has stated the earliest consideration could be made for any change in the reimbursement plan would be January of 1976. He also reported that information had been received, indirectly, that the Department of Finance, in the very near future, will begin a management audit of POST.

G. Certification of Courses

Commissioner Anthony requested that Agenda item #58 regarding a moratorium on course certifications be addressed prior to the Course Certification Agenda.

Following discussion, the following amended motion was passed:

MOTION by Commissioner Anthony, seconded by Collins, carried unanimously for adoption of the following two staff recommendations, effective subsequent to this Commission meeting.

- That there be declared a moratorium on the certification of new courses;
- That staff develop a master training plan to emphasize needs, assessment, and job specific training requirements.

Further, that within six months (January 1976 Commission meeting) staff will present a status report to the Commission outlining the progress made on the master training plan and an indication of the time-frame within which the adopted recommendation can be completed.

Certification Requests

	Title or Course Category	Plan	Hrs.	Comment
1.	Academy of Justice, Riverside Mexican-American Culture Institute	III	72	Tuition \$169 \$139 subsequent

MOTION by Commissioner Ellingwood, seconded by Enoch, for approval, with the stipulation that the certification be for one year only, of the staff recommendation for certification. Motion failed.

Ayes: Ellingwood, Enoch and Collins

Noes: Anthony, Barton, Grogan, McCauley and Stroh

Certification of Courses - cont. 6.

	<u>Certification Request</u>	<u>Title or Category</u>	<u>Plan</u>	<u>Hrs.</u>	<u>Comment</u>
2.	Academy of Justice Riverside	"Techniques of Teach- C.J.Role Training" Technical Course	III	72	Tuition \$264
3.	" "	C.J. Role Training Program	II	120	
4.	Modesto RCJTC	" "	"	"	
5.	NCCJTES, Butte Center	" "	"	"	
6.	CHP	Middle Management	II	104	
7.	CHP	Traffic Accident Investigation	IV	40	
8.	CSU - Humboldt	Middle Management Seminar	III	36	Tuition \$120 "Small Agency Management Metho
9.	CSU - Long Beach	"Law Enforcement Legal Education Update" Technical Course	III	20	Tuition \$118; Subsequent \$103 on the road ex. L.A.County \$93
10.	CSU - Humboldt	Executive Development Seminar	III	40	Tuition \$1 "Planning Process"
<p>MOTION by Commissioner Grogan, seconded by Stroh, motion carried for approval of the staff recommendation for certification of items #2 through #10, with the stipulation that trainees in the three Criminal Justice Role Training", Technical Courses, be limited to 270 students. Motion carried. (Collins abstaining).</p>					
11.	Dept. of Justice	"Analysis of Urban Terror- ist Activity"	IV	80	
<p>MOTION by Commissioner Ellingwood, seconded by Barton carried unanimously for approval of staff recommendation for certification.</p>					
12.	Golden West College	"Field Training Officer" Technical Course	IV	24	

(Action was held over to the second day to permit staff to provide additional information. The following action was then taken:)

MOTION by Commissioner Grogan, seconded by Enoch, motion carried for approval of staff recommendation for certification. (Collins - Nay)

Certification of Courses - cont. 7.

13. LaVerne College "The Police Middle Manager & the Public News Media"
Technical Course III 18 Tuition \$86

MOTION by Commissioner Collins, seconded by Anthony, carried unanimously for disapproval of staff recommendation for certification.

14. LaVerne College "Leadership & Motivation in Police Organizations
Middle Mgt. Seminar III 24 Tuition \$100

MOTION by Commissioner Anthony, seconded by Collins, carried unanimously for disapproval of staff recommendation for certification.

15. Modesto RCJTC "Field Training Officer Course" IV 40

MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendation for certification.

16. Modesto RCJTC "Jail Operations Course" IV
Technical Course.

MOTION by Commissioner Ellingwood, seconded by Barton, carried unanimously for approval of the staff recommendation.

17. Orange County Sheriff - "Evidence Technician"
Coroner Dept. Technical Course IV 80

MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendation.

18. Rio Hondo College "Background Investigations
Course" - Technical Course IV 21

MOTION by Commissioner Grogan, seconded by Stroh, motion carried (Collins -May) for approval of staff recommendation.

19. Rio Hondo College "Crisis Intervention -
Alternatives to Arrest" Technical Course IV 21

MOTION by Commissioner Collins, seconded by Enoch, motion carried for disapproval of staff recommendation to certify. (Noes: Ellingwood, Anthony, Stroh)

20. Rio Hondo College "Consumer Fraud Information
Course" Technical Course IV 21

MOTION BY Commissioner Stroh, seconded by Collins, carried unanimously for disapproval of staff recommendation

Certification of Courses - cont. 8.

- 21 Rio Hondo College "Police Defensive Driving Course" - Technical Course IV 21

MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendation to certify

22. Rio Hondo College " Special Weapons and Tactics Course" - Technical Course IV - 21

23. San Diego Police Dept. "Community-Oriented Policing" Technical Course IV 40

24. " " "Emergency Medical Technician I (ambulance) for Peace Officers" Technical Course IV 104

MOTION BY Commissioner Collins, seconded by Enoch, carried unanimously, for disapproval of staff recommendation to certify courses #'s 22, 23 and 24.

25. Santa Clara Valley Criminal Justice Training Pgm. "Field Training Officer Course" -Technical Iv 40

26. Santa Monica College Advanced Officer II 20
40

27. Bahn-Fair Institute "Crime Scene Investigation" & "Physical Evidence Presentation" III 40 Tuition \$15
40 Tuition \$172
(decertified)
80-hr. cours
by same titl

MOTION by Commissioner Grogan, seconded by Enoch, carried for approval of staff recommendations to certify, (Anthony abstaining.)

Certification Modifications, agenda items #28 through #41:

MOTION by Commissioner Grogan, seconded by Stroh, carried unanimously for approval of staff recommendations.

42. California Specialized Training Institution "Civil Emergency Management Course" "Officer Survival and Internal Security Course"

MOTION BY Commissioner Ellingwood, seconded by Stroh, carried unanimously for approval of the interagency agreement in the amount of \$34,453 with the California Specialized Training Institute for the period of July 31, 1975 through June 30, 1976.

Decertifications

MOTION BY Commissioner Grogan, seconded by Stroh, carried for approval of the staff recommendation to decertify agenda items #'s 43 through 52 with the exception of #44, Department of Justice "Special Agent Entry Training Program - Basic Investigators", removed from the agenda at the request of the agency.

Negative Staff Recommendations

53. Los Angeles Police Dept. "Supervisory Course Follow-Up"
Technical Course

MOTION by Commissioner Grogan, seconded by Anthony, carried unanimously for approval of staff recommendation not to certify this course.

- 54 and 55: Law Enforcement Training "Family Crisis Intervention" and
and Research Associates "Juvenile Crisis Intervention"

REMOVED from the agenda at request of proponent. Will be left open for certification request at a future meeting.

- 56: NCCJTES - "Dispatcher/Complaint Desk Operator Course"

MOTION by Commissioner Grogan, seconded by Anthony, carried unanimously for approval of staff recommendation not to certify this course.

57. Rio Hondo College Ten Specified Courses

MOTION by Commissioner Grogan, seconded by Anthony, carried unanimously for approval of staff recommendation not to certify the 10 specified courses as set forth.

POLICY CONSIDERATIONS

58. Covered as agenda item No. 1; see page 5.

59. Baton Training for Private Security

MOTION by Commissioner McCauley, seconded by Barton, carried unanimously for adoption of the baton training course outline prepared to meet the requirements of S.B. 1740.

Commissioner Collins requested item I.B.4.; "Offensive Techniques" be changed to "Control Techniques." There was consensus and it was so ordered.

Mr. Townsend requested that the staff be given administrative authority to implement the reimbursement of certain Technical Courses, as had been approved by the Commission, under Plan III. The direction that had been given by the Department of Finance was that salary reimbursement remain at 60%, but had not addressed the reimbursing of tuition.

Mr. Ellingwood stated there are no legal problems with adhering to this pay plan -- this was a policy problem, a policy which the Commission had previously approved.

It was the consensus of the Commission that certain Technical Courses, as approved by the Commission, shall be reimbursed under Plan III, effective August 1, 1975, as had been committed by the Commission.

Discussion was called on the April Commission action that would change the amount of per diem reimbursed from \$24 to \$30 and the mileage rate from 10¢ to 15¢ per mile. The following action was taken:

MOTION by Commissioner Anthony, seconded by Enoch, carried unanimously that effective August 1 the per diem and mileage allowances for out-of-pocket travel expenses will be based on the maximum amount allowed under the State Board of Control rules.

S.B. 189

Mr. John Smock, lobbyist for the Judicial Council, addressed the Commission in support of S.B. 189, Vehicle Offenses: Mailed Bail Deposits. No action was taken at this time.

The meeting was recessed at 5 p.m. until 9 a.m., August 1.

* * * * *

The meeting reconvened on August 1 at 9 a. m. Attendance was as reported on July 31 with the exception of Sheriff Brad Gates of the Advisory Committee.

Instructional Costs and Tuition Policies

In response to a request from Commissioner Collins at the April 24-25 Commission meeting that staff review the problem of variances of instructor costs up to the \$50 allowed in the Guidelines and the problems Los Angeles Police Department experiences in not being paid instructional costs, the Executive Director reported the research work had been assigned to study the issues. A report will be forthcoming -- hopefully at the next Commission meeting.

I. Crime Prevention Program

Mr. Koch reported that the F. Y. 75/76 budget augmentation to provide two positions for the Crime Prevention Institutes, approved by the Commission at the June 13 meeting, was turned down at the June 28 CCCJ meeting. The Department of Finance had recommended that one consultant be employed from POST funds and included \$29,484 in the F. Y. 75/76 budget, subject to approval by the Commission.

MOTION by Commissioner Collins, seconded by Anthony, carried unanimously that one Consultant I position be approved for the Crime Prevention Program for F. Y. 75/76 and that an expenditure of \$29,484 be authorized to support this position, effective August 1, 1975.

Proposed Regulation and PAM Changes

Mr. Koch referred to the action taken at the June 13 Commission meeting that approved changes to the POST Regulations as determined by need in the Selection Validation Study area and requested approval of the proposed changes for a future public hearing agenda.

MOTION by Commissioner Enoch, seconded by Collins, carried unanimously that the following proposed Regulation and PAM changes be included on the next public hearing agenda of October 23, 1975:

1. POST Regulation 1002 (b) be amended to read: "It is emphasized that these are minimum entrance requirements and do not preclude law enforcement agencies from hiring the best qualified individual for the job."
2. Add new sub-section 1002 (a) (8) to read: "Be able to read and write at the level necessary to perform the job of a peace officer as determined by passing "professionally developed"* examinations designed to test these skills."
3. Revise section 1002 (a)(6) to read: ". . . This regulation may be satisfied by a member of the law enforcement agency participating as a member of the oral interview panel."

* "Professionally developed" as interpreted in EEOC guidelines.

4. Revise section 1005 (a)(1) to read: "Every trainee employed by a county sheriff's department, city police department or district authorized by statute to maintain a police department hired after January 1, 1975, shall comply with the provisions of 832.3 P. C."
5. PAM Section C-3, paragraph 3-1. Addition of the following: "reference to religious affirmation may be omitted where objected to by the officer."

K. Proposed Selection Standards Research Projects

a. Personal History Questionnaire and Investigator's Manual

Mr. Koch stated the following objectives of the project:

- (1) Revise the current POST Personal History Questionnaire
- (2) Revise, update and make more comprehensive the POST Personnel Investigator's Manual
- (3) Develop the prototype of a Background Investigator's Course.

It was reported that it is anticipated that the project will take approximately one year at a cost of \$31,789. Manpower and cost breakdown as follows:

Consultant II, $\frac{1}{4}$ time	\$ 6,723
JSA full year	15,720
Steno B $\frac{1}{2}$ time	5,346
Travel and misc.	4,000

MOTION by Commissioner Stroh, seconded by Barton, carried unanimously for approval of \$31,789 to conduct the Personal History Questionnaire and Investigator's Manual Projects.

b. Medical Examination Validation

Mike Freeman presented the request for the funding of the Project to validate the medical examination, and stated the following three objectives:

- (1) Establish a validated process by which agencies can determine the job-relatedness of physical conditions of their peace officer applicants.
- (2) Identify in general terms job-related areas of the medical examinations.
- (3) Identify specific disqualifiers within the major identified medical areas.

It was reported that it is anticipated that the project will take approximately one year at a cost of \$82,407. Manpower and cost breakdown follows:

L. E. Consultant II (3/4 time)	\$ 20,169
Industrial Psychologist or consultant (full time)	26,892
Steno B (1/2 time)	5,346
Contract with physicians	10,000
Travel, per diem & misc.	<u>10,000</u>
	\$ 82,407

MOTION by Commissioner Ellingwood, with the stipulation that there be a continuing relationship with the Attorney General's Office during the study, for approval of funding in the amount of \$82,407 to complete the Medical Examination Validation Project. Motion was seconded by Commissioner Collins, and carried.
(Nay - Anthony)

Commissioner McCauley requested that in addition to checking with police chiefs in carrying out the study, he would suggest that city and county administrators throughout the State also be contacted.

Advisory Committee Report - Mission, Goals and Objectives Study

Chairman Lance reported that the Advisory Committee had met on four occasions on the Mission, Goals and Objectives Study. Due to a change in the Committee membership, the study had been slowed down somewhat. Two-day sessions have proven helpful in working on the two assignments -- Mission and Goals study and the Administrative Counseling study.

Some questions being addressed are:

- Why is there a POST -- is it necessary -- is there a better way to use the money?
- Why is there an administrative counseling function in POST?
- Could Administrative Counseling and Standards and Training Divisions be combined?

The Advisory Committee, at this time, feels very strongly about supporting the Administrative Counseling function. The final report on this subject will be presented to the Commission at the October meeting.

The Executive Director commented that it has been a real pleasure to work with the Advisory Committee, and it is felt they are doing a good job.

M. Administrative Counseling Committee Report

Commissioner Barton, Chairman of the Administrative Counseling Committee, reported that the Committee had met on three occasions since given the charge of identifying five areas of concern. These concerns had been resolved; however, cannot be finalized until the full report is presented to the Commission in October. He further stated there were some specific recommendations to be coordinated with the Advisory Committee and requested a joint meeting of the two Committees. It was agreed that the Administrative Counseling Committee will meet with the Advisory Committee September 3-4 in Sacramento.

Commissioner Enoch felt that a response to requests for general surveys should be that until some decision is made with regard to general surveys as a service to be delivered, the requests will be held in abeyance until a decision is made by the Commission.

There was concurrence by the Commission.

N. Legislative Report

The Legislative Report is attached to these minutes for your information.

There was no discussion nor action taken with the exception of S. B. 189. Staff recommendation was changed from support to neutral and received Commission concurrence.

O. Policy on Presentation of Special Awards

This item was set forward to a future meeting.

P. Old/New Business

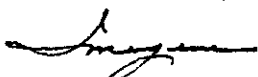
No Commission action.

Q. Next Commission Meeting/Hearing

The next Commission Meeting and Public Hearing on Regulation changes will be October 23-24 in Sacramento. Exact location at the call of the Chair.

R. Adjournment

Respectfully submitted,



I. Kauffman
Recording Secretary

Memorandum

: Commissioners

Date : July 15, 1975

Executive Director

From : Commission on Peace Officer Standards and Training

Subject: Legislative Report

The following shows the present status of all bills of interest to the Commission, that we are aware of, at the beginning of the 1975/76 legislative recess and staff recommendations regarding each.

AB 251 - Department of Justice: Law Enforcement Total Service Project

Would create in the Department of Justice a Law Enforcement Total Service Project and techniques to be used in the implementation of the program.

Amended to become a function of OCJP. Passed Assembly, now in Senate Judiciary.

Recommendation - No opposition.

AB 633 - Discrimination in Employment

Could permit homosexuals to become police officers.

Passed Assembly, now on legislature inactive file. Can be reviewed in Senate at any time.

Recommendation - Awaiting Attorney General's opinion regarding use of homosexuality for prohibiting employment as a peace officer.

AB 960 - Criminal Justice and Delinquency Prevention

Present composition of the California Council on Criminal Justice includes the Commission on Peace Officer Standards and Training. This bill deletes POST from the Council.

Commission communications have been sent to the Governor's office seeking to keep POST on the Council.

Passed Assembly (55 Ayes, 17 Noes) and to first reading in Senate Judiciary. If passed, becomes law immediately when signed by Governor.

Recommendation - Oppose unless amended to leave POST on the CCCJ Council.

AB 1127 - Peace Officers: Specific Assignments

Would prescribe specific qualifications and training requirements for reserves.

Has been amended to make it more acceptable to POST, but needs further amendments to provide exceptions for agencies faced with major seasonal needs for reserves.

Passed Assembly and to second reading in Senate Judiciary.

Recommendation - Support if amended to provide for seasonal reserve needs.

AB 1334 - Vehicle Offenses: Accident Investigation

Would permit peace officers, certified by POST, to issue citations at the scene of an accident.

SB 2232 was chaptered in 1974, which allows a peace officer to issue a citation at the scene of an accident after completion of a POST 80-hour course in accident investigation.

This amends that law to a 40-hour course.

Passed Assembly and now in Senate Judiciary.

Recommendation - Support as amended.

AB 1384 - Marshals of Municipal Court

Would include marshal's as an added category in the POST reimbursement program.

Killed in Assembly Ways and Means Committee.

AB 1508 - Amends Section 13510 of Penal Code

Would require POST to adopt standards which are not in conflict with the Federal Civil Rights Act of 1964, as amended, for job-related selection standards and promotional standards.

Died in Assembly Ways and Means Committee.

SB 21 - Correctional Personnel

Would establish a Commission on Correctional Standards.

Amended to delete law enforcement from the commission composition, raise the initial appropriation from General Fund to \$150,000, and add a paragraph to assure a concerted effort between POST and the proposed corrections commission.

Passed Senate and now in Assembly Criminal Justice.

Recommendation - Oppose.

SB 189 - Vehicle Offenses: Mailed Bail Deposits (AB 766 - same bill from Assembly side)

Proposes a system of posting bail by mail and would repeal the system of penalty assessments.

Would instead establish a deduction from the fines imposed and makes changes in minimum and maximum penalties.

If the bail schedules increase the fines by 20%, no monetary impact will occur with the POTF. If the penalty assessment is repealed with no increase in fines, it would reduce traffic revenues to the POTF by 20%.

AB 766 - McVittie - Is the same proposal from the Assembly side and is under Assembly submission.

SB 189 - Roberti - Presently sitting on the floor of the Senate.

Recommendation - Take a neutral position.

SB 461 - Peace Officers

Would provide for licensing of peace officers and create a Peace Officer Hearing Board within the Commission.

Is being substantially amended to conform to Commission desires and removes the Peace Officer Hearing Board.

Has been amended to a two-year bill and can be heard again in August, 1975.

Recommendation - Further study until review of amended version.

SB 849 - Security Officers

Would eliminate the requirement for Housing Authority peace officers to complete the POST approved Airport Security Course.

Passed both houses and awaiting Governor's signature.

Recommendation - Support.

SB 881 - Peace Officer Training: Reimbursement

Would include peace officer members of the Bay Area Rapid Transit District as an added category in the POST reimbursement program.

Passed Senate and now in Assembly Criminal Justice Committee.

Recommendation - Oppose.

SB 942 - Animals

Would establish a commission patterned after POST for animal control officers.

Died in Senate Judiciary.

SB 1021 - Peace Officers: Recruitment and Training

Would require POST to develop training standards for all State agency peace officers.

CSEA, the sponsor, has agreed to recall or modify the bill if the Advanced Officer Course can be mandated by the Commission for the Specialized Training Program.

~~and now in Assembly Criminal Justice.~~

Recommendation - Further study until review of proposed amendments or recall of the bill.

Gene S. Muehleisen

GENE S. MUEHLEISEN