

COMMISSION MEETING AGENDA

April 15, 1982, 10 a.m. to 5 p.m.  
Flamingo Hotel - Redwood Room  
4th & Farmer's Lane  
Santa Rosa, CA

CALL TO ORDER

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTIONS

A. APPROVAL OF MINUTES

Minutes of regular Commission meeting January 28, 1982, in San Diego.

B. CONSENT CALENDAR

1. Receiving Course Certification/Decertification Report

Since the January meeting, there have been 11 new certifications and 5 decertifications.

In approving the Consent Calendar, your Honorable Commission takes official note of the report.

2. Receiving Information on New Entries Into POST Reimbursement Program

Procedures provide for agencies to enter the Reimbursement Program if certain qualifications are met. Since the passage of S.B. 201 and S.B.210, 20 District Attorneys' Offices (criminal investigators) and eight Marshals' Offices have entered the Reimbursement Program. A total of 31 agencies have qualified and entered the Reimbursement Program, as shown:

Clearlake Police Department  
Fremont-Newark Community College District  
Marin Community College District

District Attorney Investigators:

Calaveras County D.A.  
Contra Costa County D.A.  
Kings County D.A.  
Lake County D.A.  
Los Angeles County D.A.  
Mendocino County D.A.  
Orange County D.A.  
Placer County D.A.  
Riverside County D.A.  
Sacramento County D.A.  
San Bernardino D.A.

New Entries in POST Program - cont.

District Attorney Investigators:

San Luis Obispo County D.A.  
San Mateo County D.A.  
Santa Barbara County D.A.  
Santa Clara County D.A.  
Santa Cruz County D.A.  
Shasta County D.A.  
Stanislaus County D.A.  
Tuolumne County D.A.  
Ventura County D.A.

Marshals:

Desert Judicial District Marshal  
Los Angeles County Marshal  
Orange County Marshal  
Riverside Judicial District Marshal  
San Bernardino County Marshal  
San Diego County Marshal  
Santa Barbara-Goleta Judicial District Marshal  
Santa Maria Judicial District Marshal

This item is on the Consent Calendar for information. In approving the Consent Calendar, your Honorable Commission takes note of receiving this information.

3. Receiving Information on New Entries Into Specialized Program

The agency listed below meets the requirements to enter the POST Specialized Program and has been accepted:

California Department of Social Services (Sworn Investigators)

This item is on the Consent Calendar for information. In approving the Consent Calendar, your Honorable Commission takes note of receiving this information.

4. Affirming Policy On Waiver of Reading Ability Test

Consistent with Commission instructions, statements of policy at previous Commission meetings are submitted for affirmation by the Commission at a subsequent meeting. This agenda item covers the policy statement developed at the January 28, 1982 meeting. The Staff report and complete policy statement is shown under tab B covering:

- Waiver of reading ability test for those applicants successfully completing a POST-certified Basic Course or Basic Course Waiver Examination.

In approving the Consent Calendar, your Honorable Commission affirms this policy.

5. Submitting Grant Fund Requests To Office of Traffic Safety

The California Office of Traffic Safety has requested the Executive Director to develop proposals for funding to address traffic safety problems in California for the 1982/83 F.Y. Staff is currently evaluating needs in several traffic training areas. Should this evaluation indicate need and feasibility, it would appear appropriate to seek funding from this source. Any proposals must be submitted by May 1, 1982.

In approving the Consent Calendar, the Commission authorizes the Executive Director to submit funding proposals to the Office of Traffic Safety. Final approval remains with the Commission which must approve any actual grant which may be offered by OTS.

6. Simplifying PAM Section D-9, Field Management Training

Field Management Training now is initiated by an agency head submitting a formatted letter to POST on the agency's stationery. The letter format provides insufficient information and generally does not lend itself to satisfying the needs of the agency or POST. It is proposed that, instead of the letter, a new POST form be substituted. Upon completion of the field management training, the agency must briefly report to POST upon the value of this training. The report form for this purpose has been modified to aid in its completion and to provide POST with useful information. Draft versions of the two forms and the proposed amended draft of PAM, Procedure D-9, is provided under this tab.

In approving the Consent Calendar, your Honorable Commission approves the modification of PAM Procedure D-9 described in the staff report.

7. Receiving Task Force Report On New Organizational Concepts - Phase II - Referring to Long-Range Planning Committee

This Task Force has submitted its report with 15 recommendations to the Professionalization Coordinating Committee. The Committee has reviewed and is submitting the recommendations to the Commission for review. The recommendations are principally related to law enforcement career ladders and use of paraprofessionals.

By approving the Consent Calendar, the Commission receives the report and recommendations under this tab and refers the matter to the Long-Range Planning Committee for its recommendations for Commission action at the July 15, 1982, Commission meeting.

8. Reimbursement Policy Revision - Taxi Expenses

Present procedures which provide for agencies to be reimbursed for taxi expenses at the rate of 21¢ per mile have proven cumbersome and inadequate. Instead, the procedure should be changed to authorize reimbursement for actual expenses up to a maximum of \$25 per course per trainee, and delete requirements for the trainees to obtain mileage from cab drivers. The existing procedure has generated complaints and has been difficult to administer. Fiscal impact is not at issue since taxi cabs are used infrequently, and the change proposed will not appreciably increase costs.

## Reimbursement Policy Revision - cont.

In approving the Consent Calendar, the Commission adopts the proposed amendment of Procedure E5-7j, effective July 1, 1982.

### 9. Reimbursement Policy Revisions - Injured on Duty and Recycled Trainees

This item, if approved, would authorize agencies to be reimbursed for expenses incurred when a trainee withdraws from a basic course because of illness, injury, or other reason, and the employee is retained by the agency with the intention of requiring attendance at a future basic course. Under current policy, reimbursement cannot be made in these cases until a basic course is completed. Subsequent completion may occur a year or more later in a different course.

Approval of this item would permit POST to "close out" the financial obligation for the training received in the preliminary course and enter in its computer the number of hours which had been reimbursed so that any future claim would be appropriately flagged and reduced. Purpose of the change is simplification of procedures for both POST and local agencies. There is no fiscal impact.

In approving the consent calendar, the Commission adopts the proposed addition to Procedure E5-3f(4), as shown under this tab, to be effective July 1, 1982.

### 10. Setting Public Hearing on Reducing Time Allowed to Complete Supervisory and Management Training

Regulation 1005(b) and (c) currently require that supervisory and management training be completed within 12 months of promotion. At the January 1982 meeting, Commissioners approved the Long-Range Planning Committee's recommendation that a public hearing be held on reducing time allowed to six months. This was a recommendation of the Symposium Task Force on Education and Training.

In approving the Consent Calendar, the Commission sets a public hearing for the July 15, 1982, meeting.

## C. PUBLIC HEARING - COMMISSION REGULATIONS

The Commission will recall that review of the Regulations was required of all state agencies by the Office of Administrative Law (OAL) to streamline and simplify language. POST instituted the review process, and the recommended additions, amendments, and deletions were reviewed and approved at hearings held in April and October 1981 for the purpose of adopting the revised regulations.

Completion of the regulations review process requires approval of all amendments by the Office of Administrative Law. OAL has identified in an order to show cause certain regulations or regulation subsections as not meeting the standards of Government Code 11349.1.

Public Hearing - Commission Regulations - cont.

The changes proposed in this hearing are principally technical in nature, with the exception of the modification of PAM Procedure C-1 and C-2 which will require participating departments to utilize the POST Background Investigation Manual or the POST Medical Screening Manual or equivalent procedures. These manuals contain guidelines and recommendations for employers. They have been in use or available for use since 1977.

This public hearing should complete the review process, and upon approval of OAL, changes to the Regulations will be filed with the Secretary of State and printed in the Administrative Code.

At the conclusion of the public hearing the appropriate action is a MOTION to adopt the proposed changes with whatever amendments may be made as a result of public testimony.

D. REIMBURSEMENT FOR PARAPROFESSIONALS ATTENDING THE BASIC COURSE

At its July 1979 meeting, the Commission voted to provide reimbursement for paraprofessional personnel who attend the Basic Course. At the same time, the Commission directed that these trainees be tracked for a two-year period relative to fiscal impact and retention in the police service.

In the course of the two-year period, two separate classes of non-peace officer personnel were tracked: (1) Community Services Officers, who perform some peace officer tasks but without peace officer power; and, (2) law enforcement recruits who are hired to be law enforcement officers but are not given peace officer powers and are paid at a lower rate of pay until they have graduated from the Basic Course.

Over the course of the tracking period, the Community Services Officer Group retained 76.3% and the Law Enforcement Trainee Group retained 77.4% of the total number of persons who received the training.

Staff believes that the program constitutes an efficient use of the Peace Officer Training Fund, recommends that it be continued, and that the prior POST approval requirement be eliminated.

If the Commission concurs, the appropriate action would be a MOTION to adopt the suggested wording of a proposed change to Commission Procedure E-1, 13f3.

E. QUARTERLY FINANCIAL REPORT

Because the Commission meeting so closely follows the end of the financial quarter, the financial report must be a handout at the meeting. Both revenues and expenditures, at preparation of this agenda, are within projection. Action would be a MOTION to receive the financial report.

F. CONTRACTS FOR FISCAL YEAR 1982/83

As the Commissioners are aware, negotiated contracts for the upcoming fiscal year are annually submitted for final approval at the April meeting.

Contracts - cont.

1. Audits through State Controller's Office

Approval was granted at the January Commission meeting to negotiate an agreement with the State Controller in an amount not to exceed \$70,000 to conduct local agency reimbursement claim audits for F.Y. 1982/83. The State Controller's Office, Division of Audits, recommends that the amount be divided into two components, if possible. The amount of \$30,000 would be to audit the assessments submitted to the Penalty Assessment Fund by local courts. This contract would be in conjunction with other Penalty Assessment Fund users. The balance of \$40,000 would be for the purpose of continuing local agency reimbursement program audits.

If the Commission concurs, the appropriate action is a MOTION to authorize the Executive Director to enter into Interagency Agreements with the State Controller's Office in the following amounts:

- a. For the purpose of continuing local agency reimbursement program audits: \$40,000.
- b. In conjunction with other Penalty Assessment Fund users, for the purpose of auditing assessments submitted to the Fund by local courts. \$30,000.

2. Renewing Computer Services Contract

In 1979 the Commission authorized a three-year contract with Four Phase System Incorporated to supply the computer and its components. Four Phase is the state-approved hardware contractor for such service. Computer system contract costs for fiscal year 1981/82 were approximately \$39,000.

Since other units of the organization could cost effectively benefit by using computer desk terminals to process their work, rather than to research or process it manually, it is proposed that additional terminals be provided.

Since the present system is capable of handling 14 additional terminals and four additional printers, no additional main component hardware would be required. However, maximum utilization of this capacity would require approximately \$8,000 in additional contract authorization. This money would only be expended if justified through more effective use of personnel time and/or accuracy of information provided.

Commission authority is requested to renew the contract with Four Phase Systems Incorporated, in the amount of \$47,576 for fiscal year 1982/83. This amount would provide \$39,576 to continue existing services and rental agreement, and \$8,000 for additional terminals and printers.

Contracts - cont.

The appropriate action, if the Commission concurs, would be a MOTION to authorize the Executive Director to sign a contract with Four Phase Systems Incorporated for fiscal year 1982/83 in the amount not to exceed \$47,576.

3. Continuing Agreement with Cooperative Personnel Services (CPS) for Administration of the POST Proficiency Test.

At its January meeting, the Commission authorized the Executive Director to negotiate a contract with Cooperative Personnel Services (CPS) of the State Personnel Board for administration of the POST Training Proficiency Test for F.Y. 1982/83. Subsequently, staff negotiated a contract with CPS for \$23,110 to cover the cost of test administration plus an additional \$2,670 to cover the cost of new test development, i.e., the field test of new test items which will require additional proctor costs and the printing charges associated with 40 sets of new trial items. The total amount of the contract for F.Y. 1982/83 is \$25,780.

If the Commission concurs, the appropriate action would be to authorize the Executive Director to sign an agreement with CPS in the amount not to exceed \$25,780.

4. Department of Justice/POST Interagency Agreement for Training

At the January 28, 1982 Commission meeting, the Executive Director was authorized to negotiate an Interagency Agreement (IAA) with the Department of Justice for an amount not to exceed \$591,275. Since that meeting, and with DOJ concurrence, the amount has been reduced to a maximum of \$588,907. This is a slight decrease from the \$594,072 IAA authorized for F.Y. 1982/83.

If the Commission concurs, the appropriate action is a MOTION to authorize the Executive Director to prepare and sign an Interagency Agreement with the Department of Justice in an amount not to exceed \$588,907 for Fiscal Year 1982/83.

5. Management Course Contracts

At the January meeting, the Commission authorized staff to negotiate with five presenters for 22 presentations of the Management Course for Fiscal Year 1982/83. The total cost was not to exceed \$203,512. Negotiations with five vendors has been completed as follows:

<u>Presenter</u>	<u>Presentation</u>	<u>Amount of Contract</u>
CSU, Humboldt	5	\$ 41,620
CSU, Long Beach	5	43,155
CSU, Northridge	3	27,096
CSU, San Jose	4	35,824
San Diego Regional Training Center	5	52,385
Maximum cost of all contracts		\$200,080

Contracts - cont.

The difference in contract amounts is because of variations in salaries, course site rental fees, training aids used, per diem for instructors, printing and copying cost, and amount of materials. Excluding the one additional presentation cost, the increase is 4.7% over this year.

If the Commission concurs, the appropriate action would be a MOTION to authorize the Executive Director to prepare and sign individual contracts for the presentations of 22 Management Courses for an amount not to exceed \$200,080.

6. Executive Development Course Contract

The Executive Director was authorized to negotiate a contract for the presentation of five Executive Development Course offerings by California State Polytechnic University, Pomona. Negotiations have been completed for an amount not exceeding \$51,465.

If the Commission concurs, the appropriate action would be a MOTION to authorize the Executive Director to prepare and sign a contract with California State Polytechnic University, Pomona, for an amount not to exceed \$51,465.

G. EXECUTIVE DEVELOPMENT COURSE CURRICULUM REVISION

Significant curriculum revisions of the Executive Development Course have been completed by staff and the presenter. Proposed curriculum is described in Attachment B under this tab.

If the Commission concurs, the appropriate action would be a MOTION to approve the new subjects as required for the Executive Development Course and, accordingly, the necessary revisions to Commission Procedure D-5.

H. APPEAL - DENIAL OF ADVANCED CERTIFICATE AWARD

Commission Procedure F-1-2a requires an applicant for any POST Professional Certificate to be a current employee of a participating agency to qualify.

Periodically, we are asked to waive the provision for an individual who was eligible when so employed, but for some reason did not apply, and is no longer employed by a participating agency.

George F. Lubben, Garden Grove Police Department (retired), has asked for an appeal to the Commission of POST staff's denial of his request for award of the Advanced Certificate. At issue is Commission Procedure F-1-2a which precludes award of certificates to those not currently employed in a POST-participating law enforcement agency.

Mr. Lubben was employed by the Garden Grove Police Department on December 21, 1971. He was medically retired on April 1, 1981, with nine years, three months service. He was eligible for the Advanced Certificate on December 21, 1980, with nine years service and an A.A. Degree, or in March, 1981, with a B.A. Degree and more than six years' service.

Analysis of the appeal is outlined under this tab. Based upon facts currently available, staff is recommending denial of the appeal.



I. APPEAL REGARDING AWARD OF POST BASIC CERTIFICATE

The Fresno County Sheriff's Department is requesting special consideration be given by the Commission regarding the issuance of the Basic Certificate, retroactively, to Deputy Sheriff Eddie L. Barnes. Barnes is currently employed by the department and is assigned to court bailiff duties, pending Commission decision on this matter.

The Department and Deputy Barnes were both of the opinion that his Basic Certificate had been properly applied for and received during his previous six years employment with the Department from 1972 to 1978. After Barnes was rehired in December, 1981, it was discovered that the Department had not applied for the certificate.

Barnes satisfactorily completed the Basic Course requirement that was in effect at the time of his initial employment. Sheriff McKinney stated that the error was based on the Department's oversight and affected 30 to 40 other deputies who subsequently received their certificates.

This request is to rectify an error in the issuance of the certificate that would have been within Commission guidelines if applied for at the time of previous employment. The deputy's prior training does not satisfy the current basic training requirement; however, had the certificate been awarded prior to his termination in 1978, the same prior training would be acceptable.

Staff suggests that appropriate action would be a MOTION to authorize the Executive Director to issue a POST Basic Certificate to Fresno County Deputy Sheriff Eddie L. Barnes, after receipt of proper application from the Fresno County Sheriff. Staff further suggests this action be taken without establishing precedent, regarding the acceptance of prior training when a break in service has occurred.

J. SPECIALIZED CERTIFICATES FOR SAN FRANCISCO AIRPORT POLICE

On December 10, 1980, the San Francisco Airport Commission requested entry into the POST Specialized Program. They were admitted on May 7, 1981. Before their entry into the POST Specialized Program, the Airport Commission had operated their own 600-hour Basic Course which was evaluated late in 1980 by POST and found to meet or exceed POST Basic Course requirements. When in April, 1981 POST staff evaluated the 181 sworn airport officers, 107 were found to have completed the agency's basic academy and were therefore given credit for having attended an equivalent course. This action was similar to the July, 1980 Commission decision to accept officers of the California Department of Parks and Recreation because of the large number of officers and other administrative problems. Overlooked was a Commission decision at that same meeting that affirmed that "all matters relating to the issuance of POST Certificates, as they affect basic training requirements, are to come before the Commission as a matter of course, consistent with existing policy."

It is recommended that the Commission exempt the San Francisco Airport Commission Police Officers hired before May 7, 1981, from the Basic Course Waiver Examination and approve the department's 600-hour training course as having satisfied the Basic Course requirement for those officers. (The Department's training course is no longer used - their trainees now attend the POST Basic Course.)

K. DETERMINATION OF TRAINING REQUIREMENTS FOR LEVEL I, NON-DESIGNATED, RESERVE OFFICERS - SETTING PUBLIC HEARING

Effective March 1, 1982, AB 2078 requires POST to prescribe the basic training standard for Level I Reserve Officers described in P.C. Section 832.6(a)(1). Since January 1, 1981, the required training standard has been the Basic Course.

The general presumption since the proposal of this legislation has been that the Commission, if given this responsibility, would at least initially, reestablish the 200-hour Reserve Course as the training standard for these reserve officers. Staff proposes that a study be initiated to review the previously required 200-hour course and relevant Basic Course Performance Objectives to assure current validity to the duties and responsibilities of Level I Reserve Officers.

Appropriate action would appear to be a MOTION to set a Public Hearing for the July Meeting to determine the training requirements for Level I, non-designated, Reserve Officers as described in P.C. Section 830.6(a)(1). In the meantime, the 400-hour requirement will remain in effect. The matter is timed to allow any new requirements to be incorporated when instruction begins this Fall.

L. BUDGET COMMITTEE REPORT

Commissioner Robert Vernon, Chairman of the Budget Committee, will report on the Budget Committee meeting of March 17, 1982, in Los Angeles.

M. LICENSING

Nathaniel Trives, Chairman of the Commission's Licensing Panel, will present the Panel's report on the licensing meetings held throughout California on February 19 in San Jose, February 24 in Redding, March 10 in Modesto, March 17 in Los Angeles, and March 18 in Orange County.

N. LEGISLATIVE REVIEW COMMITTEE

A report on the Committee's recommendations resulting from its April 15, 8 a.m. meeting will be presented by the Committee Chairman, Robert Edmonds.

O. ADVISORY COMMITTEE REPORT

Larry Watkins, Chairman of the Advisory Committee, will report on the April 12, 1982 meeting of the Advisory Committee and on other Advisory Committee business.

P. OLD/NEW BUSINESS

Q. ELECTION OF OFFICERS - REPORT OF THE NOMINATING COMMITTEE

Chairman Trives appointed Commissioners Pacileo, Trejo, and Vernon (Chair) to serve as a nominating committee on the election of officers.

R. DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

July 15, 1982, Bahia Hotel, San Diego (A joint meeting with the POST Advisory Committee)

October 21, 1982, Sacramento Inn, Sacramento

January 27, 1983, San Diego

April 21, 1983, Sacramento

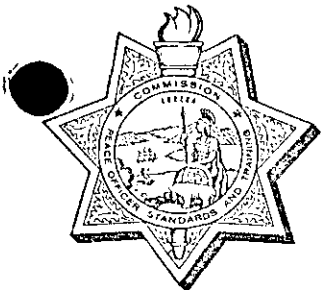
S. ADJOURNMENT

1348B  
3-29-82

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

7100 BOWLING DRIVE, SUITE 250  
SACRAMENTO, CALIFORNIA 95823

January 28, 1982  
Kona Kai Club  
San Diego, California.



COMMISSION MEETING MINUTES

The meeting was called to order at 10 a.m. by Chairman Trives. A calling of the roll indicated a quorum was present.

Commissioners present:

- |                  |                 |
|------------------|-----------------|
| Nathaniel Trives | - Chairman      |
| Jay Rodriguez    | - Vice-Chairman |
| Al Angele        | - Commissioner  |
| Robert Edmonds   | - Commissioner  |
| Jacob Jackson    | - Commissioner  |
| William Kolender | - Commissioner  |
| Richard Pacileo  | - Commissioner  |
| Joseph Trejo     | - Commissioner  |
| John Van de Kamp | - Commissioner  |
| Robert Vernon    | - Commissioner  |
| Joe Williams     | - Commissioner  |

Absent:

Rod Blonien, Attorney General Representative

Also Present:

Larry Watkins, Chairman, POST Advisory Committee, representing the California Highway Patrol

Staff Present:

- |                  |                                          |
|------------------|------------------------------------------|
| Norman Boehm     | - Executive Director                     |
| Glen Fine        | - Deputy Executive Director              |
| Don Beauchamp    | - Assistant to the Executive Director    |
| Ron Allen        | - Chief, Field Services                  |
| Gene DeCrona     | - Chief, Training Delivery Services      |
| Bradley Koch     | - Chief, Information Services            |
| John Kohls       | - Chief, Standards & Evaluation Services |
| Ted Morton       | - Chief, Training Program Services       |
| Brooks Wilson    | - Senior Project Coordinator             |
| Imogene Kauffman | - Executive Secretary                    |

Vistors Roster:

- |              |                                  |
|--------------|----------------------------------|
| Dave Allan   | - Office of the Attorney General |
| Rick Baratta | - Director, PORAC                |

## Vistors Roster - cont.

John Barber	- Univ. of California, Police Coordinator
Barbara Bare	- Marshals Assoc. of California
Glen Bell	- Captain, Burbank Police Dept.
Jo Anne Betti	- Calif. State University Trustees
Johnny Boulden	- San Diego District Attorney Bureau of Investigation
Jim Burgess	- Los Angeles Transit Police
John P. Burt	- Riverside Police Department
Al Caruso	- D.M.V. Investigations
Tom Christian	- Brea Police Department
Ben Clark	- Sheriff, Riverside County
Donna Collier	- San Diego County Marshal's Office
Duane Crackel	- Orange Peace Officers' Association
Brad Darling	- Kern County Sheriff's Dept.
Gene M. Depuy	- SPT Co.
Ed Doonan	- Sacramento County Sheriff's Dept.
Richard Dronenburg	- San Diego Marshal
Seth F. Easley	- Calif. District Attorney Investigators' Assoc.
Tom Echols	- San Diego State University
Walt Fath	- Orange County Sheriff's Dept.
Merv Feinstein	- Riverside Police Department
Robert Foster	- Oakland Peace Officers' Assoc.
Hugh B. French	- U. C. San Diego
Brad Gates	- Sheriff, Orange County
Michael Guerin	- Pasadena Police Department
Jim Guess	- Orange County Sheriff's Dept.
Joe S. Harlan	- Southern Pacific Police Dept.
Terry Hart	- Chief of Police, National City
C. R. Hayes	- Tustin Police Department
Dwight Helmick	- Captain, CHP, Sacramento
Ron Jackson	- San Francisco Police Dept.
Bill Johnson	- Los Angeles County Marshal's Office
Richard Klapp	- Captain, San Francisco Police Dept.
Myron Klippert	- San Diego County Sheriff's Dept.
Art Le Blanc	- Chief, San Diego District Harbor Police
Roy Leyrer	- Dept. of Justice Training Center
Richard H. Lucero	- President, PORAC
Gene L. Majors	- San Bernardino Sheriff's Dept.
Mike Michell	- U. C. Irvine Police Dept.
Michael O'Kane	- Captain, Sacramento Police Dept.
Ed Patterson	- Hemet Police Dept.
Jack Pearson	- San Diego Police Officers' Assoc.
Phil Ponders	- Captain, San Bernardino Sheriff's Dept.
R. C. Randolph	- Marshal, San Bernardino County
Robert Reber	- Chief of Police, Buena Park Police Dept.
Earle Robitaille	- Chief of Police, Huntington Beach
Le Roy Sana	- Director, CPOA
Dan Sapin	- Life Management Associates
Hope Scot	- Life Management Associates
Jack L. Shockley	- Chief of Police, Westminster Police Dept.
J. Winston Silva	- Calif. Community Colleges
Robert E. Sime	- Los Angeles County Marshal's Office
Austin Smith	- Golden West College

## Vistors Roster

James Spreine  
 Mark Squiers  
 David H. Swim  
 Herman L. Wiles  
 Shelby Worley  
 Paul Workman

- Laguna Beach Police Dept.  
 - Los Angeles County Sheriff's Dept.  
 - PORAC, Stockton Police Officers' Assoc.  
 - Calif. Reserve Peace Officers' Assoc.  
 - Riverside Sheriff's Dept.  
 - Laguna Beach Police Department

## INTRODUCTIONS

A. APPROVAL OF MINUTES

MOTION - Rodriguez, second - Pacileo, carried unanimously to approve the minutes of the regular meeting October 23, 1981, in Sacramento.

B. CONSENT CALENDAR

MOTION - Jackson, second - Angele, carried unanimously to approve the Consent Calendar items as follows:

1. Receiving Course Certification/Decertification Report

Since the October meeting, there were 12 new certifications and 6 decertifications.

2. Receiving Information on New Entry Into POST Reimbursement Program

- The State Center Community College District Police Department

3. Receiving Information on New Entries Into Specialized Program

- Modesto Judicial District Marshal
- California Department of Insurance - Fraud Investigators

4. Receiving Quarterly Financial Report

This report included information for the period July 1, 1981, through December 31, 1981. Reimbursements for the first six months of the 1981/82 F.Y. totaled \$4,672,748. Total revenue equaled \$7,824,196.

Charts showing reimbursements by category and comparison of revenue by months are made Attachment "A" of these minutes.

5. Affirming Policy on Basic Course Major Changes

The following action was taken at the October 1981

## Consent Calendar - cont.

meeting, presented for final approval for inclusion in the Commission Policy Manual:

• Major Changes Basic Course Performance Objectives

"Performance Objectives for the Basic Course requiring major changes (additions or deletions) shall be approved by the Commission in advance of their adoption."

• Minor Changes Basic Course Performance Objectives

"Minor changes in the Basic Course Performance Objectives may be made administratively and will take effect immediately; they must be reported to the Commission annually at its July meeting."

6. Revising Tear Gas Training Requirements for Probation Officers

Change Commission Procedure D-7, effective February 1, 1982, to allow field probation officers, as described in P. C. Section 830.5, to complete the approved Department of Justice course, Tear Gas Training for Citizens, to satisfy the requirements of P.C. Section 12403.

7. Extending Time For Study - "Requirements For Further Training For POST Certificate Holders With A Break in Service"

Because this is a multi-faceted issue that requires an indepth analysis before a final decision is reached, it was recommended that staff continue to study this issue and report back to the Commission by January 1983. In the meantime, policy honoring the Basic Certificate as indicator of adequate training will stand in effect.

8. Approving a Resolution Commending Advisory Committee Member Wayne Caldwell

A resolution recognizing the service of Wayne Caldwell, a member of the POST Advisory Committee from April 1976 to October 1981.

9. Setting Public Hearing in April - Office of Administrative Law Review

Authorizes a public hearing for revision of Regulations and adoption of specific reference to the PAM Manual.

## Consent Calendar - cont.

10. Exceptions To Reading Ability Test Regulation

Grants staff, through Commission policy, the authority to waive POST Regulation 1002(a)(7) for those law enforcement applicants who have previously successfully completed a POST-certified basic course or who have successfully completed the Basic Course Waiver Examination process.

11. Approving a Report to the Legislature in Compliance With SCR 52 (1980)

Senate Concurrent Resolution 52 of 1980, required that POST conduct a study of basic training standards for peace officers described in Section 832 of the Penal Code, and to adopt a plan of action relating to the development of more appropriate training standards. The Commission was further instructed to report to the Legislature by January 26, 1982, the plan which is adopted.

The Commission approved the action plan, made Attachment "B" of these minutes, and directed staff to prepare a suitable letter, over the Commission Chairman's signature, for submission to the Legislature.

- End of Consent Calendar -



C. PUBLIC HEARING ON COMMISSION PROCEDURE D-11 (Relating To Basic Course Waiver Procedures)

A Public Hearing was held on the proposed language for the adoption of Commission Procedure D-11 in its totality and to change Regulation 1008 to refer to D-11.

No written or oral testimony was presented.

MOTION - Pacileo, second, Kolender, carried unanimously to approve the proposed language for the adoption of Commission Procedure D-11 in its totality and to change Regulation 1008 to incorporate PAM Procedure D-11 by reference.

D. PUBLIC HEARING ON THE ENTRY OF DISTRICT ATTORNEYS' CRIMINAL INVESTIGATORS AND MARSHALS INTO POST REIMBURSEMENT PROGRAM

With the passage of S.B. 201 and 210, which amends Section 13510 and adds Section 13524 of the Penal Code, regularly employed Inspectors/Investigators of District Attorneys' Offices, Marshals and Deputy Marshals will be eligible to participate in the POST Reimbursement Program effective January 1, 1982.

A Public Hearing was held, in compliance with the requirements set forth in the Administrative Procedures Act, to receive testimony on the regulation changes necessary to establish reimbursement eligibility and to establish proposed requirements for basic training and certificates.

The following written testimony was received:

- M. L. Clay, Chief of Police, Red Bluff Police Department, to object to another group of officers having access to the POST reimbursement monies.
- D. B. Cook, Sheriff, Monterey County, to suggest the Commission's consideration that ". . . the District Attorney himself would be the department head, since the chief investigator would normally work for the District Attorney."

Oral testimony was received from:

- Seth Easley, Chairman, California District Attorney Investigators' Association, stated the Association agreed with a 400-hour training period and requested that regular certificates be issued to District Attorney Investigators.
- Bill Johnson, Los Angeles County Marshal's Office, was in support of the staff recommendations, but requested that a study of the issues be conducted prior to decisions being made.

## Public Hearing - cont.

- Terry Hart, Chief of Police, National City, questioned the legality of the Commission to set training standards for the marshal category and expressed opposition.
- Richard Dronenburg, San Diego County Marshal's Office, spoke in support of the Basic Course as the training standard, but expressed opposition to the issuance of any certificate other than the regular certificate for Marshals and District Attorney Investigators.

There being no further testimony, the public hearing was closed and the following action was taken:

MOTION - Van de Kamp, second - Jackson, carried unanimously to allow reimbursement for training courses commencing after January 1, 1982, for qualifying Marshal and District Attorney agencies whose formal requests for participation were received by POST prior to the January 28, 1982, Commission meeting.

MOTION - Edmonds, second - Vernon, motion carried (NO - Jackson) for approval of the following:

1. Require the POST Basic Course or the Specialized Basic Investigators Course as the standard for District Attorneys' Inspectors/Investigators and the POST Basic Course as the Marshals' training standard, and to institute a job analysis/survey to determine if more appropriate training should be developed. The results of the survey are to be brought back to the Commission at the October 1982 Commission meeting.
2. Continue to issue Specialized Certificates to District Attorneys' Inspectors/Investigators and to Marshals and Deputy Marshals for the interim until completion of the analysis/survey.
3. Adopt regulation changes described in Attachment "C" of these minutes.
4. As policy, require agencies entering the program to submit a training plan that meets POST training standards for all currently employed officers.

MOTION - Van de Kamp, second - Angele, carried unanimously that when the staff reports back on the findings of the job survey, that all needed regulation changes be submitted to the Commission, in advance of the October meeting, in conformity with the job analysis findings.

E. PUBLIC HEARING -- REPEALING OF REGULATION 1004(b)

A public hearing was held to amend Commission Regulations by deleting Section 1004(b), which requires, as a condition of continuing employment, that every peace officer complete six semester or nine quarter college or university units within 24 months of the date of hire. This regulation does not address the type of courses that are to be completed. Any and all college-level courses fulfill the requirement. P.C. 13510(b) directs POST to conduct research and adopt standards for job-related educational and other standards by January 1, 1985. This validation study will soon be initiated and will address entry-level standards rather than conditions for continuing employment.

There being no persons expressing a desire to speak, the following action was taken:

MOTION - Kolender, second - Rodriguez, motion carried (No - Angele), that the Commission repeal Section 1004(b) of the Commission Regulations which requires, as a condition of continuing employment, that every peace officer complete six semester or nine quarter college or university units within 24 months of the date of hire.

F. PEACE OFFICER LICENSING

For the purpose of assessing field sentiment regarding licensing, the Chairman invited those participants wishing to address the Commission in this regard to step forward. The following parties were heard:

Proponents

Richard Lucero - President, P.O.R.A.C.  
 Mike O'Kane, Captain, Sacramento Police Department,  
 representing John Kearns, Chief of Police, Sacramento  
 Police Department  
 Les Delaney, President, Coalition of Associations and  
 Unions of State Employees (CAUSE)  
 David Swim, President, Stockton Police Officers' Assoc.  
 Robert Foster, President, Oakland Police  
 Officers' Assoc.  
 John Burtt, Member of the Board of the Riverside Police  
 Officers' Assoc.  
 Jack Pearson, President, San Diego Police Officers' Assoc.  
 Rick Baratta, General Manager, PORAC

Opponents

Mark Squiers, Captain, Los Angeles Sheriff's Department,  
 representing L.A.S.D.  
 Dwight Helmick, Captain, California Highway Patrol  
 representing CHP  
 Craig Meacham, President, Los Angeles County Chiefs  
 of Police Assoc.  
 Robert Reber, Chief of Police, Buena Park Police Depart-  
 ment, representing Orange County Chiefs of Police and  
 Sheriff's Association

Licensing Testimony - cont.

Opponents - cont.

Charles Thayer, Chief of Police, Tustin Police Department  
representing Orange County Chiefs of Police and Sheriff's  
Association

Brad Gates, Sheriff, Orange County, representing Orange County  
Chiefs of Police and Sheriff's Association

Ben Clark, Sheriff, Riverside County

At the conclusion of public input, Chairman Trives announced that POST will be in communication with all interested parties through bulletins identifying locations for statewide meetings to receive public input on licensing. An Ad Hoc Licensing Panel was appointed to represent the Commission. Nathaniel Trives will chair the Panel and Commissioners Joe Trejo, Robert Edmonds and Jacob Jackson will serve as members. The parties present were urged to get as much information as possible to the Panel to aid in a decision that will reflect the desires of the State.

G. CONTRACTS FOR F.Y. 1982/83

The following contracts were presented for approval to negotiate and return for final approval at the April, 1982 Commission meeting:

1. State Controller's Office

MOTION - Van de Kamp, second - Edmonds, carried unanimously to authorize the Executive Director to negotiate an agreement with the State Controller in an amount not to exceed \$70,000 to conduct local agency reimbursement claim audits for F.Y. 1982/83.

2. California Peace Officer's Legal Sourcebook

MOTION - Vernon, second - Rodriguez, carried unanimously to approve the recommendation of the Budget Committee that action not be taken on this contract until the April meeting as more information is needed.

3. Executive Development Course

MOTION - Jackson, second - Rodriguez, motion carried. (Vernon abstaining) that the Executive Director be authorized to negotiate a contract with Cal Poly Kellogg Foundation to present five presentations of the Executive Development Course during F.Y. 1982/83 not to exceed a contract cost of \$52,100.

## Contracts - cont.

4. Management Course

MOTION - Angele, second - Edmonds, carried unanimously (Vernon abstaining) to authorize the Executive Director to negotiate contracts with the current five contractors to present 21 presentations of the Management Course during F.Y. 1982/83, not to exceed a total contract cost of \$203,572.

5. Department of Justice/POST Interagency Agreement for Training

MOTION - Angele, second - Van de Kamp, carried unanimously to authorize the Executive Director to negotiate an Interagency Agreement with DOJ for F.Y. 1982/83 for an amount not to exceed \$591,275.

6. Continuation of POST's Relationship with CPS Regarding the Administration of the POST Training Proficiency Test

MOTION - Angele, second - Trejo, carried unanimously to authorize the Executive Director to negotiate a contract with CPS for services during F.Y. 1982/83 in an amount not to exceed \$26,000.

H. CALIFORNIA LAW ENFORCEMENT COMMAND COLLEGE

MOTION - Angele, second - Pacileo, carried unanimously for approval of the following three recommendations of the Commission's Long-Range Planning Committee and the addition of a fourth recommendation by Commissioner Vernon:

1. The concept of a "Law Enforcement Command College" be fully endorsed by the Commission.
2. The Commission's Long-Range Planning Committee continue to be assigned to review and oversee the matter, and that study include field visits to similar programs located both in this country and abroad.
3. An accelerated action plan be developed.
4. A system be devised whereby input can be received on a regular basis from the POST Advisory Committee.

Larry Watkins, Chairman of the Advisory Committee, reported that the Advisory Committee concurred with the recommendations of the Long-Range Planning Committee with the request that the Advisory Committee be permitted an active role in the continuing planning concept.

I. TASK FORCE REPORT ON CONTINUING EDUCATION  
(SUPERVISORY/MANAGEMENT)

The Long-Range Planning Committee and the Advisory Committee had reviewed the eight recommendations of the Task Force on Continuing Education and presented their recommendations to the Commission. The following action was taken:

1. Initial Training Requirements

MOTION - Edmonds, second - Williams, carried unanimously to approve, for public hearing at a future date, recommendation #1 as modified by the Professionalization Coordinating Committee to amend POST Regulation 1005(b) and (c) to require successful completion of the Supervisory/Management Course prior to or within six months of the promotion. Current regulations require it within one year.

Larry Watkins, Chairman of the Advisory Committee, reported that the Advisory Committee agreed with the recommendation, but there was consensus that the six-month requirement would create a hardship for departments plus there would also be an increase of waiver requests from Chiefs.

2. Supervisory/Management Update

MOTION - Edmonds, second - Vernon, carried unanimously for approval, for a public hearing at a future date, of the Task Force recommendation that POST Regulations be amended to require supervisors and managers to successfully complete certified supervisory and management update courses periodically. Specific time frames are to be determined at a later date.

The Advisory Committee Chairman stated the Advisory Committee approved support of the Long-Range Planning Committee's recommendations #2, 3, 4, 6, and 7. Recommendations #5 and 8 were deferred for separate action.

MOTION - Pacileo, second - Williams, carried unanimously for approval of recommendations #2, 3, 4, 6, and 7 of the Long-Range Planning Committee as follows:

3. Administrators Course

The Long-Range Planning Committee recommends approval of the Task Force recommendation that an Administrators Course be developed by POST for upper-level management positions, and to direct staff to address as part of the overall review of supervisory, management, and executive training.

## Task Force Report on Continuing Education - cont.

4. Supervisory and Management Course Curricula

The Long-Range Planning Committee recommends approval of the Task Force recommendation that a thorough study be conducted by POST to redesign the supervisory and management course curricula into learning goals and performance objectives and to modularize the subject matter and make it more relevant.

6. Instructor Development

The Long-Range Planning Committee recommends approval of the Task Force recommendation that POST publish an "instructors handbook" on methods of presentation for use as a guide by instructors and training institutions, and direct staff to develop specifications on methods of instruction for use as a guide by instructors and training institutions.

7. Improved Quality Control

The Long-Range Planning Committee recommends approval of the Task Force recommendation that POST staff conduct on-site course audits to evaluate instructors and report the results to course presenters, and direct that staff use a variety of methods to increase quality control including on-site audits.

5. Adequate Performance Objective Testing

Advisory Committee Chairman Watkins stated the Advisory Committee's comment on this recommendation was that prior to promotion, at which time the testing process would take place, rarely would an administrator take a promotee at the end of 12 months, who goes through a course and flunks, and reject him during probation. So it should be recognized that the testing process would not have much effect.

MOTION - Rodriguez, second - Edmonds, carried unanimously to approve the Long-Range Planning Committee recommendation for approval of the Task Force recommendation that POST exercise more quality control over certified supervisory and management courses by developing appropriate testing processes and assuring that such tests are properly administered, and to direct staff to develop a testing process which assures that the course objectives are met.

8. Training vs. Education

Advisory Committee Chairman Watkins stated the Advisory Committee had suggested the insertion of "baccalaureate" in the recommendation.

MOTION - Edmonds, second - Angele, carried unanimously for adoption of the Long-Range Planning

Committee's recommendation for approval of the Task Force recommendation that a committee be established to work with the Chancellors of the Community College system and State University and College system to develop relevant upper division courses or baccalaureate degree programs for the police service.

J. LEGISLATIVE REVIEW COMMITTEE

Commissioner Robert Edmonds, Chairman of the Legislative Committee, reported on the Committee meetings of December 15 and January 28 at 8:30 a.m., and the following action was taken:

MOTION - Edmonds, second - Vernon, carried unanimously that the Commission modify the action taken at the July 16, 1981, Commission meeting and adopt the following as the position of the Commission:

The Commission takes a neutral position on the issue of peace officer licensing until further input is received from the field. To assist in assessing the desires of the law enforcement community, it is suggested that a series of public meetings be conducted by the Commission throughout the State on the issue of peace officer licensing.

Chairman Trives again announced that he had appointed three members of the Commission, other than himself, to act as ad hoc panel on licensing. Meetings will be scheduled throughout California to hear and receive input on licensing from the field. Until the conclusion of these meetings, the Commission will remain silent on the issue. The Commissioners appointed to serve on the panel were Joe Trejo, Robert Edmonds, and Jacob Jackson, chaired by Nathaniel Trives.

MOTION - Van de Kamp, second - Angele, carried unanimously that the Commission adopt the following recommendations of the Legislative Review Committee:

- The Commission support legislation to amend Penal Code Section 832.4 to allow the affected peace officers up to 24 months in which to obtain the POST Basic Certificate. Current law requires the certificate to be obtained within 18 months. The six-month extension would allow most officers to complete their probationary periods before being required to obtain the certificate.
- The Commission retain its previous position of neutral on A.B. 2172, as amended on January 19, 1982. The amended version would require the Department of Consumer Affairs to contract with POST for the development of a course(s) in the exercise of the powers to arrest for private security personnel.



## Legislative Review Committee - cont.

The policy guidelines for staff to follow, as they relate to peace officer licensing legislation, were postponed following lunch break at which time the following action was taken:

MOTION - Vernon, second - Trejo, carried unanimously for adoption of the following policy guidelines:

In the event that legislation relating to peace officer licensing is introduced prior to the completion of the suggested POST field meetings, staff will need some general instructions and authorization to represent POST's interests in certain areas pending any final and formal action by the Commission. Therefore, it is recommended that staff be authorized to convey to the author of any licensing bill, and others, the Commission's interest that the following elements be considered. Any such authorization is not to be construed as support for the licensing legislation:

- POST be identified as the control agency.
- All peace officers are to be included.
- Require selection standards.
- Require training standards.
- Ensure license holder is not immunized from local discipline.
- Ensure current POST reimbursement program is not adversely affected.
- Ensure current POST professional certificate program is not adversely affected.
- Require a revocation process.
- Require a fee structure.
- Require a penalty clause for license misuse.
- Require a comprehensive record keeping process.
- Set January 1, 1984, as the implementation date.

K. ADVISORY COMMITTEE REPORT

Larry Watkins, Chairman of the Advisory Committee, thanked the Commission, on behalf of the Advisory Committee, for the opportunity to provide input on both the agenda and the assignment of reviewing the recommendations of the Long-Range Planning Committee regarding the report of the Task Force on Continuing Education. The comments of the Advisory Committee were

## Advisory Committee Report - cont.

submitted as the items came up on the Commission's agenda and have been so noted. The Advisory Committee will welcome the continuing opportunity for this type of input.

L. PRIVATE SECURITY BATON TRAINING

MOTION - Kolender, second - Jackson, motion carried (No - Pacileo) that Commission Procedure D-7 be amended to allow staff to certify qualified training institutions or individuals to present the Security Guard Baton Training Course to meet the requirements of Penal Code Section 12002(b).

M. OLD/NEW BUSINESS

## 1. Correspondence

- James Shannon, Deputy Chief of Police, City and County of San Francisco, re. appointment of Randolph Taylor to position of police officer.

Information item. No action by the Commission was indicated.

- Rodney Blonien, Special Assistant Attorney General, re. budget for proposed POST study to meet the requirement of A.B. 1310.

Chairman Trives referred this correspondence to the Commission's Budget Committee for further study.

## 2. Nominating Committee

Election of officers will be on the April Commission meeting agenda. Therefore, Chairman Trives appointed a Nominating Committee of Commissioners Pacileo, Vernon, and Trejo.

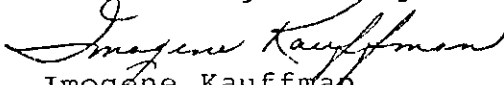
N. DATES AND LOCATIONS OF FUTURE COMMISSION MEETINGS

The following calendar for future Commission meetings was approved:

April 15, 1982, Flamingo Hotel, Santa Rosa  
 July 15, 1982, Bahia Hotel, San Diego (Joint Meeting with POST Advisory Committee)  
 October 21, 1982, Sacramento  
 January 28, 1983, San Diego

O. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 3:25 p.m.

  
 Imogene Kauffman  
 Executive Secretary

MONTH December  
FISCAL YEAR 1981/82

REIMBURSEMENT BY CATEGORY OF EXPENSE

State of California Department of Justice  
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
7100 Bowling Drive, Sacramento, CA 95823

Code	COURSE CATEGORY		Resident Subsistence	%	Commuter Meal Allowance	%	Travel	%	Tuition	%	Salary	%	TOTAL	%
	BASIC COURSE	Total this Month	101,832.54		7,733.99		23,781.29		28,493.50		328,246.78		490,088.14	
		Previous Months	263,832.10		39,582.63		73,344.24		121,277.00		1,254,713.29		1,752,749.26	
		Total to Date	365,664.64	16	47,316.62	02	97,125.53	04	149,770.50	07	1,582,960.07	71	2,242,837.40	48
C	ADVANCED OFFICER COURSE	Total this Month	1,118.94		2,376.75		1,554.67				70,134.82		75,185.18	
		Previous Months	18,868.13		2,975.94		7,273.05				207,977.93		237,095.05	
		Total to Date	19,987.07	06	5,352.69	02	8,827.72	03			278,112.75	89	312,280.23	07
D	SUPERVISORY COURSE (MANDATED)	Total this Month	10,845.11		1,786.89		5,066.48				39,282.94		56,981.42	
		Previous Months	32,601.09		3,468.01		11,314.54				51,466.93		98,850.57	
		Total to Date	43,446.20	28	5,254.90	03	16,381.02	11			90,749.87	58	155,831.99	04
G	SUPERVISORY SEMINARS AND COURSES	Total this Month	1,414.40		96.50		574.77		1,050.00				3,135.67	
		Previous Months	2,533.82		1,010.83		1,568.32		7,612.50				12,725.47	
		Total to Date	3,948.22	25	1,107.33	07	2,143.09	14	8,662.50	54			15,861.14	0
E	MANAGEMENT COURSE (MANDATED)	Total this Month	13,670.67		135.00		2,708.92				8,438.92		24,953.51	
		Previous Months	24,457.60		322.10		6,032.01				12,722.41		43,534.12	
		Total to Date	38,128.27	55	457.10	01	8,740.93	13			21,161.33	31	68,487.63	01
H	MANAGEMENT SEMINARS AND COURSES	Total this Month	23,764.57		82.50		8,678.94		15,344.00				47,870.01	
		Previous Months	51,885.07		1,218.86		16,397.74		22,830.50				92,333.17	
		Total to Date	75,650.64	54	1,301.36	01	25,076.68	18	38,174.50	27			140,203.18	03
F	EXECUTIVE DEVELOPMENT COURSE	Total this Month	6,396.24		-0-		986.96						7,383.20	
		Previous Months	6,523.60		55.00		2,129.46						8,708.06	
		Total to Date	12,919.84	80	55.00	0	3,116.42	20					16,091.26	0
I	EXECUTIVE SEMINARS AND COURSES	Total this Month	253.81		1,073.24		1,912.81		7,082.00				10,321.86	
		Previous Months	1,494.72		857.97		2,277.35		11,136.00				15,766.04	
		Total to Date	1,748.53	7	1,931.21	7	4,190.16	16	18,218.00	70			26,087.90	01
J	JOB SPECIFIC COURSES	Total this Month	67,651.78		3,291.83		21,711.12		16,705.00		74,479.72		183,839.45	
		Previous Months	222,840.42		10,763.62		71,190.22		59,471.00		279,108.24		643,373.50	
		Total to Date	290,492.20	35	14,055.45	2	92,901.34	11	76,176.00	9	353,587.96	43	827,212.95	18
K	TECHNICAL SKILLS AND KNOWLEDGE COURSES	Total this Month	115,341.58		4,156.86		41,752.12		46,768.25				208,018.81	
		Previous Months	320,578.14		12,909.44		122,644.38		131,406.26				587,538.22	
		Total to Date	435,919.72	55	17,066.30	2	164,396.50	21	178,174.51	22			795,557.03	17
L	FIELD MANAGEMENT TRAINING	Total this Month	1,224.44		-0-		1,470.07						2,694.51	
		Previous Months	3,959.95		16.50		3,140.75						7,117.20	
		Total to Date	5,184.39	53	16.50	0	4,610.82	47					9,811.71	0
M	TEAM BUILDING WORKSHOPS	Total this Month	-0-		-0-		-0-		-0-				-0-	
		Previous Months	20,696.39		264.00		1,844.99		31,387.50				54,192.88	
		Total to Date	20,696.39	38	264.00	0	1,844.99	4	31,387.50	58			54,192.88	01
N	POST SPECIAL SEMINARS	Total this Month	540.90		56.96		617.66						1,215.52	
		Previous Months	9,367.53		186.99		8,672.69						18,234.21	
		Total to Date	9,908.43	51	243.95	01	9,290.35	48					19,449.73	0
O	APPROVED COURSES	Total this Month	-0-		46.50		76.64						123.14	
		Previous Months	412.77		90.39		165.76						668.92	
		Total to Date	412.77	52	136.89	17	242.40	31					792.06	0
TOTAL FOR MONTH			344,055.02		20,872.02		110,892.45		115,542.75		520,583.18		1,111,810.42	
TOTAL FOR PREVIOUS MONTHS			980,052.33		73,722.28		328,092.59		385,120.76		1,005,988.80		3,522,806.67	
GRAND TOTAL TO DATE			1,324,107.35	28	94,594.30	2	438,985.04	9	500,663.51	11	2,326,571.98	50	4,634,617.09	19

Comparison of Revenue by Month  
 Fiscal Years 1980-81 and 1981-82  
 (Includes Estimated Revenues For 81-82)

December 31, 1981

Month	<u>1980-81</u>		<u>1981-82</u>		Interest and Other	Total	Cumulative Total
	Monthly Total	Cummulative Column	Cummulative Monthly Estimated	Penalty Assessment Fund			
July	\$ 1,475,994	\$ 1,475,994	\$ 1,600,000	\$ 88,731	\$	\$ 88,731	\$
Aug	859,958	2,335,952	3,200,000	1,505,586	216	1,505,802	1,594,533
Sep	1,301,674	3,637,626	4,800,000	986,110	4,689	990,799	2,585,332
Oct	1,345,000	4,982,626	6,400,000	1,942,733	8,923	1,951,656	4,536,988
Nov	852,322	5,834,948	8,000,000	1,554,617	508	1,555,125	6,092,113
Dec	1,567,724	7,402,672	9,600,000	1,732,092	- 9	1,732,083	7,824,196
Jan	2,334,979	9,737,651	11,200,000				
Feb	915,524	10,653,175	12,800,000				
Mar	558,652	11,211,827	14,400,000				
Apr	1,542,695	12,754,522	16,000,000				
May	1,611,136	14,365,658	17,600,000				
Jun	2,835,073	17,200,731	19,200,000				
	\$17,200,731	\$17,200,731	\$19,200,000	\$7,809,869	\$14,327	\$7,824,196	

Monthly %  
of Estimation  
108.255%

Cummulative  
% of  
Estimation  
81.502%

PLAN OF ACTION RELATING TO  
PENAL CODE 832 TRAINING REQUIREMENTS

Senate Concurrent Resolution 52 (1980), Senator Presley, directs POST "to conduct a study of basic training standards for peace officers described in Section 832 of the Penal Code and to adopt a plan of action relating to the development of more appropriate training standards, "...and to report to the Legislature by January 26, 1982, describing the plan which has been adopted..." This is a synopsis of the work accomplished in the study and is intended to fulfill the requirement of the resolution.

BACKGROUND

Penal Code 832, passed in 1971, requires that all peace officers identified as such in the Penal Code must be trained in a course approved by the Commission on Peace Officer Standards and Training in order to retain their peace officer powers and, if applicable, to carry a firearm.

For most visible and numerous of those - employed by city police departments and county sheriffs' departments - this required training is an extensive course of at least 400 hours. For most other peace officers, the only training required by law is a forty-hour course in arrest, search and seizure, and in use of firearms. This course was developed and prescribed pursuant to the legislation in 1971.

The 832 course is limited in scope and is intended merely as an orientation to peace officers' power and concomitant responsibilities. Many feel that it is no longer adequate. This view provided, no doubt, the motivation for SCR 52.

832 Study

SCR 52 authorized an expenditure not to exceed \$50,000 to conduct the study. Pursuant to this, a competitive bidding process was held and a contract was negotiated with Dr. Bruce T. Olson, Ph.D, in the amount of \$48,955.06, to conduct the study.

Design

The study will use the Performance Objective-based basic course required of "regular" peace officers as a nucleus and will expand, contrast, and modify as indicated by research into the training requirements of the various groups.

Research is utilizing an advisory committee consisting of representatives of each of the major categories of users of 832 training and a survey questionnaire which will be completed by administrators, supervisors, trainers, and incumbents of nearly all peace officers position extant in California. More than 2500 questionnaires have been distributed with an anticipated return of 70 percent.

A meeting of the Advisory Committee has been held to discuss research design and experience with the existing 832 program. A second meeting will be held later to review the final product. The conclusion reached from this meeting

and from other discussion with POST staff, 832 trainers, peace officer leaders and line officers is that the existing program is probably fulfilling its mission - a limited orientation to peace officers' responsibilities and powers. A nearly unanimous opinion, however, is that much more training is needed.

A detailed report on research activities to date is available upon request.

### Product

The final product will be a final report containing a complete training program with performance objectives and lesson plans. It will extend beyond the limited area of the current program and into areas of skills, knowledge, and attitudes that impact peace officer activities indirectly as well as directly.

We are hoping that we can develop a single program which will satisfy these needs for all categories. It may be, however, that we may need two or more courses with a universal core and some specialty areas. It is not part of the design to develop training for specialized non-peace officer functions. Cost factors will be included in the final report.

### PLANS FOR DEVELOPING MORE APPROPRIATE TRAINING

The major thrust of SCR 52 was the adoption of a plan of action for more appropriate training. The text above describes that part of the plan which we feel comfortable with pending further consideration by the Legislature.

Our ultimate plan of action, therefore, is to complete the training program with estimates of the cost, both to the peace officer training fund and to law enforcement agencies, and to explore the feasibility of legislation amending P.C. 832 to mandate the recommended training requirements.

All research activities and the final report will be completed by mid 1982. A copy of the first report will be forwarded to the Legislature upon approval by the Commission.

January 28, 1982

Revised:  
January 1, 1982

## REGULATIONS

### CALIFORNIA ADMINISTRATIVE CODE

The Regulations of the Commission on Peace Officer Standards and Training are established and adopted in compliance with and by authority of Penal Code Sections 13500 et. seq.

The Regulations are codified in Title 11, Chapter 2 of the California Administrative Code, originally effective October 23, 1960, and revised effective January 1, 1982.

## TITLE 11

### PEACE OFFICER STANDARDS AND TRAINING

#### CHAPTER 2

#### COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

#### Article I. General

#### 1000. Objectives

The objectives of the Commission on Peace Officer Standards and Training are:

- (a) To raise the level of competence of regular, reserve, and specialized peace officers:
  - (1) By establishing minimum standards relating to physical, mental, and moral fitness which shall govern the selection of such peace officers, and
  - (2) By establishing minimum standards for training such peace officers.
- (b) To provide such services and aid to local law enforcement as authorized by law.

#### 1001. Definitions

- (a) "Accredited College" is a community college, college or university accredited as such by:

## 1001. Definitions (continued) ,

- (1) The department of education of the state in which the community college, college or university is located, or
  - (2) A recognized national or regional accrediting body, or
  - (3) The state university in the state in which the community college, college or university is located.
- (b) "The Act" refers to Part 4, Title 4 of the Penal Code of California, commencing at Section 13500 and entitled, "Standards and Training of Local Law Enforcement Officers."
  - (c) "Approved Course" is a curriculum that is determined by the Commission to satisfy a legislative mandate. Approved courses are outlined in the POST Administrative Manual (PAM), Section D-7.
  - (d) "Assistant Department Head" is a peace officer occupying the first position subordinate to a department head, is generally responsible for supervision of middle managers and/or supervisors, and is a position for which commensurate pay is authorized.
  - (e) "Certified Course" is a formal program of instruction for law enforcement for which the Commission approved individual presentations for the purpose of maintaining quality control.
  - (f) "Commission" is the Commission on Peace Officer Standards and Training.
  - (g) "Commuter Trainee" is one who attends a training course and travels between his or her department or normal residence and the course site each day.
  - (h) "Department" in the Regular Program is a city police department, a county sheriff's department, a regional park district, a district authorized by statute to maintain a police department, the California Highway Patrol, the University of California Police, ~~and~~ the California State University and Colleges Police, marshals departments, district attorney offices employing investigators, and the Community College District Police; or in the Specialized Program is a specialized agency, department, division, branch, bureau, unit, section, office or district that provides investigative or general law enforcement services.
  - (i) "Department Head" in the Regular Program is the chief of police, sheriff, marshal, chief investigator of a district attorney's office, or chief executive of a department; or in the Specialized Program is the peace officer chief law enforcement executive, directly responsible for administration of the specialized law enforcement function of an agency.



## 1001. Definitions (continued)

- (r) "POST Administrative Manual (PAM)" is a document containing Commission Regulations and Procedures, and Guidelines which implement the Regulations.
- (s) "Quasi-Supervisory Position" is a peace officer position above the operational level position, for which commensurate pay is authorized, is assigned limited responsibility for the supervision of subordinates, or intermittently is assigned the responsibility of a "First-level Supervisory Position", and most commonly is of a rank below that of Sergeant.
- (t) "Regular Officer" is a peace officer regularly employed and paid as such who is subject to assignment to the prevention and detection of crime and the general enforcement of the criminal laws of this state while employed by a city police department, a county sheriff's department, a department or district enumerated in Penal Code Section 13507, or the California Highway Patrol.
- (u) "Reimbursement" is the financial aid allocated from the Peace Officer Training Fund, as provided in Section 13523 of the Act.
- (v) "Reimbursement Plan" consists of a combination of training-related expenditures for which reimbursement is approved by the Commission.
- (w) "Resident Trainee" is one who, while away from his or her department or normal residence, attends a training course and takes lodging and meals at or near the course site for one or more days/nights.
- (x) "Specialized Law Enforcement Agency" is:
  - (1) A segment of an agency which has policing or law enforcement authority imposed by law and whose employees are peace officers as defined by law; or
  - (2) An agency engaged in the enforcement of regulations or laws limited in scope or nature; or
  - (3) An agency that engages in investigative or other limited law enforcement activities in the enforcement of criminal law; and
  - (4) Authorized by the Commission to participate in the Specialized Law Enforcement Certificate Program.
- (y) "Specialized Peace Officer" is a marshal or deputy marshal of a municipal court, a regularly employed and paid inspector or investigator of a district attorney's office as defined in Section 830.1 P.C. who conducts criminal investigations or a peace officer employee of a specialized law enforcement agency authorized by the Commission to participate in the Specialized Law Enforcement Certificate Program.
- (z) "Trainee" is an employee of a department who is assigned to attend a POST-certified course.

## 1004. Conditions for Continuing Employment

- (a) Every peace officer employed by a department shall be required to serve in a probationary status for not less than 12 months.
- ~~(b) Every peace officer employed by a department shall at the date of hire or within 24 months have been awarded by an accredited college and/or university no less than 6 college and/or university semester units or 9 quarter units acceptable to the Commission.~~

## 1005. Minimum Standards for Training

## (a) Basic Course (Required)

Penal Code Section 832.3 requires that peace officers of cities, counties and districts complete a course of training approved by the Commission on Peace Officer Standards and Training before exercising the powers of a peace officer. The course of training approved by the Commission is the Basic Course. Penal Code Section 832.3 further provides that peace officers who have not completed an approved course may exercise the powers of a peace officer while participating in a field training program approved by the Commission on Peace Officer Standards and Training.

- (1) Every regular officer and marshal or deputy marshal of a municipal court, except those participating in a POST-approved field training program, shall be required to satisfactorily meet the training requirements of the Basic Course before being assigned duties which include the prevention and detection of crime and the general enforcement of state laws.

Requirements for the Basic Course are set forth in PAM, Section D-1.

- (2) Every regularly employed and paid inspector and investigator of a district attorney's office as defined in Section 830.1 P.C. who conduct criminal investigations, except those participating in a POST-approved field training program, shall be required to satisfactorily meet the training requirements of the Specialized Basic Investigators Course or may elect to satisfactorily meet the training requirements of the Basic Course before being assigned duties which include performing specialized enforcement or investigative duties.

Requirements for the Specialized Basic Investigators Course and the Basic Course are set forth in PAM, Section D-12 and PAM Section D-1, respectively.

- (3) (2) Regular Program agencies may assign newly appointed sworn personnel as peace officers for a period not to exceed 90 days from date of hire, without such personnel being enrolled in the Basic Course, if the Commission has approved a field training plan submitted by the agency and the personnel are full-time participants therein.

Requirements for POST-approved Field Training Programs are set forth in PAM, Section D-13.

## 1005. Minimum Standards for Training (continued)

(4) ~~(3)~~ Every specialized officer, except marshals, deputy marshals, and regularly employed and paid inspectors and investigators of a district attorney's office, shall satisfactorily meet the training requirements of the Basic Course, PAM, Section D-1, within 12 months from the date of appointment as a regularly employed specialized peace officer; or for those specialized agency ~~trainees~~ peace officers whose primary duties are investigative and have not completed the Basic Course, the chief law enforcement administrator may elect to substitute the Specialized Basic Investigators Course, PAM, Section D-12.

## (b) Supervisory Course (Required)

- (1) Every peace officer promoted, appointed or transferred to a first-level supervisory position shall satisfactorily complete a certified Supervisory Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position.
- (2) Every regular officer who is appointed to a first-level supervisory position shall attend a certified Supervisory Course and the officer's jurisdiction may be reimbursed provided that the regular officer has been awarded or is eligible for the award of the Basic Certificate.
- (3) Every regular officer who will be appointed within 12 months to a first-level supervisory position may attend a certified Supervisory Course, provided that the officer has been awarded or is eligible for award of the Basic Certificate.
- (4) Every regular officer who is assigned to a quasi-supervisory position may attend a certified Supervisory Course and the officer's jurisdiction may be reimbursed for allowable travel and subsistence expenses only following satisfactory completion of such training, provided that the officer has been awarded or is eligible for award of the Basic Certificate.
- (5) Requirements for the Supervisory Course are set forth in PAM, Section D-3.

## (c) Management Course (Required)

- (1) Every peace officer promoted, appointed or transferred to a middle management position shall satisfactorily complete a certified Management Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position.
- (2) Every regular officer who is appointed to a middle management or higher position shall attend a certified Management Course and the jurisdiction may be reimbursed, provided the officer has satisfactorily completed the training requirements of the Supervisory Course.

## 1013. Code of Ethics

The Law Enforcement Code of Ethics, as stated in PAM, Section C-3, shall be administered to all peace officer trainees during the Basic Course or at the time of appointment.

## 1014. Training for Non-Sworn and Paraprofessional Personnel

- (a) Reimbursement shall be provided to Regular Program agencies for the training of non-sworn personnel performing police tasks and paraprofessional personnel, as determined by the Commission. (See Regulation 1015 and PAM Section E-1-3-f)
- (b) Request for Approval
- (1) Non-Sworn or Paraprofessional Personnel. Whenever it is necessary for the employing jurisdiction to obtain prior written approval from the Commission for non-sworn or paraprofessional personnel to attend reimbursable training, the agency shall include in the approval request the following information regarding each individual. (See PAM, Section E-1-3-f)
- (A) The trainee's name and job title.  
 (B) Job description.  
 (C) Course title, location and dates of presentation.
- (2) Request for approval must reach the Commission 30 days prior to the starting date of the course.
- (c) Reimbursement

Reimbursement for non-sworn and paraprofessional personnel is computed in the same manner (except as noted below) as for sworn personnel according to the reimbursement plan for each course appropriate for the employee's classification as set forth in PAM, Section E-1-3-f. Note: No reimbursement is provided for the training of non-sworn personnel for expenses associated with courses enumerated in Regulation 1005(a)(b)(c)(d)(e), except as provided in PAM, Section E-1-3-f (3).

## 1015. Reimbursements

## (a) Proportionate Reimbursement

In the Regular Program, reimbursements to cities, counties, and districts shall be granted by the Commission in accordance with Section 13523 Penal Code.

- (1) Marshals' and district attorneys' departments are included in the Regular Program for reimbursement even though individual officers employed by the agencies have retained specialized officer classification.

## 1015. Reimbursements (continued)

## (b) Claims for Reimbursement

Claims must be submitted on forms provided by the Commission and received no later than ninety days after the completion of a certified course.

All claims for training expenditures eligible for reimbursement from the Peace Officer Training Fund are subject to the following provisions:

- (1) Claims received more than 90 days, but less than 180 days, following the completion of a certified training course shall be reduced by 25% of the approved reimbursable amount.
- (2) Claims received more than 180 days following the completion of a certified training course shall not be reimbursed.

(c) Notwithstanding the provisions of sub-paragraph (b) of this Section, upon a regular officer's appointment and within one year from satisfactory completion of training enumerated in sub-paragraph (b)(3), (c)(3) or (e)(2) ~~(b)(2)(B), (c)(2)(B) or (e)(2)(B)~~ of Regulation 1005, the officer's jurisdiction may be reimbursed.

## (d) Training Expenses May Be Claimed Only Once

When a Regular Program trainee has attended a course certified by the Commission for which reimbursement has been legally claimed and paid, an employing jurisdiction may not receive reimbursement for subsequent attendance by the same trainee of the same course unless attendance of the course is authorized to be repeated periodically, such as for Seminars, Advanced Officer Courses, and selected Technical Courses which deal with laws, court decisions, procedures, techniques and equipment which are subject to rapid development or change. Exceptions or special circumstances must be approved by the Executive Director prior to beginning the training course.

## (e) Reimbursement Limited to Actual Expenses

Reimbursement is provided only for expenses related to attendance of POST certified courses. Reimbursement is limited to expenses as described in PAM, Section E, or actually incurred expenses which are approved by the Commission, whichever is less.

(f) Reimbursement may be provided only for satisfactorily completed training acquired by full-time employees in an on-duty status. (See PAM, Section E-1-3-i & k)

(g) Reimbursement may be made to a jurisdiction which terminates a Regular Program trainee or allows a trainee to resign prior to completion of a certified Basic Course, provided the requirements of Section 1002(a) (1) through (6) have been completed prior to the trainee's appointment date and the date the course began.

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Course Certification/Decertification Report		Meeting Date April 15, 1982
Bureau Training Delivery Services	Reviewed By <i>Gene DeCrona</i>	Researched By Judy Yamamoto
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 3-12-82	Date of Report March 8, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

The following courses have been certified or decertified since the January 28, 1982 Commission Meeting:

Course Title	Presenter	CERTIFIED		Fiscal Impact
		Course Category	Reimbursement Plan	
1. Reserve Training, Module A	LASO	Approved	NA	\$ 0
2. Rifle Marksmanship and Sniper Course	FBI, LA	Technical	IV	10,217
3. Complaint Dispatcher Update Course	San Diego Reg. LE Trng. Cnt.	Technical	IV	1,857
4. Anti-Sniper and Survival (SWAT)	FBI, LA	Technical	IV	11,115
5. Bomb Scene Inv.	FBI, LA	Technical	IV	5,573
6. Photograph-Basic LE	Napa College	Technical	IV	2,786.40
7. Juvenile Justice Training Seminar	California DA Association	Technical	IV	12,255
8. Supervisory	San Diego Reg. LE Trng. Cnt.	Supervisory	II	9,349
9. Advanced Civil Procedures	Rio Hondo Col.	Technical	IV	11,145
10. Hostage Neg. for Command Personnel	CSU San Jose AJ Bureau	Technical	III	13,430
11. Advanced Officer	Sacramento SD	AO	II	40,439

Utilize reverse side if needed

DECERTIFIED

1.	Arrest & Firearms PC 832	San Francisco Airport Police	Approved	IV	0
2.	Arrest & Firearms PC 832	FBI, San Diego	Approved	IV	0
3.	Driver Training	Kern Co. SD	Technical	IV	0
4.	Crime Prevention Officers Trng.	San Bernardino Co. SD	Technical	III	0
5.	LE Skills & Knowledge Modular	Academy of Jus- tice/Riverside	Technical	IV	0

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Clearlake Police Department		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>R. J. Allen</i>	Researched By George Fox <i>Fox</i>
Executive Director Approval <i>Maurice C. Boehm</i>	Date of Approval 1-18-82	Date of Report January 15, 1982

Purpose: Decision Requested  Information Only  Status Report  Financial Impact Yes  (See Analysis per details) No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

Issue:

The City of Clearlake has requested entry into the POST Reimbursement Program.

Background:

The City of Clearlake was recently incorporated and formed a police department that became operational on October 1, 1981. By ordinance No. 20 dated October 12, 1981, the city has requested entry into the POST Reimbursement Program.

Analysis:

The department presently employs seventeen sworn personnel. All officers possess a Basic Certificate or higher. The department employs adequate selection standards. The projected financial impact should be about \$3,000 annually.

Recommendation:

It is recommended that the department be included in the POST Reimbursement Program.



AGENDA ITEM SUMMARY SHEET

Agenda Item Title Fremont-Newark Community College District Police		Meeting Date April 15, 1982
Division Field Services	Division Director Approval <i>R. T. Allen</i>	Researched By George Fox <i>J</i>
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval Feb. 9, 1982	Date of Report February 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUES

The Fremont-Newark Community College District Police Department has requested entry into the POST Regular Program.

BACKGROUND

The college police department has participated in the POST Specialized Program since August 11, 1970. The provisions of Section 830.31 (c) Penal Code, permits a community college district to create a police department. Section 13507 (e) Penal Code places such a district department into the Regular POST Reimbursable Program. The college has submitted the necessary resolution supporting POST standards and regulations.

ANALYSIS

The department presently employs five sworn officers. All officers possess Basic Certificates or will be qualified for same. Adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Fremont-Newark Community College District Police has been admitted into the POST Regular Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be less than \$1000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>Marin Community College District</b>		Meeting Date <b>April 15, 1982</b>
Division <b>Field Services</b>	Division Director Approval <i>R. I. Allen</i>	Researched By <b>George Fox</b> <i>F</i>
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval <i>Feb-9, 1982</i>	Date of Report <b>February 4, 1982</b>
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

The Marin Community College District Police has requested entry into the POST Regular Program.

BACKGROUND

The provisions of Section 830.31 (c) Penal Code, permits a community college district to create a police department. Section 13507 (e) Penal Code places such a department into the Regular POST Reimbursable Program. The college district has submitted the necessary resolution supporting POST objectives and regulations.

ANALYSIS

The department presently employs ten sworn officers. Adequate selection standards and background investigations have been used.

RECOMMENDATION

The Commission be advised that the Marin Community College District Police Department has been admitted into the Regular POST Program consistent with Commission policy.

FISCAL IMPACT

It is estimated that the fiscal impact on the POST Training Fund will be about \$3,000 annually.

Utilize reverse side if needed

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Calaveras County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Brooks Wilson</i>	Researched By George Fox <i>J</i>
Executive Director Approval <i>William C. Beckman</i>	Date of Approval 3-5-82	Date of Report March 3, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Calaveras County District Attorney has requested that the agency's investigative unit be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since February 25, 1981. The passage of Senate Bill 201 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

The investigators possess a Basic Certificate and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Calaveras County District Attorney Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

It is estimated the fiscal impact will be less than \$500 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>Contra Costa County District Attorney Investigators</b>		Meeting Date <b>April 15, 1982</b>
Division <b>Field Services</b>	Division Director Approval <i>R.T. Allen</i>	Researched By <b>George Fox</b> <i>JF</i>
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval <b>Feb 9, 1982</b>	Date of Report <b>February 4, 1982</b>
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUES

The Contra Costa County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The Contra Costa County District Attorney has participated in the POST Specialized Program since October 13, 1970. The passage of Senate Bill 201 allows the agency reimbursement under provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Contra Costa County District Attorney Investigators has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be less than \$3,000 annually,

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Kings County District Attorney Investigators		Meeting Date April 15, 1982
Division Field Services	Division Director Approval <i>K. T. Allen</i>	Researched By George Fox <i>J</i>
Executive Director Approval <i>Hereward C. Becken Feb 9, 1982</i>	Date of Approval February 4, 1982	Date of Report February 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUES

The Kings County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The Kings County District Attorney has participated in the POST Specialized Program since June 25, 1974. The passage of Senate Bill 201 allows the agency reimbursement under the provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Kings County District Attorney Investigators has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be less than \$1,000 annually.

Utilize reverse side if needed

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Lake County District Attorney Investigators		Meeting Date April 15, 1982
Division Field Services	Division Director Approval <i>R. T. Allen</i>	Researched By Bob Spurlock <i>RS</i>
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval <i>Feb 9, 1982</i>	Date of Report February 2, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

The Lake County District Attorney has requested entry into the POST Reimbursement Program.

BACKGROUND

The provisions of Section 830.1 Penal Code, permit the District Attorney to employ sworn peace officers. The Lake County Board of Supervisors have passed a proper resolution supporting POST objectives and regulations. The Lake County District Attorney has participated in the POST Specialized Program since September 4, 1979.

ANALYSIS

The Lake County District Attorney presently employs two investigators who possess Advanced Certificates. Adequate background investigations have been conducted and other POST selection and training standards are being complied with.

RECOMMENDATION

The Commission be advised the Lake County District Attorney has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

It is estimated that the financial impact of this agency will be less than \$500 annually.

Utilize reverse side if needed

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Los Angeles County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Burt W. Wells</i>	Researched By George Fox <i>F</i>
Executive Director Approval <i>William C. Bell</i>	Date of Approval 3-5-82	Date of Report March 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes <input checked="" type="checkbox"/> (See Analysis per details) No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

The Los Angeles County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since January 1, 1970. The passage of Senate Bill 201 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess Basic Certificates and adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Los Angeles County District Attorney Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

It is estimated that the fiscal impact will be about \$45,000 annually.

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Mendocino County District Attorney Investigator		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Brook W. Wilson</i>	Researched By George Fox
Executive Director Approval <i>William C. Beckman</i>	Date of Approval 3-5-82	Date of Report
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes <input checked="" type="checkbox"/> (See Analysis per details) No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUES

The Mendocino County District Attorney has requested that the agency's Investigative Unit be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the Specialized Program since September 21, 1977. The passage of Senate Bill 201 allows the agency to be reimbursed from the POST Training Fund. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

The agency's employees are investigators and adequate training and selection standards have been observed.

RECOMMENDATION

The Commission be advised that the Mendocino County District Attorney Investigative Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be about \$300 annually.



AGENDA ITEM SUMMARY SHEET

Agenda Item Title Orange County District Attorney Investigators		Meeting Date April 15, 1982
Division Field Services	Division Director Approval <i>A. J. Allen</i>	Researched By George Fox <i>J</i>
Executive Director Approval <i>Newman C. Boehm</i>	Date of Approval <i>Feb 9, 1982</i>	Date of Report February 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

The Orange County District Attorney has requested that the agency's investigators unit be included in the POST Reimbursable Program.

BACKGROUND

The Orange County District Attorney has participated in the POST Specialized Program since March 23, 1971. The passage of Senate Bill 201 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted the necessary documents supports POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Orange County District Attorney Investigators' Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

It is estimated that the fiscal impact will be less than \$17,000 annually.

Utilize reverse side if needed

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Placer County District Attorney Investigators		Meeting Date April 15, 1982
Division Field Services Bureau	Division Director Approval <i>R. T. Allen</i>	Researched By George Fox <i>#</i>
Executive Director Approval <i>Monahan C. Keenan</i>	Date of Approval Feb 9, 1982	Date of Report February 4, 1982-
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes <input checked="" type="checkbox"/> (See Analysis per details) No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

The Placer County District Attorney has requested that the agency's investigators be included in the POST Reimbursable Program.

BACKGROUND

The Placer County District Attorney has participated in the POST Specialized Program since November 21, 1972. The passage of Senate Bill 201 allows the agency to be reimbursed under provisions of Section 13522, Penal Code. The agency has submitted documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Placer County District Attorney Investigators has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be less than \$1,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>Riverside District Attorney Investigators</b>		Meeting Date <b>April 15, 1982</b>
Division <b>Field Services</b>	Division Director Approval <i>R.T. Allen</i>	Researched By <b>George Fox</b> <i>LF</i>
Executive Director Approval <i>W. Morgan C. Boehm</i>	Date of Approval <b>Feb 9, 1982</b>	Date of Report
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Riverside District Attorney has requested that the agency's Investigative Unit be included in the POST Reimbursable Program.

BACKGROUND

The Riverside County District Attorney has participated in the Specialized Program since July 27, 1970. The passage of Senate Bill 201 allows the agency to be reimbursed from the POST Training Fund. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Riverside District Attorney's Investigative Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be approximately \$5,000 annually.

Utilize reverse side if needed

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Sacramento County District Attorney		Meeting Date April 15, 1982
Division Field Services Bureau	Division Director Approval <i>R.T. Allen</i>	Researched By George Fox <i>J</i>
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval <i>Feb 9, 1982</i>	Date of Report February 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Sacramento County District Attorney has requested that the agency's criminal investigators be included in the POST Reimbursable Program.

BACKGROUND

The Sacramento County District Attorney has participated in the POST Specialized Program since March 23, 1971. The passage of Senate Bill 201 allows the agency reimbursement under provisions of Section 13522 Penal Code. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Sacramento County District Attorney Criminal Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact is less than \$10,000 annually.

Utilize reverse side if needed

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title San Bernardino County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Burt W. Wells</i>	Researched By George Fox <i>7</i>
Executive Director Approval <i>William C. Bell</i>	Date of Approval 3-5-82	Date of Report March 3, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The San Bernardino County District Attorney Investigative Unit has requested to be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since January 19, 1971. The passage of Senate Bill 201 allows the agency to be reimbursed from the POST Training Fund. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess Basic Certificates and adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the San Bernardino County District Attorney Investigative Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be approximately \$2,500 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title San Luis Obispo County District Attorney		Meeting Date April 15, 1982
Division Field Services	Division Director Approval <i>R.T. Allen</i>	Researched By George Fox <i>F</i>
Executive Director Approval <i>Merran C. Behr</i>	Date of Approval <i>Feb 9, 1982</i>	Date of Report February 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/>		Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUES

The San Luis Obispo County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The San Luis Obispo County District Attorney has participated in the POST Specialized Program since September 8, 1970. The passage of Senate Bill 201 allows the agency reimbursement under the provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the San Luis Obispo County District Attorney Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact is approximately \$1,500 annually.

AGENDA ITEM SUMMARY SHEET

A. Item Title San Mateo County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Brooks W. W. [Signature]</i>	Researched By George Fox <i>[Signature]</i>
Executive Director Approval <i>[Signature]</i>	Date of Approval 3-5-82	Date of Report March 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The San Mateo County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since January 13, 1970. The passage of Senate Bill 201 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess or will be eligible to possess Basic Certificates. Adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the San Mateo County District Attorney Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact should be about \$2,500 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Santa Barbara County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>George Fox</i>	Researched By George Fox <i>GF</i>
Executive Director Approval <i>Mountain C. Beckman</i>	Date of Approval 3-5-82	Date of Report March 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Santa Barbara County District Attorney has requested that the agency's Investigative Unit be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Reimbursement Program since October 26, 1971. The passage of Senate Bill 201 allows the agency to be reimbursed per Section 13522 Penal Code. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess or will be eligible to possess Basic Certificates. Adequate selection standards have been employed.

RECOMMENDATION

The Commission be advised that the Santa Barbara County District Attorney Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be about \$7,000 annually.



## AGENDA ITEM SUMMARY SHEET

A. Item Title Santa Clara County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>George Fox</i>	Researched By George Fox <i>GF</i>
Executive Director Approval <i>William C. Becken</i>	Date of Approval 3-5-82	Date of Report March 3, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact		Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Santa Clara County District Attorney has requested that the agency's Investigative Unit be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since November 30, 1973. The passage of Senate Bill 201 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Santa Clara County District Attorney Investigative Unit has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

It is estimated that the fiscal impact will be about \$7,000 annually.

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Santa Cruz County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>R. T. Allen</i>	Researched By George Fox
Executive Director Approval <i>Morgan C. Behm</i>	Date of Approval 2-11-82	Date of Report February 8, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact		Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		

ISSUE

The Santa Cruz County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since June 12, 1979. The passage of Senate Bill 201 allows the agency to be reimbursed under provisions of Section 13522 Penal Code. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are employed by the agency.

RECOMMENDATION

The Commission be advised that the Santa Cruz County Investigators Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact should be about \$1,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Shasta County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>George Fox</i>	Researched By George Fox <i>GF</i>
Executive Director Approval <i>Merrill C. Beckman</i>	Date of Approval 7-5-82	Date of Report March 3, 1982

Purpose: Decision Requested  Information Only  Status Report  Financial Impact Yes (See Analysis per details)  No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Shasta County District Attorney has requested that the agency's Investigative Unit be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since August 2, 1971. The passage of Senate Bill 201 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess Basic Certificates and adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Shasta County District Attorney Investigators be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

It is estimated that the fiscal impact will be about \$1,200 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Stanislaus County District Attorney Investigators		Meeting Date April 15, 1982
Division Field Services	Division Director Approval <i>R.T. Allen</i>	Researched By George Fox <i>J.</i>
Executive Director Approval <i>Merrill C. Beckus</i>	Date of Approval <i>Feb 9, 1982</i>	Date of Report
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact		Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUES

The Stanislaus County District Attorney has requested that the agency's investigators be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since December 4, 1973. The passage of Senate Bill 201 allows the agency reimbursement under provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess Basic Certificates and adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Stanislaus County District Attorney Investigators have been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact should be less than \$3,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Tuolumne County District Attorney		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>George Fox</i>	Researched By George Fox <i>fox</i>
Executive Director Approval <i>M. Belmont</i>	Date of Approval 3-4-82	Date of Report March 2, 1982

Purpose: Decision Requested  Information Only  Status Report  Financial Impact Yes  (See Analysis per details) No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUES

The Tuolumne County District Attorney has requested to participate in the POST Program.

ANALYSIS

The department presently employs two investigators who possess POST Basic or higher Certificates. The Board of Supervisors Ordinance 1186, effective February 25, 1982 and the letter of intent dated February 16, 1982 from the District Attorney indicates the agency's desire to participate in the POST Reimbursement Program. Adequate selection standards are employed by the agency.

RECOMMENDATION

The Commission be advised that the Tuolumne County District Attorney's Investigative Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be less than \$1,000. -

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Ventura County District Attorney Investigators		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>A.T. Allen</i>	Researched By George Fox <i>f</i>
Executive Director Approval <i>Morgan C. Behm</i>	Date of Approval 2-11-82	Date of Report February 8, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Ventura County District Attorney has requested that the agency's investigators Unit be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since June 16, 1970. The passage of Senate Bill 201 allows the agency to be reimbursed under provision of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All investigators possess a Basic Certificate and adequate selection standards are employed by the agency.

RECOMMENDATION

The Commission be advised that the Ventura County District Attorney Investigators Unit be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact should be about \$2,600 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Desert Judicial District Marshal		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Brooks W. Wells</i>	Researched By George Fox <i>F</i>
Executive Director Approval <i>Norman C. Beckman</i>	Date of Approval 3-5-82	Date of Report March 3, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		

ISSUE

The Desert Judicial District Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since November 30, 1971. The passage of Senate Bill 210 allows the agency to be reimbursed under the provision of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All sworn members of the agency have or will be able to possess POST Basic Certificates.

RECOMMENDATION

The Commission be advised that the Desert Judicial District Marshal has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact is estimated to be about \$3,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Los Angeles County Marshal		Meeting Date April 15, 1982
Bureau Field Services Bureau	Revised By <i>R.T. Allen</i>	Researched By George Fox <i>F</i>
Executive Director Approval <i>Newman C. Berlin</i>	Date of Approval 3-8-82	Date of Report

Purpose: Decision Requested  Information Only  Status Report  Financial Impact Yes  (See Analysis per details) No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUES

The Los Angeles County Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since January 1, 1970. The passage of Senate Bill 210 allows for reimbursement under provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All sworn members of the agency have or are eligible to receive Basic Certificates. Adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the Los Angeles County Marshal has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact is estimated to be about \$110, 000 annually.



## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Orange County Marshal		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Ben W. W. W.</i>	Researched By George Fox <i>J.</i>
Executive Director Approval <i>William C. Becken</i>	Date of Approval 3-5-82	Date of Report March 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Orange County Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since February 23, 1971 and now requests participation in the POST Reimbursement Program per Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All sworn members of the agency have or will be eligible to possess Basic Certificates.

RECOMMENDATION

The Commission be advised that the Orange County Marshal has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact is estimated to be about \$6,500 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Riverside Judicial District Marshal		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>R. I. Allen</i>	Researched By George Fox #
Executive Director Approval <i>Morgan C. Boehm</i>	Date of Approval Feb 9, 1982	Date of Report
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact		Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUES

The Riverside Judicial District Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since November 11, 1971. The passage of Senate Bill 210 allows the agency to be reimbursed under the provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All sworn members of the agency have or will be eligible to possess a POST Basic Certificate.

RECOMMENDATION

The Commission be advised that the Riverside Judicial District Marshal has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact is estimated to be about \$6,000 annually.

## AGENDA ITEM SUMMARY SHEET

Item Title San Bernardino Co. Municipal Court District Marshal		Meeting Date April 15, 1982
Bureau Field Services	Revised By <i>Brooks W. Wilson</i>	Researched By George Fox <i>Fox</i>
Executive Director Approval <i>Merriman C. Beckman</i>	Date of Approval 3-4-82	Date of Report March 2, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUES

The San Bernardino County Municipal Court District Marshal has requested that the agency's sworn personnel be included in the POST Reimbursable Program.

BACKGROUND

The Marshal's office has participated in the Specialized Program since January 19, 1971. The passage of Senate Bill 210 allows the agency to be reimbursed from the POST Training Fund. The agency has submitted the necessary documents supporting POST objectives and regulations.

ANALYSIS

All Deputy Marshals possess a Basic Certificate or will be eligible to possess such a certificate after adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the San Bernardino County Marshal's office be admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The estimated fiscal impact should be approximately \$15,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title San Diego County Marshal		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>George Fox</i>	Researched By George Fox <i>g</i>
Executive Director Approval <i>William C. Berlin</i>	Date of Approval 3-5-82	Date of Report March 4, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page _____).		

ISSUE

The San Diego County Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since July 27, 1970. The passage of Senate Bill 210 allows the agency to be reimbursed under provisions of Section 13522 Penal Code. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All members of the agency possess or will be eligible to possess Basic Certificates. Adequate selection standards are used.

RECOMMENDATION

The Commission be advised that the San Diego County Marshal has been admitted into the POST Reimbursement Program.

FISCAL IMPACT

The estimated fiscal impact is about \$30,000 annually.

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Santa Barbara-Goleta Judicial District Marshal		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Brooks Wilson</i>	Researched By George Fox <i>J</i>
Executive Director Approval <i>Merriam C. Barber</i>	Date of Approval 3-5-82	Date of Report March 3, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Santa Barbara-Goleta Judicial Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since December 2, 1974. With the passage of Senate Bill 210, the agency is eligible for reimbursement from the POST Training Fund. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All sworn members of the agency have or will be eligible to possess POST Basic Certificates. Adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Santa Barbara-Goleta Judicial District Marshal has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact is estimated to be about \$5,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Santa Maria Judicial District Marshal		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>Brooks Wilson</i>	Researched By George Fox <i>F</i>
Executive Director Approval <i>William C. Sullivan</i>	Date of Approval 3-5-82	Date of Report March 3, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		

ISSUE

The Santa Maria Judicial District Marshal has requested that the agency be included in the POST Reimbursement Program.

BACKGROUND

The agency has participated in the POST Specialized Program since December 2, 1974. With the passage of Senate Bill 210, the agency is eligible for reimbursement from the POST Training Fund. The agency has submitted necessary documents supporting POST objectives and regulations.

ANALYSIS

All sworn members of the agency have or will be eligible to possess POST Basic Certificates. Adequate selection standards are employed.

RECOMMENDATION

The Commission be advised that the Santa Maria Judicial District Marshal has been admitted into the POST Reimbursement Program consistent with Commission policy.

FISCAL IMPACT

The fiscal impact should be about \$2,000 annually.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title California Department of Social Services		Meeting Date April 15, 1982
Bureau Field Services	Reviewed By <i>George Fox</i>	Researched By George Fox #
Executive Director Approval <i>William C. Becken</i>	Date of Approval 3-5-82	Date of Report March 2, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input type="checkbox"/> No <input checked="" type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The California Department of Social Services has requested to participate in the POST Specialized Program.

BACKGROUND

The department is a state agency whose employees are sworn investigators. The department's Chief Deputy Director has submitted a letter of intent specifying adherence to POST standards.

ANALYSIS

The department presently employs thirteen investigators who meet or will meet POST training standards. Adequate selection standards are used by the agency.

RECOMMENDATION

The Commission be advised that the California Department of Social Services be admitted into the POST Specialized Program consistent with Commission policy.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>Policy Statement for Commission Policy Manual</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>Information Services</b>	Reviewed By	Researched By <i>SWK</i> <b>Bradley W. Koch</b>
Executive Director Approval <i>Norman C. Bolun</i>	Date of Approval <b>3-12-82</b>	Date of Report <b>March 11, 1982</b>
Purpose: Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Commission has directed that Staff shall submit policy matters for affirmation by the Commission prior to inclusion in the Commission Policy Manual. The attached policy statement is being submitted for such affirmation.

BACKGROUND

Policy statement is being submitted for approval as adopted by the Commission at its regular meeting, January 28, 1982.

ANALYSIS

The policy statement being submitted for approval is appropriate for inclusion in the Commission Policy Manual.

RECOMMENDATION

Adopt policy statement as follows for inclusion in the Commission Policy Manual.

Waiver of Reading Ability Test

"POST staff is granted the authority to waive the reading ability test requirement (POST Regulation 1002(a)(7)) for those law enforcement applicants who have previously successfully completed a POST-certified Basic Course or who have successfully completed the Basic Course Waiver Examination process."

Commission Meeting

1-28-82

1191B

Utilize reverse side if needed



## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Proposals for Traffic Safety Funds		Meeting Date April 15, 1982
Bureau Training Program Services	Reviewed By	Researched By Ted Morton <i>Ted Morton</i>
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 3-19-82	Date of Report March 18, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUES

The California Office of Traffic Safety has requested the Executive Director to develop proposals for funds to address traffic safety problems in California for the 1982/83 Fiscal Year.

BACKGROUND

There are presently 32 POST certified courses on traffic subjects. In addition, the Basic Course contains a minimum of 30 hours traffic accident investigation and many hours of related subjects taught in patrol procedure classes. Traffic procedures and emphasis continues to be a major responsibility of all city and county law enforcement agencies and the major responsibility of the California Highway Patrol.

POST staff has been coordinating the expenditure of \$130,000 of Office of Traffic Safety funds during Fiscal Years 80/81 and 81/82. These funds materially assisted staff in the expansion of motorcycle training and partially cover the expenses to local agencies for per diem and travel.

ANALYSIS

With the approval of the Commission, staff will submit grant proposals to the Office of Traffic Safety, by May 1, 1982, in program areas emphasizing alcohol and driving, police traffic services (including accident scene reconstruction), motorcycle training courses, traffic reporting systems and related subjects.

These grant funds would assist POST staff in the expansion of ongoing review and revision of traffic courses, possible elimination of program deficiencies and continuing development of new programs relating to traffic issues.

RECOMMENDATION

That the Commission approve the submission of proposals by the Executive Director for grant funds from the Office of Traffic Safety.

Utilize reverse side if needed

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Amendment of PAM, Procedure D-9		Meeting Date April 15, 1982
Bureau Management Counseling Services	Reviewed By	Researched By George W. Williams <i>GWS</i>
Executive Director Approval <i>Morgan C. Behm</i>	Date of Approval 3-22-82	Date of Report February 26, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes (See Analysis per details) <input type="checkbox"/> No <input checked="" type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		

## 1. ISSUE

Revise PAM, Procedure D-9 to provide that: (a) applications for approval of Field Management Training be submitted by use of a POST form rather than by a structured letter; (b) the report to POST upon the conclusion of the Field Management Training be submitted on a revised more appropriate form.

## 2. BACKGROUND

Although the Commission amended PAM, Procedure D-9 in October 1981, it later became apparent that the means for applying for approval of Field Management Training by submission of a structured letter should also be revised.

## ANALYSIS

It is proposed that when approval is desired for Field Management Training that the form (Attachment 1) be completed and submitted to POST. The design of the form ensures that all information needed to process the application is provided and thus permits more speedy processing of the application.

It is also proposed that POST, Form 2-257, Field Management Training Report, be modified to simplify its completion and at the same time provide POST with information needed to administer the Field Management Training Program. (See Attachment 2)

As a result of the above proposals the narrative of PAM, Procedure D-9 will have to be amended slightly accordingly. (See Attachment 3)

## 4. RECOMMENDATION

Adopt the proposed amendments to PAM, Procedure D-9, to become effective July 1, 1982.

Revised:

July 1, 1982

## Training

## FIELD MANAGEMENT TRAINING

## Purpose

9-1. Field Management Training: This Commission Procedure implements that portion of the Minimum Standards for Training established in Section 1005(i) of the Regulations for Field Management Training. Field Management Training is a training technique designed to assist in the development and implementation of the procedural and operational changes, or in the solution of specific problems within law enforcement agencies which cannot be addressed by other available training programs. The Commission provides for financial assistance to participating departments to send their personnel to other California law enforcement agencies or places having outstanding programs in order to observe, or to participate in on-the-job training.

## Participation

9-2. Who May Participate: In Particular attention is to be given, in approval of Field Management Training requests, to management rather than operational aspects of the functions to be addressed by training. Normally, training is limited to those persons with management responsibilities. In special circumstances, however, and on an individual basis, POST may approve Field Management Training in operational subjects for management or operational personnel.

9-3. Request for Participation: In order to participate in Field Management Training the chief or sheriff must submit a letter of request to the Executive Director of POST. The letter must contain the following: to POST an Application for Field Management Training, POST, Form 2-268 (see page 9-3).

- a- b- A specific request to participate in Field Management Training.

- b- e- A brief summary of the problem ("purpose of training") which the training is intended to address-
- e- d- Name(s) of trainee(s) and Social Security Number(s)-
- d- e- Place(s) of training-
- e- f- Proposed date(s) of travel/training-

### Approval

9-4. Approval of Training Application: If alternate applicable means of training are presently available, they must be used rather than Field Management Training. Field Management Training trips to be reimbursed by POST must not be initiated by the requesting agency until approved by POST. A letter expressing approval or disapproval will be sent by POST to the requesting agency.

9-5. Limited Expenditures: Field Management Training is subject, in addition to the previous limitations set forth, to a spending limit based upon the allocation of expenditures set annually by the Commission. In granting requests for approval of Field Management Training, POST shall assign first priority to those requests for this training which are designed to impact the management needs of the requesting agency.

### Training Schedule

9-6. Schedule of Field Management Training: Arrangements for visits to the agencies concerned may be scheduled by POST, the requesting agency, or by mutual arrangement. The itinerary for the training exercise must be approved by the Chief, Management Counseling Services Bureau.

9-7. Training Limits: Field Management Training is limited to a maximum of five days for any one training experience. Exceptions may be granted for longer periods of time if deemed appropriate by POST.

### Reports

9-8. Report of Training Required: Before reimbursement claims will be processed, the requesting agency must submit a report to POST preferably using POST Form 2-257 (see page 9-5 ). The content of the report must be pertinent and describe the degree of accomplishment of the objectives of the trip. In addition, the report must specifically evaluate the effectiveness of the Field Management Training in contributing to the solution of the problem or addressing the matter being studied. The report must be submitted to POST with or prior to the submission of the claim for reimbursement. (See PAM, Section E-1-3-g)

### Reimbursement

9-9. Reimbursement Claims: Eligible claims for reimbursement of training expenses for Field Management Training are paid under Plan IV. Claims for reimbursement must be received by POST within 90 days after completion of the training if they are to be paid without reduction. (See PAM, Section 1015(b))

# APPLICATION FOR FIELD MANAGEMENT TRAINING

State of California

Department of Justice

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
7100 Bowling Drive, Sacramento, CA 95823

NAME OF REQUESTING DEPARTMENT/AGENCY AND ADDRESS

SIGNATURE OF DEPARTMENT/AGENCY HEAD

NAME(S) AND RANK(S)/TITLE(S) OF EMPLOYEE(S) TO BE TRAINED

DATE  
SOCIAL SECURITY NUMBER

DEPARTMENT(S)/AGENCY(S) TO BE VISITED

DATE(S) OF TRAVEL/TRAINING INCLUSIVE - SPECIFY TRAVEL DATES, TRAINING DATES

DESCRIBE PURPOSE/OBJECTIVE OF TRAINING

**DRAFT**

IT IS REQUESTED THAT \_\_\_\_\_ BE CONTACTED TO  
NAME OF EMPLOYEE, TITLE, PHONE NO.  
DISCUSS SPECIFIC PROGRAMS WHICH MAY BE HELPFUL IN ADDRESSING THE MATTER OR PROBLEM UNDER STUDY.

REIMBURSEMENT FOR EXPENSES INVOLVED IN FIELD MANAGEMENT TRAINING IS PROVIDED UNDER PLAN II, AND A REPORT TO POST ON THE EFFECTIVENESS OF THE TRAINING MUST BE SUBMITTED BEFORE REIMBURSEMENT WILL BE PROVIDED - SEE COMMISSION PROCEDURE E-1-3g.

FOR POST USE ONLY

APPLICATION REVIEWED BY

APPLICATION APPROVED BY

# FIELD MANAGEMENT TRAINING EVALUATION REPORT

State of California

Department of Justice

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
7100 Bowling Drive, Sacramento, CA 95823

1. NAME OF REPORTING DEPARTMENT/AGENCY AND ADDRESS	2.  SIGNATURE OF DEPARTMENT/AGENCY HEAD  DATE
----------------------------------------------------	-----------------------------------------------------------

3. PERSON(S) TRAINED (LAST NAME, FIRST, MIDDLE INITIAL)	DATE SOCIAL SECURITY NUMBER
1. _____	- -
2. _____	- -
3. _____	- -
4. _____	- -
5. _____	- -

4. DATES ON WHICH TRAVEL/TRAINING OCCURRED

5. NAME(S) OF DEPARTMENT/AGENCY WHERE TRAINING OCCURRED

6. NAME OF CONTACT PERSON WHERE TRAINING OCCURRED	TELEPHONE NO. ( )
---------------------------------------------------	----------------------

7. WHAT WAS LEARNED/OBSERVED (CONCEPTS, PROGRAMS, PROCEDURES, EQUIPMENT, etc.)?  
*IF A DEPARTMENT/AGENCY REPORT WAS MADE REGARDING THIS FIELD MANAGEMENT TRAINING,  
PLEASE ATTACH A COPY OF THE REPORT AND PLEASE DISREGARD BLOCKS 8 AND 9 ON THIS FORM IF THE  
DEPARTMENT/AGENCY REPORT ATTACHED RESPONDS TO THESE QUESTIONS.*

**DRAFT**

7. CONTINUED

8. WHAT ELEMENTS (CONCEPTS, PROGRAMS, PROCEDURES, etc.) DO YOU INTEND TO IMPLEMENT AND WHEN?

DRAFT

9. IF YOU PLAN TO IMPLEMENT WHAT YOU LEARNED/OBSERVED, WILL YOU DO SO WITHOUT MODIFICATION?

YES

NO

IF YOUR ANSWER IS NO, PLEASE EXPLAIN THE MODIFICATION.

FOR POST USE ONLY

REPORT REVIEWED BY

REPORT APPROVED BY



**Memorandum**

Nathaniel Trives, Chairman  
Long-Range Planning Committee

Date : June 7, 1982

R. T. Allen, Special Projects *RTA*

From : Commission on Peace Officer Standards and Training

Subject: TASK FORCE RECOMMENDATIONS

The purpose of this memo is to review the recommendations submitted by the Task Force on New Organizational Concepts, Phase II, addressing:

1. More efficient use of non-sworn personnel;
2. Regional selection procedures;
3. New career ladders.

The task force report has been presented to the Professionalization Coordinating Committee and to the full Commission. The Commission asked that the Long-Range Planning Committee review the Phase II final report (Attachment #1) which includes 15 recommendations, and report their findings to the full Commission at the July meeting. The report's recommendations are as follows:

1. Identify specific tasks or roles for paraprofessionals in police service.
2. Develop job descriptions and position specifications for paraprofessional and professional police employees.
3. Design selection standards for paraprofessionals to attract qualified persons who desire this level of service as their career objective as well as persons, who upon attainment of additional qualifications, aspire to become professional peace officers.
4. Implement recruitment/employment programs to attract minority and other qualified persons for employment as paraprofessionals.
5. Develop and implement the police or public service officer concept.
6. Assign non-critical calls for service and other appropriate activities to paraprofessional police employees.
7. Reascertain the roles and responsibilities of professional peace officers.

8. In the design of police career ladders take into account the use of police specialists.
9. Adopt and promulgate standards regarding the education, training, experience requisites, and leadership attributes for supervisory, management, and command personnel.
10. Implement police-management trainee programs.
11. Develop a model for qualified personnel inside and outside of police services for management positions.
12. Thoroughly study the role of volunteerism in police service.
13. Expand the use of volunteer occupational specialists to obtain needed technical services.
14. Carefully study the appropriate use of paraprofessional personnel and volunteers as well as the use and control of private police.
15. Implement the recommendations of the Retention Strategies Task Force regarding regional selection procedures for police.

The recommendations are being presented to the Long-Range Planning Committee to determine if there is a desire to forward the recommendations to professional associations, the Legislature, local government, and other appropriate bodies and groups for implementation.

Attachment

Phase II  
FINAL REPORT  
TASK FORCE ON NEW REGIONAL CONCEPTS  
DECEMBER 17, 1981

I. DEFINITION

The description of work for the Task Force on Organizational Concepts is:

"This task force will develop position papers and strategies for implementing, consolidation, regionalization, more efficient use of non-sworn personnel, regional selection procedures, new career ladders."

The work of this Task Force was divided into two phases: Phase I addressed consolidation/regionalization; and Phase II examined the topics of non-sworn, regional selection, and career ladders. The establishment of this task force came as a result of the Symposium on Professional Issues in Law Enforcement held in Sacramento on October 1-3, 1980. The chairman of this group is J. M. Dineen, Chief of Police, City of Millbrae, Police Department, and members of the task force are:

David H. Swim, President  
Stockton Police Officers Association

Bob Foster, President  
Oakland Police Officers Association

C. M. (Mike) Schliskey  
Westminster Police Officers Association

Allan L. Wallis, Deputy Chief  
Simi Valley Police Department

Gene B. Hansen, Commander  
City of Santa Ana Police Department

Arch Scheffel  
Commander of Operations  
San Joaquin Sheriff's Department

O. R. (Roy) Shipley, Chief of Police  
City of Eureka Police Department

George W. Williams, Commission on POST,  
Sacramento

## II. ISSUES

In Phase II our Task Force addressed the issues of more efficient use of non-sworn personnel, regional selection procedures and new career ladders. The achievement of the recommendations made by the group in Phase II, this Task Force believes, would be facilitated by the adoption of the systems approach this Task Force recommended in Phase I.

The Task Force, in this second phase, reviewed the literature, and the personal awareness of its members regarding various approaches, that have been either proposed or implemented in California or the nation, that have been designed to more efficiently utilize non-sworn personnel. The group also analyzed various regional selection procedures and career ladder models. The design of an effective police career ladder must encompass the gamut of positions from initial employment of professionals, paraprofessionals, specialists, managers, as well as volunteers.

## III. FINDINGS

The Task Force found the police or public services officer (PSO) concept has great merit, and except in a few jurisdictions this concept has not developed beyond the discussion or planning stages; if more widely used this concept would offer a unique means of streamlining and professionalizing police services. The PSO concept is based on the premise that a paraprofessional police employee can adequately perform most, if not all, police service functions and thus permit peace officer personnel to more effectively address the more demanding and serious police problems. In traditional policing, a peace officer is expected to handle all calls for service and perhaps all subsequent investigations as well. Under this traditional design, it follows that a peace officer must be trained and equipped to handle every type of incident from the very minor types of services (many of these not necessarily related to law enforcement) to investigating the most complex crimes. This approach is cumbersome, expensive and contrary to the modern concepts of professionalism.

In applying the public services officer concept peace officers would no longer routinely perform minor tasks, and they could be permitted to concentrate on a higher level of public service and crime control. Public service officers could be substituted for peace officers in assignments to handle "cold" calls, crime scene investigation calls and routine follow-up investigations. They could also substitute for peace officers in a variety of other activities such as most traffic accident investigations, community liaison work and reserve officer administration.

This concept would have a number of beneficial side effects, for example:

### 1. High Job Interest

A high level of service to the public. A public service officer generally could handle minor calls in a more thorough manner.

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TASK FORCE ON NEW REGIONAL CONCEPTS

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This concept would have a number of beneficial side effects, for example:

### 1. High Job Interest

A high level of service to the public. A public service officer generally could handle minor calls in a more thorough manner.

A peace officer must weigh the importance of this type of call against heavy workloads and crime problems in his/her area.

## 2. Career Ladders

A peace officer gains experience in assignments to patrol, crime and traffic investigation or while working in a variety of special functions or units. The public service officer would use his/her experience, as well, as a basis for career development. The recruitment/employment of minority and other qualified persons for employment in paraprofessional roles and development of appropriately expanded career ladders, for this part of the career ladder is essential. Recruitment and selection standards for paraprofessionals should be designed to attract and admit to employment persons, who are qualified for such job classifications and who would desire this level of service as their career objectives, as well as those persons who upon attainment of additional qualifications would aspire to become professional peace officers.

## 3. Financial

Total cost of the compensation package for peace officers makes it administratively unsound to assign peace officers to relatively minor tasks. Public service officers' total compensation can be made to be appropriate to the tasks they perform. A jurisdiction can realistically manage personnel costs and could maintain a high standard of work productivity through a program of more effective use of peace officers.

The public service officer concept, if properly administered, allows for more cost effectiveness for the provision of a complete range of police services. It seeks and provides a higher degree of employee satisfaction and it promotes high public satisfaction.

In discussion of the topic of career ladders, it was determined by the Task Force that specific tasks or roles for paraprofessionals should be identified. A need exists to develop job descriptions and position specifications for paraprofessional police employees. Opportunities must be developed for paraprofessionals for handling non critical calls for services and other activities; and at the same time professional peace officer roles and responsibilities should be reascertained. Implementation, revision, and development of professional peace officer specialist roles and responsibilities must also be addressed. The identification of the various activities now accomplished by departments utilizing the "police specialist" concept should be further explored. Departments should utilize field training officer and lead officer programs for peace officer career development and job enhancement. In designing its career ladder, the police community should apply the modalities presently exhibited by the medical, legal, and teaching professions.

In analyzing the police career ladder the Task Force concluded that attention must be directed to the "promotional" rungs of the career ladder, i.e., for supervisors, managers, commanders and top executives. Within the police community agreement should be obtained regarding education, training, experience, requisites, and leadership attributes that these persons must possess. Highly qualified candidates should be recruited in the private sector and on college campuses. Suitable candidates should be examined for leadership aptitudes, to begin upon graduation their careers in public service as police management trainees. Upon completing a designated variety of police training assignments as peace officers within a specified period of time (approximately 3 to 5 years) these persons would then move on into police supervisory positions as the first phase of their management careers. Mid-career employees, such as rank and file peace officers and police specialists who qualify should also be given the opportunity for promotion to these police supervisory positions.

The police community should thoroughly study the role of volunteerism in government service. Emphasis with regard to volunteerism should be directed to bettering police community relations, and obtaining needed services of occupational specialists in view of current fiscal short falls. Gaining public involvement in coping with crime and support in programs which provide volunteer occupational and technical assistance is vital. Occupational volunteers should be utilized in designated circumstances to augment the regular police force to perform tasks that are necessary but that should not or cannot be budgeted.

Providing policing in our society that is performed by paraprofessional personnel and volunteers, should be carefully examined and analyzed as should the use and control of private police. The use of deadly force by and the arming of private police should also be carefully examined.

The Task Force after discussion of regional selection procedures decided it would defer to the Task Force on Retention Strategies and its recommendation on this specific topic.

#### Recommendations

1. Identify specific tasks or roles for paraprofessionals in police service.
2. Develop job descriptions and position specifications for paraprofessional and professional police employees.
3. Design selection standards for paraprofessionals to attract qualified persons who would desire this level of service as their career objective as well as persons who upon attainment of additional qualifications aspire to become professional peace officers.



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In analyzing the police career ladder the Task Force concluded that attention must be directed to the "promotional" rungs of the career ladder, i.e., for supervisors, managers, commanders and top executives. Within the police community agreement should be obtained regarding education, training, experience, requisites, and leadership attributes that these persons must possess. Highly qualified candidates should be recruited in the private sector and on college campuses. Suitable candidates should be examined for leadership aptitudes, to begin upon graduation their careers in public service as police management trainees. Upon completing a designated variety of police training assignments as peace officers within a specified period of time (approximately 3 to 5 years) these persons would then move on into police supervisory positions as the first phase of their management careers. Mid-career employees, such as rank and file peace officers and police specialists who qualify should also be given the opportunity for promotion to these police supervisory positions.

The police community should thoroughly study the role of volunteerism in government service. Emphasis with regard to volunteerism should be directed to bettering police community relations, and obtaining needed services of occupational specialists in view of current fiscal short falls. Gaining public involvement in coping with crime and support in programs which provide volunteer occupational and technical assistance is vital. Occupational volunteers should be utilized in designated circumstances to augment the regular police force to perform tasks that are necessary but that should not or cannot be budgeted.

Providing policing in our society that is performed by paraprofessional personnel and volunteers, should be carefully examined and analyzed as should the use and control of private police. The use of deadly force by and the arming of private police should also be carefully examined.

The Task Force after discussion of regional selection procedures decided it would defer to the Task Force on Retention Strategies and its recommendation on this specific topic.

#### Recommendations

1. Identify specific tasks or roles for paraprofessionals in police service.
2. Develop job descriptions and position specifications for paraprofessional and professional police employees.
3. Design selection standards for paraprofessionals to attract qualified persons who would desire this level of service as their career objective as well as persons who upon attainment of additional qualifications aspire to become professional peace officers.

4. Implement recruitment/employment programs to attract minority and other qualified persons for employment as paraprofessionals.
5. Develop and implement the police or public service officer concept.
6. Assign non critical calls for service and other appropriate activities to paraprofessional police employees.
7. Reascertain the rules and responsibilities of professional peace officers.
8. In the design of police career ladders take into account the use of police specialists.
9. Adopt and promulgate standards regarding the education, training, experience requisites and leadership attributes for supervisory, management and command personnel.
10. Implement police management trainee programs.
- \* 11. Recruit outside of police service for qualified police management trainees.
12. Thoroughly study the role of volunteerism in police service.
13. Expand the use of volunteer occupational specialists to obtain needed technical services.
14. Carefully study the appropriate use of paraprofessional personnel and volunteers as well as the use and control of private police.
15. Implement the recommendation of the Retention Strategies Task Force regarding regional selection procedures for police.

In summary, the Task Force recommends the adoption of the described programs and recommendations. Success in the implementation of the career ladder and regional selection processes would be facilitated by adoption of the systems approach identified by this Task Force in Phase I of its activities.

This report is hereby forwarded to the Symposium Coordinating Committee for consideration to determine if there is a desire that the recommendation for career ladders and the use of non-sworn personnel as identified in this report be forwarded to professional associations, the Legislature, local government and other appropriate bodies and groups to determine the feasibility of the recommendations made herewith.

- \* This recommendation was changed by the Professionalization Coordinating Committee at its April 13, 1982 meeting to read:
11. Develop a model for qualified personnel inside and outside of police services for management positions.

May 6, 1982

Raymond C. Davis, President  
California Peace Officers  
Association  
Santa Ana Police Department  
P. O. Box 1981  
Santa Ana, CA 92702

Dear Chief Davis:

I thought I would take this opportunity to formally communicate with you regarding the decisions made at the last Professionalization Coordinating Committee meeting (PCC) held in Millbrae on April 13, 1982.

I have attached the report of the Task Force on New Organizational Concepts, Phase II, as modified by the PCC members. Recommendation #11 was modified as indicated.

The next phase for each of us, POST, CPOA and PORAC, is to review the recommendation with our respective policy setting boards or commissions.

I presented the material to the Commission at the April 15, 1982 meeting and will be presenting the PCC recommendation to the Commission's Long-Range Planning Committee in the future.

As I see it, each of our agencies will be reviewing the material with our executive boards and committees for general approval of the concept and more specifically to obtain implementation strategies.

I plan to obtain from the Commission's Long-Range Planning Committee members their suggestions regarding (1) what recommendations made by the task force are to be implemented; (2) establishing a general schedule for implementation; (3) what entity should/could implement the recommendations made by the task force, i.e., POST, CPOA, PORAC or other agencies; and (4) any other information the committee members offer.

NOTE TO TYPIST: Itemize enclosures on this copy

Bureau	Originator	Bureau Chief	Executive Office	Xerox copy to:
		<i>[Signature]</i>		

Raymond C. Davis  
May 6, 1982  
Page 2

The report of the Long-Range Planning Committee will go before the full Commission at the next meeting for final approval.

After that Commission meeting and after your executive board meetings it may be necessary to hold another PCC meeting to review the suggested implementation strategies and to review the suggestions as to what agency should implement the recommendations.

Our executive boards and committees may differ on who should be asked to implement the task force recommendations.

I plan to keep in touch with you on these issues so we can cooperatively move through the task of processing these very important issues.

I look forward to continuing our efforts to implement these recommendations and to assist our profession.

Sincerely,

RONALD T. ALLEN, Chief  
Special Projects Bureau

cc: LeRoy Sans, Executive Director  
California Peace Officers  
Association

Attachment

Same letter sent to Richard Lucero, President, PORAC

RTA/na

NOTE TO TYPIST: Itemize enclosures on this copy

Bureau	Originator	Bureau Chief	Executive Office	Xerox copy to:
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AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>Task Force on New Organizational Concepts--Phase II</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>Executive Office</b>	Reviewed By	Researched By <b>Ronald T. Allen</b> <i>RA</i>
Executive Director Approval <i>Memorandum C. Boehm</i>	Date of Approval <b>3-15-82</b>	Date of Report <b>March 3, 1982</b>
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

Commission review of the recommendations of the Task Force on New Organizational Concepts - Phase II, addressing:

- (1) More efficient use of non-sworn personnel;
- (2) Regional selection procedures;
- (3) New career ladders.

BACKGROUND

This task force is one of six appointed as the result of the "Symposium on Professional Issues in Law Enforcement." The task force has met several times and has prepared a report which makes 15 recommendations (attachment).

ANALYSIS

The Professionalization Coordinating Committee are scheduled to have reviewed the task force report on April 13, 1982. The chairman of the Professionalization Coordinating Committee will make a report to the Commission. The task force recommendations which will be considered by the Coordinating Committee are as follows:

1. Identify specific tasks or roles for paraprofessionals in police service.
2. Develop job descriptions and position specifications for paraprofessional and professional police employees.
3. Design selection standards for paraprofessionals to attract qualified persons who desire this level of service as their career objective as well as persons who, upon attainment of additional qualifications, aspire to become professional peace officers.
4. Implement recruitment/employment programs to attract minority and other qualified persons for employment as paraprofessionals.
5. Develop and implement the police or public service officer concept.
6. Assign non-critical calls for service and other appropriate activities to paraprofessional police employees.

Utilize reverse side if needed

7. Re-ascertain the roles and responsibilities of professional peace officers.
8. In the design of police career ladders take into account the use of police specialists.
9. Adopt and promulgate standards regarding the education, training, experience requisites, and leadership attributes for supervisory, management, and command personnel.
10. Implement police-management training programs.
11. Recruit outside of police service for qualified police-management trainees.
12. Thoroughly study the role of volunteerism in police service.
13. Expand the use of volunteer occupational specialists to obtain needed technical services.
14. Carefully study the appropriate use of paraprofessional personnel and volunteers as well as the use and control of private police.
15. Implement the recommendations of the Retention Strategies Task Force regarding regional selection procedures for police.

#### RECOMMENDATION

Refer the Task Force report and the Professionalization Coordinating Committee recommendations to the Long-Range Planning Committee for review and recommendation at the July 15, 1982 meeting.

Phase II  
FINAL REPORT  
TASK FORCE ON NEW ORGANIZATIONAL CONCEPTS  
DECEMBER 17, 1981

I: DEFINITION

The description of work for the Task Force on Organizational Concepts is:

"This task force will develop position papers and strategies for implementing, consolidation, regionalization, more efficient use of non-sworn personnel, regional selection procedures, new career ladders."

The work of this Task Force was divided into two phases: Phase I addressed consolidation/regionalization; and Phase II examined the topics of non-sworn, regional selection, and career ladders. The establishment of this task force came as a result of the Symposium on Professional Issues in Law Enforcement held in Sacramento on October 1-3, 1980. The chairman of this group is J. M. Dineen, Chief of Police, City of Millbrae, Police Department, and members of the task force are:

David H. Swim, President  
Stockton Police Officers Association

Bob Foster, President  
Oakland Police Officers Association

C. M. (Mike) Schliskey  
Westminster Police Officers Association

Allan L. Wallis, Deputy Chief  
Simi Valley Police Department

Gene B. Hansen, Commander  
City of Santa Ana Police Department

Arch Scheffel  
Commander of Operations  
San Joaquin Sheriff's Department

O. R. (Ray) Shipley, Chief of Police  
City of Eureka Police Department

George W. Williams, Commission on POST,  
Sacramento



## II. ISSUES

In Phase II our Task Force addressed the issues of more efficient use of non-sworn personnel, regional selection procedures and new career ladders. The achievement of the recommendations made by the group in Phase II, this Task Force believes, would be facilitated by the adoption of the systems approach this Task Force recommended in Phase I.

The Task Force, in this second phase, reviewed the literature, and the personal awareness of its members regarding various approaches, that have been either proposed or implemented in California or the nation, that have been designed to more efficiently utilize non-sworn personnel. The group also analyzed various regional selection procedures and career ladder models. The design of an effective police career ladder must encompass the gamut of positions from initial employment of professionals, paraprofessionals, specialists, managers, as well as volunteers.

## III. FINDINGS

The Task Force found the police or public services officer (PSO) concept has great merit, and except in a few jurisdictions this concept has not developed beyond the discussion or planning stages; if more widely used this concept would offer a unique means of streamlining and professionalizing police services. The PSO concept is based on the premise that a paraprofessional police employee can adequately perform most, if not all, police service functions and thus permit peace officer personnel to more effectively address the more demanding and serious police problems. In traditional policing, a peace officer is expected to handle all calls for service and perhaps all subsequent investigations as well. Under this traditional design, it follows that a peace officer must be trained and equipped to handle every type of incident from the very minor types of services (many of these not necessarily related to law enforcement) to investigating the most complex crimes. This approach is cumbersome, expensive and contrary to the modern concepts of professionalism.

In applying the public services officer concept peace officers would no longer routinely perform minor tasks, and they could be permitted to concentrate on a higher level of public service and crime control. Public service officers could be substituted for peace officers in assignments to handle "cold" calls, crime scene investigation calls and routine follow-up investigations. They could also substitute for peace officers in a variety of other activities such as most traffic accident investigations, community liaison work and reserve officer administration.

This concept would have a number of beneficial side effects, for example:

### 1. High Job Interest

A high level of service to the public. A public service officer generally could handle minor calls in a more thorough manner.

A peace officer must weigh the importance of this type of call against heavy workloads and crime problems in his/her area.

## 2. Career Ladders

A peace officer gains experience in assignments to patrol, crime and traffic investigation or while working in a variety of special functions or units. The public service officer would use his/her experience, as well, as a basis for career development. The recruitment/employment of minority and other qualified persons for employment in paraprofessional roles and development of appropriately expanded career ladders, for this part of the career ladder is essential. Recruitment and selection standards for paraprofessionals should be designed to attract and admit to employment persons, who are qualified for such job classifications and who would desire this level of service as their career objectives, as well as those persons who upon attainment of additional qualifications would aspire to become professional peace officers.

## 3. Financial

Total cost of the compensation package for peace officers makes it administratively unsound to assign peace officers to relatively minor tasks. Public service officers' total compensation can be made to be appropriate to the tasks they perform. A jurisdiction can realistically manage personnel costs and could maintain a high standard of work productivity through a program of more effective use of peace officers.

The public service officer concept, if properly administered, allows for more cost effectiveness for the provision of a complete range of police services. It seeks and provides a higher degree of employee satisfaction and it promotes high public satisfaction.

In discussion of the topic of career ladders, it was determined by the Task Force that specific tasks or roles for paraprofessionals should be identified. A need exists to develop job descriptions and position specifications for paraprofessional police employees. Opportunities must be developed for paraprofessionals for handling non critical calls for services and other activities; and at the same time professional peace officer roles and responsibilities should be reascertained. Implementation, revision, and development of professional peace officer specialist roles and responsibilities must also be addressed. The identification of the various activities now accomplished by departments utilizing the "police specialist" concept should be further explored. Departments should utilize field training officer and lead officer programs for peace officer career development and job enhancement. In designing its career ladder, the police community should apply the modalities presently exhibited by the medical, legal, and teaching professions.

In analyzing the police career ladder the Task Force concluded that attention must be directed to the "promotional" rungs of the career ladder, i.e., for supervisors, managers, commanders and top executives. Within the police community agreement should be obtained regarding education, training, experience, requisites, and leadership attributes that these persons must possess. Highly qualified candidates should be recruited in the private sector and on college campuses. Suitable candidates should be examined for leadership aptitudes, to begin upon graduation their careers in public service as police management trainees. Upon completing a designated variety of police training assignments as peace officers within a specified period of time (approximately 3 to 5 years) these persons would then move on into police supervisory positions as the first phase of their management careers. Mid-career employees, such as rank and file peace officers and police specialists who qualify should also be given the opportunity for promotion to these police supervisory positions.

The police community should thoroughly study the role of volunteerism in government service. Emphasis with regard to volunteerism should be directed to bettering police community relations, and obtaining needed services of occupational specialists in view of current fiscal short falls. Gaining public involvement in coping with crime and support in programs which provide volunteer occupational and technical assistance is vital. Occupational volunteers should be utilized in designated circumstances to augment the regular police force to perform tasks that are necessary but that should not or cannot be budgeted.

Providing policing in our society that is performed by paraprofessional personnel and volunteers, should be carefully examined and analyzed as should the use and control of private police. The use of deadly force by and the arming of private police should also be carefully examined.

The Task Force after discussion of regional selection procedures decided it would defer to the Task Force on Retention Strategies and its recommendation on this specific topic.

#### Recommendations

1. Identify specific tasks or roles for paraprofessionals in police service.
2. Develop job descriptions and position specifications for paraprofessional and professional police employees.
3. Design selection standards for paraprofessionals to attract qualified persons who would desire this level of service as their career objective as well as persons who upon attainment of additional qualifications aspire to become professional peace officers.

4. Implement recruitment/employment programs to attract minority and other qualified persons for employment as paraprofessionals.
5. Develop and implement the police or public service officer concept.
6. Assign non critical calls for service and other appropriate activities to paraprofessional police employees.
7. Reascertain the roles and responsibilities of professional peace officers.
8. In the design of police career ladders take into account the use of police specialists.
9. Adopt and promulgate standards regarding the education, training, experience requisites and leadership attributes for supervisory, management and command personnel.
10. Implement police management trainee programs.
11. Recruit outside of police service for qualified police management trainees.
12. Thoroughly study the role of volunteerism in police service.
13. Expand the use of volunteer occupational specialists to obtain needed technical services.
14. Carefully study the appropriate use of paraprofessional personnel and volunteers as well as the use and control of private police.
15. Implement the recommendation of the Retention Strategies Task Force regarding regional selection procedures for police.

In summary, the Task Force recommends the adoption of the described programs and recommendations. Success in the implementation of the career ladder and regional selection processes would be facilitated by adoption of the systems approach identified by this Task Force in Phase I of its activities.

This report is hereby forwarded to the Symposium Coordinating Committee for consideration to determine if there is a desire that the recommendation for career ladders and the use of non-sworn personnel as identified in this report be forwarded to professional associations, the Legislature, local government and other appropriate bodies and groups to determine the feasibility of the recommendations made herewith.

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET		
Agenda Item Title <b>REIMBURSEMENT POLICY REVISIONS - TAXI EXPENSES</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>ADMINISTRATIVE SERVICES</b>	Reviewed By <i>Thomas W. Chiddister</i>	Researched By <b>STAFF</b>
Executive Director Approval <i>Thomas C. Beecher</i>	Date of Approval <b>3-19-82</b>	Date of Report
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page _____).		
<u>ISSUE:</u>		
Complaints have been received from agency personnel about the difficulties of obtaining mileage and receipts from trainees for taxi expenses as required per PAM Section E5-7j.		
<u>BACKGROUND:</u>		
Prior to October 1980 the policy for taxi reimbursement allowed an unlimited amount of taxi expense to be claimed by an agency. All that was necessary was for an agency to retain the receipt for the expense claimed. During this time, POST did receive and reimburse taxi claims for as much as \$60-\$80 per trainee.		
At the October 1980 Commission Meeting, the Commission adopted changes in reimbursement policy to limit the amounts reimbursed for taxi use. The new policy stated, "Normally, reimbursement is not authorized to exceed 21¢ per mile if a taxi is utilized." Trainees were requested by POST in Bulletin 80-17 to obtain the mileage incurred from the taxicab driver on the taxi receipt. Complaints have been received from agency personnel about the difficulties of obtaining the mileage and receipts from trainees.		
<u>ANALYSIS:</u>		
For the past 18 months agencies have experienced difficulties complying with current policy and the POST reimbursement staff has had great difficulty imposing this policy on the claiming agencies. It is proposed that the policy be modified to make it easier on the agencies as well as simplify POST administration while not encouraging the unrestricted use of taxis.		
It is recommended that the policy be changed to allow agencies to claim actual costs up to a ceiling. At the current taxi rate of \$2.20 for the first mile and \$1.20 for each additional mile, a proposed ceiling of \$25 would allow two trips of 9.5 miles or a one-way trip of 20 miles. As the major need for a taxi is from an airport to hotel accommodations, the \$25 maximum allowance should be satisfactory.		
<u>RECOMMENDATION:</u>		
Approve a reimbursement policy change to allow a maximum reimbursement of \$25 per trainee per claim for taxi expenses and to adopt revised PAM Section E5-7j (attached) to be effective July 1, 1982.		
Utilize reverse side if needed		

REVISED PAM SECTION E5-7j

- j. Line 9 - Commercial Surface Travel: Enter actual expenditure for surface conveyances other than auto. When suitable, city/county/private vehicles or common carrier facilities, including airport limousine service, are available, such transportation shall be used in lieu of taxicab.

Because of the high cost, a taxi should be used only in unusual situations. ~~Normally, reimbursement is not authorized to exceed 21¢ per mile~~ Reimbursement will be for actual costs not to exceed \$25.00 per course if a taxi is utilized. Your agency training officer should discourage trainees from using a taxi as transportation when there are other modes of transportation available. If there is more than one trainee attending the course, trainees traveling together must use the same taxi to keep expenses at a minimum. ~~The driver must indicate the mileage incurred on the taxi receipt. This mileage will be used for calculating the allowable reimbursable expense at 21¢ per mile.~~ Receipts should must be retained in your agency files for audit purposes.

~~When submitting a claim for taxi expense, indicate the number of miles traveled in the Comments Section of the POST Training Expense Claim Form.~~

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title REIMBURSEMENT POLICY REVISIONS - INJURED ON DUTY AND RECYCLED TRAINEES		Meeting Date April 15, 1982
Bureau ADMINISTRATIVE SERVICES	Reviewed By <i>Thomas A. Addis</i>	Researched By STAFF
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval 3-19-82	Date of Report
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/>		Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE:

Should agencies be reimbursed for trainees who are injured while attending a Basic Course or who must be recycled prior to successful completion of the course.

BACKGROUND AND ANALYSIS:

Reimbursement for partial completion of a Basic Course is authorized only for terminated trainees or for trainees that fail the course only because of not passing any locally-required training subject(s). For trainees that are injured or must be recycled, the Executive Director is authorized administrative discretion to resolve each situation. Normally these categories of trainees must return and complete a Basic Course or terminate employment before any reimbursement can be made.

1. Injured on Duty (I.O.D.) Trainees

An agency cannot determine how long an I.O.D. trainee will be out on I.O.D. status and when or if the trainee will return to a Basic Course. Claims for trainees in this category may be held open for long periods of time and submitted long after the training occurred. They also may be forgotten by the agency altogether.

Solution:

Process claims for partial completion of a Basic Course for I.O.D. trainees in the same manner as for terminated trainees. Claims will be paid in a more timely manner, and total payment on a Basic Course will be known no later than 180 days after the course has ended.

2. Recycled Trainees

Trainees may attend more than one presentation before successfully completing the Basic Course. Information pertaining to all the Basic Courses attended, however, must be submitted on one claim. POST forms cannot accommodate this procedure. It also causes problems for data processing technicians in knowing what information to pick up from the training expense claim form. In many cases, an explanation of the processing procedure must be entered on the training record.

Utilize reverse side if needed

Solution:

Process claims for recycled trainees for the number of hours completed in each Basic Course attended. Reimbursement of recycled trainees would be handled in the same manner as the terminated trainee. POST would honor additional claims until 400 hours of reimbursement is reached, the maximum reimbursable for the Basic Course. The agency would indicate on the Training Expense Claim those trainees who were in the recycled category.

RECOMMENDATION:

The Commission authorize agencies to be reimbursed for expenses for trainees attending only part of a Basic Course if the trainee was injured or recycled. Total reimbursement for completion of the course is not authorized to exceed the maximum reimbursable hours as stated in the PAM Section E5-6.

In accordance with the above, it is recommended that the Commission adopt the attached proposed language for PAM Section E5-3f(2), and renumber Sections E5-3f(2) through E5-3f(4), accordingly. This action would be effective July 1, 1982.



PROPOSED PAM SECTION E5-3f(2)

E5-3f(2) Basic Course: If trainee is injured on duty while attending or must be recycled before completion of a certified Basic Course, the circumstances involved and applicable dates should be noted under Comments section, and whether or not the requirements of Section 1002(a)(1) through (6) of the Regulations were completed prior to the trainee's appointment date and the date the course began.

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Mandated Supervisory and Management Training - Time to Complete		Meeting Date April 15, 1982
Bureau Training Program Services	Reviewed By Ted Morton <i>Ted Morton</i>	Researched By Mike DiMiceli <i>Di-</i>
Executive Director Approval <i>William C. Bellon</i>	Date of Approval 3-26-82	Date of Report March 25, 1982
Purpose: Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

Presented for Commission consideration and approval is the setting of a public hearing for the July, 1982, Commission meeting to receive testimony concerning the recommendation of the Task Force on Continuing Education to reduce the time required for successful completion of mandated supervisory and management training.

BACKGROUND

Commission Regulations 1005(b) and (c) require successful completion of the Supervisory Course or the Management Course within twelve months of promotion to the appropriate position. The Task Force on Continuing Education I, created during the 1980 Symposium on Professional Issues in Law Enforcement, recommended that supervisors and managers complete the required training prior to promotion or assignment to a supervisory or management position.

The recommendation was modified by the Professionalization Coordinating Committee to suggest successful completion of the appropriate training prior to or within six months of promotion or assignment. The modified recommendation was presented for further study to the Long Range Planning Committee and the Advisory Committee.

The Commission, at the January, 1982, meeting approved the recommendation of the Long Range Planning Committee that a public hearing on the issue be set for a future date.

RECOMMENDATION

In approving the Consent Calendar the Commission approves the setting of a public hearing at the July, 1982, meeting to consider modification of Commission Regulations 1005(b) and (c) to require successful completion of supervisory and management training prior to or within six months of promotion.

Utilize reverse side if needed

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET		
Agenda Item Title <b>Public Hearing - Commission Regulations</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>Information Services</b>	Reviewed By	Researched By <b>Bradley W. Koch <i>BWK</i></b>
Executive Director Approval <i>Thomas C. Bechin</i>	Date of Approval <b>3-22-82</b>	Date of Report <b>March 2, 1982</b>
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		
<p><u>ISSUE</u></p> <p>The Office of Administrative Law (OAL) is charged with overseeing the requirements that each state regulatory agency conduct a comprehensive review of its regulations based on five standards: necessity, authority, clarity, consistency, and reference.</p> <p><u>BACKGROUND</u></p> <p>POST has therefore instituted the review process, and the resulting recommended additions, amendments, and deletions were reviewed and approved in a hearing held by the Commission in April, 1981 and culminated in a hearing in October, 1981, held for the purpose of adopting the revised regulations.</p> <p>Completion of the regulation review process requires approval of all amendments by the Office of Administrative Law. OAL has identified in an order to show cause certain regulations or regulation subsections as not meeting the standards of Government Code Section 11349.1. Those regulations or regulation subsections will be addressed at this hearing. OAL then has 30 days to review and approve a complete package of revised regulations.</p> <p><u>ANALYSIS</u></p> <p>The changes proposed for this hearing are principally technical in nature and are proposed for the purpose of clarity, consistency, and to incorporate some POST Administrative Manual (PAM) provisions as part of the regulations. Referenced provisions of PAM will therefore be subject to public hearing requirements in the future.</p> <p>A proposed substantive change is the modification of PAM Procedure C-1 and C-2, to require that participating departments utilize the POST Background Investigation Manual and the POST Medical Screening Manual, respectively, or equivalent references. Currently, use of these references is optional, though background and medical reviews are required. Requiring use of the manuals or their equivalents will satisfy OAL staff's concern that POST regulations regarding background investigations and medical screening lack specificity. In current form these manuals contain recommendations and guidelines.</p>		
Utilize reverse side if needed		

## SUMMARY OF PROPOSED CHANGES

The following is a summary of the regulation amendments proposed in response to OAL's Order to Show Cause. The exact proposed language is attached.

Amend Section 1000, which provides for the objectives of the Commission, to delete the number reference and to keep the information in an uncodified paragraph leading off the regulations. This will allow the Regulations to be introduced without unnecessarily repeating the intent and some language of Penal Code Section 13510 in a Commission Regulation.

Amend Section 1002(a)(3), which provides for the use of a background investigation under minimum standards for employment, to incorporate by reference PAM Section C-1, and to amend PAM Section C-1 to include the use of the Background Investigation Manual, or its equivalent, in determining moral fitness, for consistency with Penal Code Section 13510.

Amend Section 1002(a)(4), which provides for a minimum education level under minimum standards for employment, to repeal the requirement for "a written test of mental ability" for consistency with Government Code Section 1031 and clarity.

Amend Section 1002(a)(5), which provides for a physical examination under minimum standards for employment, to incorporate by reference PAM Section C-2 and to amend PAM Section C-2 to include the use of the medical screening manual or its equivalent in determining the physical fitness of peace officer applicants, for consistency with Penal Code Section 13510(a).

Amend Section 1002(a)(7), which provides for testing of reading levels under minimum standards for employment, to specify a POST reading ability examination or an equivalent job-related reading ability test, for clarity.

Amend Section 1005, which provides for minimum standards for training, to incorporate by reference the PAM Sections D-1-3, D-2, D-3, and D-4, concerning the content of mandated courses, for consistency with Penal Code Section 13510(a) and clarity.

Amend Section 1007, which provides for the reserve officer program, to incorporate by reference PAM Sections H-2 and H-3, concerning reserve officer standards, for consistency with Penal Code Section 13510(a) and clarity.

Amend Section 1009, which provides for the specialized law enforcement certification program, to reference Commission Regulation 1001(x), which defines "Specialized Law Enforcement Agency," for clarity.

Amend Section 1009(b)(1), which provides for the performance of law enforcement or investigative duties to qualify an agency for entry into the specialized law enforcement program, to reference Commission Regulation 1001(x) which defines duties performed by agencies, for clarity.

Amend Section 1010, which provides for eligibility for participation in the POST program, to incorporate by reference Regulations 1002, 1005, and 1009, which define minimum standards for selection and training, for consistency with Penal Code Sections 13510 and 13510.5.

Amend Section 1012, which provides for certification of courses, to incorporate language providing that course requirements will reflect the specific needs for the course type certified, for clarity.

Amend Section 1014, which provides for training for non-sworn and paraprofessional personnel, to incorporate by reference PAM Section E 1-3-f, for clarity.

Amend Section 1015, which provides for reimbursement, to delete specific references to PAM Section E, which has not been incorporated, and to indicate instead, in an uncodified reference, that reimbursement information can be found in PAM Section E, for clarity.

RECOMMENDATION

The requested action of the Commission is to approve the proposed additions, amendments, and deletions of the regulations and procedures, as indicated, and to approve, contingent upon final review and approval by OAL, an effective date of June 1, 1982.

ATTACHMENTS

Revised:  
~~January 1, 1980~~  
June 1, 1982

## REGULATIONS

### CALIFORNIA ADMINISTRATIVE CODE

The Regulations of the Commission on Peace Officer Standards and Training are established and adopted in compliance with Sections 13506 and 13510 of the Penal Code of California.

The Regulations are codified in Title 11, Chapter 2 of the Administrative Code of California, originally effective October 23, 1960, and revised effective January 1, 1980.

### TITLE 11

#### PEACE OFFICER STANDARDS AND TRAINING

#### CHAPTER 2

#### COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

#### Article I. General

~~1000. Objectives~~

#### Objectives

NOTE: The objectives of the Commission on Peace Officer Standards and Training are:

- (a) To raise the level of competence of regular peace officers and specialized law enforcement officers:
  - (1) By establishing minimum standards relating to physical, mental, and moral fitness which shall govern the selection of city police officers, peace officer members of county sheriffs' departments and districts as authorized by law, and specialized agencies, and
  - (2) By establishing minimum standards for training such peace officers.
- (b) To provide such services to local law enforcement as are authorized by law.

1001. Definitions (continued)

- (q) "Paraprofessional" is a full-time employee of a department in the Regular Program and includes, but is not limited to, such job classifications as: community service officer, police trainee, police cadet, and for whom reimbursement may be claimed for attendance of POST-certified courses as determined and approved by the Commission.
- (r) "POST Administrative Manual (PAM)" is a document containing Commission Regulations and Procedures, and Guidelines which implement the Regulations.
- (s) "Quasi-Supervisory Position" is a peace officer position above the operational level position, for which commensurate pay is authorized, is assigned limited responsibility for the supervision of subordinates, or intermittently is assigned the responsibility of a "First-level Supervisory Position", and most commonly is of a rank below that of Sergeant.
- (t) "Regular Officer" is a peace officer regularly employed and paid as such who is subject to assignment to the prevention and detection of crime and the general enforcement of the criminal laws of this state while employed by a city police department, a county sheriff's department, a regional park district, a district authorized by statute to maintain a police department, or a peace officer regularly employed and paid as such who is employed by the California Highway Patrol, the University of California, or the California State University and Colleges.
- (u) "Reimbursement" is the financial aid allocated from the Peace Officer Training Fund, as provided in Section 13523 of the Act.
- (v) "Reimbursement Plan" consists of a combination of training-related expenditures for which reimbursement is approved by the Commission.
- (w) "Resident Trainee" is one who, while away from his or her department or normal residence, attends a training course and takes lodging and meals at or near the course site for one or more days/nights.
- (x) "Specialized Law Enforcement Agency" is:
  - (1) A segment of an agency which has policing or law enforcement authority imposed by law and whose employees are peace officers as defined by law; or

1001. Definitions (continued)

- (2) An government agency engaged in the enforcement of regulations or laws limited in scope or nature; or
  - (3) An government agency that engages in investigative or other limited law enforcement activities in the enforcement of criminal law; and
  - (4) Which is authorized by the Commission to participate in the Specialized Law Enforcement Certificate Program.
- (y) "Specialized Peace Officer" is a peace officer employee of a specialized law enforcement agency authorized by the Commission to participate in the Specialized Law Enforcement Certificate Program.
- (z) "Trainee" is an employee of a department who is assigned to attend a POST-certified course.

1002. Minimum Standards for Employment

- (a) Every peace officer employed by a department shall:
- (1) Be fingerprinted and a search made of local, state, and national fingerprint files to disclose any criminal record.
  - (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.
  - (3) Be of good moral character as determined by a thorough background investigation as prescribed in PAM, Section C-1, "The Personal History Investigation<sub>2</sub>," incorporated by reference. The background investigation shall be completed on or prior to the appointment date.
  - (4) Be a high school graduate or have passed the General Education Development test with an overall score of not less than 45, and a standard score of not less than 35 on any section of the test, as established by the American Council on Education, ~~or have attained a score on a written test of mental ability approved by the Commission and equivalent to that attained by the average high school graduate.~~
  - (5) Be examined by a licensed physician and must meet the requirements prescribed in PAM, Section C-2, "Physical Examination<sub>2</sub>," incorporated by reference.



1002. Minimum Standards for Employment (continued)

- (6) Be interviewed personally prior to employment by the department head or a representative(s) to determine the peace officer's suitability for the police service, as well as the peace officer's appearance, personality, maturity, temperament, background, and ability to communicate. This regulation may be satisfied by an employee of the department participating as a member of the peace officer's oral interview panel.
  - (7) Be able to read at the level necessary to perform the job of a peace officer as determined by ~~passing a "professionally developed"~~ the use of the POST reading ability examination or any other job-related reading ability examination designed to test this skill, such as the test available through Cooperative Personnel Services, State Personnel Board. ~~A professionally developed examination shall be job related, as required in Title VII of the Civil Rights Act of 1964 as amended and defined in Equal Employment Opportunity Commission guidelines.~~
- (b) It is emphasized that these are minimum entrance standards and do not preclude departments from hiring the best qualified individuals.
  - (c) Effective July 1, 1974, all requirements of Section 1002 of the Regulations shall apply to each lateral entrant, regardless of the rank to which the person is appointed, unless waived by the Commission.

1003. Notice of Peace Officer Appointment/Termination

Whenever a regular, specialized, or reserve peace officer is newly appointed, enters a department laterally, terminates, or changes peace officer status within the same agency, i.e., reserve to regular, the department shall notify the Commission within 30 days of such action on a form approved by the Commission as prescribed in PAM, Section C-4, "Notice of Peace Officer Appointment/Termination."

1004. Conditions for Continuing Employment

- (a) Every peace officer employed by a department shall be required to serve in a probationary status for not less than 12 months.

## 1005. Minimum Standards for Training

### (a) Basic Course (Required)

Penal Code Section 832.3 requires that peace officers of cities, counties and districts complete a course of training approved by the Commission on Peace Officer Standards and Training before exercising the powers of a peace officer. The course of training approved by the Commission is the Basic Course. Penal Code Section 832.3 further provides that peace officers who have not completed an approved course may exercise the powers of a peace officer while participating in a field training program approved by the Commission on Peace Officer Standards and Training.

- (1) Every regular officer, except those participating in a POST-approved field training program, shall be required to satisfactorily meet the training requirements of the Basic Course before being assigned duties which include the prevention and detection of crime and the general enforcement of state laws.

Requirements for the Basic Course are set forth in PAM, Section D-1-3, "The Basic Course." incorporated by reference.

- (2) Regular Program agencies may assign newly appointed sworn personnel as peace officers for a period not to exceed 90 days from date of hire, without such personnel being enrolled in the Basic Course, if the Commission has approved a field training plan submitted by the agency and the personnel are full-time participants therein.

Requirements for POST-approved Field Training Programs are set forth in PAM, Section D-13, "Field Training Program".

- (3) Every specialized officer shall satisfactorily meet the training requirements of the Basic Course, PAM, Section D-1, within 12 months from the date of appointment as a regularly employed specialized peace officer; or for those specialized agency trainees whose primary duties are investigative and have not completed the Basic Course, the chief law enforcement administrator may elect to substitute the Specialized Basic Investigators Course, PAM, Section D-12.

### (b) Supervisory Course (Required)

- (1) Every peace officer promoted, appointed or transferred to a first-level supervisory position shall satisfactorily complete a certified Supervisory Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position.
- (2) (A) Every regular officer who is appointed to a first-level supervisory position shall attend a certified Supervisory Course and the officer's jurisdiction may be reimbursed provided that the regular officer has been awarded or is eligible for the award of the Basic Certificate.

1005. Minimum Standards for Training (continued)

- (B) Every regular officer who will be appointed within 12 months to a first-level supervisory position may attend a certified Supervisory Course; notwithstanding the provisions of Regulation 1015(b), the regular officer's jurisdiction, upon the officer's appointment and within one year from the satisfactory completion of such training, may be reimbursed, provided that the officer has been awarded or is eligible for award of the Basic Certificate.
  - (C) Every regular officer who is assigned to a quasi-supervisory position may attend a certified Supervisory Course and the officer's jurisdiction may be reimbursed under Plan IV following satisfactory completion of such training, provided that the officer has been awarded or is eligible for award of the Basic Certificate.
- (3) Requirements for the Supervisory Course are set forth in PAM, Section D-3, "The Supervisory Course," incorporated by reference.
- (c) Management Course (Required)
- (1) Every peace officer promoted, appointed or transferred to a middle management position shall satisfactorily complete a certified Management Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position.
  - (2) (A) Every regular officer who is appointed to a middle management or higher position shall attend a certified Management Course and the jurisdiction may be reimbursed, provided the officer has satisfactorily completed the training requirements of the Supervisory Course.
  - (B) Every regular officer who will be appointed within 12 months to a middle management or higher position may attend a certified Management Course, notwithstanding the provisions of Regulation 1015(b), the regular officer's jurisdiction, upon the officer's appointment, and within one year from the satisfactory completion of such training, may be reimbursed, provided that the officer has satisfactorily completed the training requirements of the Supervisory Course.

1005. Minimum Standards for Training (continued)

(C) Every regular officer who is assigned to a first-level supervisory position may attend a certified Management Course and the officer's jurisdiction may be reimbursed under Plan IV following satisfactory completion of such training, provided that the officer has satisfactorily completed the training requirements of the Supervisory Course.

(3) Requirements for the Management Course are set forth in PAM, Section D-4, "The Management Course," incorporated by reference.

(d) Advanced Officer Course (Required)

(1) After July 1, 1971, every peace officer below the rank of first-level supervisory position as defined in Section 1001 (k) shall satisfactorily complete the Advanced Officer Course of 20 or more hours at least once every four years after completion of the Basic Course.

(2) The above requirement may be met by satisfactory completion of any certified Technical Course of 20 or more hours.

(3) Every regular officer, regardless of rank, may attend a certified Advanced Officer Course and the jurisdiction may be reimbursed.

(4) Requirements for the Advanced Officer Course are set forth in PAM, Section D-2, "The Advanced Officer Course," incorporated by reference

(e) Executive Development Course (Optional)

(1) The Executive Development Course is designed for department heads and their executive staff positions. Every regular officer who is appointed to an executive position may attend a certified Executive Development Course and the jurisdiction may be reimbursed, provided the officer has satisfactorily completed the training requirements of the Management Course. The Executive Development Course is optional.

1005. Minimum Standards for Training (continued)

- (2) Participation requirements and procedures related to Field Management Training are set forth in PAM, Section D-9, "Field Management Training" and PAM, Section E-1-3-g.

1006. Extension of Time Limit for Course Completion

- (a) The Commission may grant an extension of time limit for completion of any course required by Section 1005 of the Regulations upon presentation of evidence by a department that a peace officer is unable to complete the required course within the time limit prescribed because of illness, injury, military service, or special duty assignment required and made in the public interest of the concerned jurisdiction. Time extensions granted under this sub-section shall not exceed that which is reasonable, bearing in mind each individual circumstance.
- (b) The Commission may grant an extension of time for any course required by Section 1005 of the Regulations upon presentation of evidence by a department that a peace officer is unable to complete the required course within the time prescribed for reasons other than those specified in subsection (a). In the event that a department in the Regular Program does not require an individual to complete the applicable training by the end of the extension period, such department shall not be eligible for the reimbursement of any expenses which are incurred as a result of the training when it finally occurs; in the event that an agency in the Specialized Program does not require an individual to complete the applicable training by the end of the extension period, such agency shall not be eligible for participation in the Specialized Law Enforcement Certification Program.

1007. Reserve Officer Program

Participation requirements and procedures relating to reserve officer employment and training standards are set forth in PAM, Section H, ~~"Reserve Officer Program"~~. H-2, and PAM, Section H-3-2 and H-3-3, incorporated by reference.

1008. Waiver for Equivalent Training

The Commission may waive, for an already trained peace officer, the completion of the basic training course required by Section 1005(a) of the Regulations upon acceptance of documentation submitted by a department that the peace officer has satisfactorily completed equivalent training. (See PAM, Section D-11, Basic Course Equivalency and Examination Processes).

1009. Specialized Law Enforcement Certification Program. (Program effective January 1, 1970)

By authority of Penal Code Section 13506, The POST Specialized Law Enforcement Certification Program is established for the purpose of raising the level of competence of specialized law enforcement officers. Only eligible law enforcement agencies, as ~~determined by the Commission~~ defined in Regulation 1001(x) or otherwise provided by law, may participate in this voluntary program and receive benefits. The cost of the education and training to meet minimum standards of the Program is the responsibility of the individual and/or agency. Acceptance and adherence to POST standards of selection and training are required if a specialized law enforcement agency is to participate in the Program.

(a) Objective.

The objective of the Commission on Peace Officer Standards and Training in establishing the Specialized Law Enforcement Certification Program is to foster professionalization:

- (1) By establishing minimum standards related to the physical, mental, and moral fitness which govern the selection of specialized law enforcement officers; and
- (2) By establishing minimum standards of education and training deemed necessary to perform adequately the duties and responsibilities of specialized public law enforcement services.

(b) Standards for Specialized Agencies Entry into Program.

- (1) Must perform enforcement or investigative duties, as defined ~~by the Commission~~ in Regulation 1001(x); and
- (2) Must at the time of application for entry into the Program submit a schedule which ensures that all its employed peace officers will meet POST training standards within a reasonable period of time. For purposes of satisfying this requirement, agencies which have requested entry on or before August 1, 1978 may apply the training standards in effect on the date of application; and
- (3) Must present to the Commission an application to participate in the Program accompanied by a certified copy of an ordinance; or, in the case of an agency not empowered to pass ordinances, a resolution or letter of intent adopted by its governing body providing that while participating in the Program the agency will adhere to the standards for recruitment and training established by the Commission. The application shall contain such information as the Commission may request.

1009. Specialized Law Enforcement Certification Program. (continued)

- (c) The provisions for the Specialized Law Enforcement Certification Program are the same as for the Regular Program except as expressed in the Regulations and Procedures.

1010. Eligibility for Participation

- (a) To be eligible for participation in the POST Program, a jurisdiction or agency must adhere to the minimum standards for selection and training as defined in ~~these~~ Regulations 1002, 1005, and 1009 for every peace officer employed by the jurisdiction or agency. A jurisdiction or agency shall be ineligible to participate if it:
  - (b) A jurisdiction or agency shall be ineligible to participate if it:
    - (1) Employs one or more peace officers who do not meet the minimum standards for employment; or
    - (2) Does not require that every peace officer satisfactorily completes the required training as prescribed in these Regulations; or
    - (3) (A) Effective January 1, 1971, has in its employ any Regular Program peace officer hired thereafter who has not acquired the Basic Certificate within six months after date of completion of 12 months of satisfactory service from the date first hired as a peace officer, or as otherwise determined by the Commission; (See PAM, Section F-1-5-a.)
    - (B) Effective upon entry into the Specialized Program, has in its employ any specialized peace officer hired thereafter who has not acquired the Basic Certificate within six months after date of completion of 12 months of satisfactory service from the date first hired as a peace officer; or
    - (4) Fails to permit the Commission to make such inquiries and inspection of records as may be necessary to verify claims for reimbursement or to determine whether the jurisdiction or agency is, in fact, adhering to the Commission's Regulations.

1011. Certificates and Awards (continued)

- (d) Specialized Law Enforcement Certificates, e.g., Basic, Intermediate, Advanced, Supervisory, Management and Executive Certificates are established for the purpose of fostering professionalization, education and experience necessary to adequately accomplish the duties performed by specialized peace officers. Requirements for Specialized Law Enforcement Certificates are set forth in PAM, Section F-1, "Regular and Specialized Law Enforcement Certificate Programs."

1012. Certification of Courses

- (a) The Commission may certify courses. Criteria for certification include, but are not limited to, a demonstrated need and compliance with minimum standards for curriculum, facilities, instructors and instructional quality. Because of the variety of courses provided by the Commission (e.g., firearms, chemical agent, physical agility), specific standards for course certification and presentation will reflect the specific needs for the type of course certified.
- (b) Certification of courses may be revoked by action of the Commission when:

1012. Certification of Courses (continued)

- (1) There is no longer a demonstrated need for the course; or
- (2) There is failure to comply with standards set forth in (a) above; or
- (3) There are other causes warranting revocation as determined by the Commission.

1013. Code of Ethics

The Law Enforcement Code of Ethics, as stated in PAM, Section C-3, "Law Enforcement Code of Ethics," shall be administered to all peace officer trainees during the Basic Course or at the time of appointment.

1014. Training for Non-Sworn and Paraprofessional Personnel

- (a) Reimbursement shall be provided in the Regular Program for the training of non-sworn personnel performing police tasks and paraprofessional personnel, ~~as determined by the Commission.~~ (See required by Regulation 1015 and PAM Section E-1-3-f), incorporated by reference.
- (b) Request for Approval



1014. Training for Non-Sworn and Paraprofessional Personnel (continued)

- (1) Non-Sworn or Paraprofessional Personnel. Whenever it is necessary for the employing jurisdiction to obtain prior written approval for non-sworn or paraprofessional personnel to attend reimbursable training from the Commission, it shall be obtained by providing the following information regarding each individual. (See PAM, Section E-1-3-f) A request for approval must include:
  - (A) The trainee's name and job title.
  - (B) Job description.
  - (C) Course title, location and dates of presentation.
- (2) Request for approval must reach the Commission 30 days prior to the starting date of the course.

(c) Reimbursement

Reimbursement for non-sworn and paraprofessional personnel is computed in the same manner (except as noted below) as for sworn personnel according to the reimbursement plan for each course appropriate for the employee's classification as set forth in PAM, Section E-1-3-f. Note: No reimbursement is provided for the training of non-sworn personnel for expenses associated with courses enumerated in Regulation 1005, except as provided in PAM, Section E-1-3-f (3).

1015. Reimbursements

(a) Proportionate Reimbursement

In the Regular Program, reimbursements to cities, counties, and districts shall be granted by the Commission in accordance with Section 13523 Penal Code, which is quoted as follows:

"The Commission shall annually allocate and the State Treasurer shall periodically pay from the Peace Officers' Training Fund, at intervals specified by the Commission, to each city, county, and district which has applied and qualified for aid pursuant to the chapter, an amount determined by the Commission pursuant to standards set forth in its regulations. The Commission shall grant aid only on a basis that is equally proportionate among cities, counties, and districts.

In no event shall any allocation be made to any city, county, or district which is not adhering to the standards established by the Commission as applicable to such city, county, or district."

1015. Reimbursements (continued)

(b) Claims for Reimbursement

Claims must be submitted on forms provided by the Commission and received no later than ninety days after the completion of a certified course.

Effective January 1, 1975, All claims for training expenditures eligible for reimbursement from the Peace Officer Training Fund are subject to the following provisions:

- (1) Claims received more than 90 days, but less than 180 days, following the completion of a certified training course shall be reduced by 25% of the approved reimbursable amount.
- (2) Claims received more than 180 days following the completion of a certified training course shall not be reimbursed.

(c) Training Expenses May Be Claimed Only Once

When a Regular Program trainee has attended a course certified by the Commission for which reimbursement has been legally claimed and paid, an employing jurisdiction may not receive reimbursement for subsequent attendance by the same trainee of the same course unless attendance of the course is authorized to be repeated periodically, such as for Seminars, Advanced Officer Courses, and selected Technical Courses which deal with laws, court decisions, procedures, techniques and equipment which are subject to rapid development or change. Exceptions or special circumstances must be approved by the Executive Director prior to beginning the training course.

~~(d) Reimbursement Limited to Actual Expenses~~

~~Reimbursement is provided only for expenses related to attendance of POST certified courses. Reimbursement is limited to expenses as authorized in PAM, Section E, or actually incurred expenses which are approved by the Commission, whichever is less.~~

- (e) Reimbursement may be provided only for satisfactorily completed training acquired by full-time employees in an on-duty status. ~~(See PAM, Section E-1-3-i & k)~~

~~(f) A schedule of reimbursements allowed by the Commission is set forth in PAM, Section E, "Reimbursements."~~

- (f) ~~(g)~~ Reimbursement may be made to a jurisdiction which terminates a Regular Program trainee or allows a trainee to resign prior to completion of a certified Basic Course, provided the requirements of Section 1002(a) (1) through (6) have been completed prior to the trainee's appointment date and the date the course began.

1015. Reimbursements (continued)

~~(g) (h)~~ Reimbursement may be paid to a jurisdiction when a Regular Program trainee fails a certified Basic Course only because of not passing a locally required training subject(s), but the trainee otherwise satisfactorily completes the course. ~~(See PAM, Section E-5-3 f (2).)~~

Note: Refer to PAM, Section E, Reimbursements, for detailed information on reimbursement procedures.

1016. Service Provided by the Commission

- (a) In accordance with Section 13513 Penal Code, upon the request of a local jurisdiction participating in the Regular Program, the Commission shall provide a counseling service to such local jurisdiction for the purpose of improving its administration, management, or operations, and may aid such jurisdiction in implementing improved practices and techniques in accordance with Commission policy and guidelines for the counseling service.
- (b) In accordance with Section 13503(e) Penal Code, the Commission may develop and implement programs to increase the effectiveness of law enforcement and, when such programs involve training and education courses, to cooperate with and secure the cooperation of state-level officers, agencies, and bodies having jurisdiction over systems of public higher education in continuing the development of college-level training and education programs.
- (c) The Commission may periodically publish or recommend that other governmental agencies publish curricula, manuals, lesson plans and other material to aid local departments in achieving the objectives of the Act.

1017. Standards for Approved Courses

State law requires the Commission to establish course curriculum standards for various kinds of peace officers and other groups. Standards for the following approved courses are provided in PAM, Section D-7. The Commission may designate training institutions or agencies to present approved courses.

Penal Code Section

832	Arrest and Firearms
832.1	Airport Security
832.3	Basic Course
832.6	Reserve Peace Officer
12002	Baton for Private Security
12403	Chemical Agents for Peace officers
12403.5	Chemical Agents for Private Security
13510.5	State Agency Peace Officers
13516	Sex Crimes Investigation
13517	Child Abuse and Neglect

\* Revised:  
January 4, 1980  
June 1, 1982

## Personnel Selection and Standards

## PERSONAL HISTORY INVESTIGATION

## Purpose

- \* 1-1. Personal History Investigation: This Commission procedure implements the personal history investigation requirements established in Section 1002(a)(3) of the Commission Regulations. The purpose of the personal history investigation is to find examples of positive or negative behavior in the candidate's life indicative of characteristics which would probably favor or prevent the candidate from becoming a successful peace officer. The investigation must also examine the candidate's past work performance and impact on other people to determine whether or not those affirmative characteristics which are desirable in a peace officer are possessed by the candidate. The POST "Background Investigators Manual," or its equivalent should be followed in conducting an investigation.

## Procedure

- 1-2. Personal History Investigation: This procedure shall be followed in the pre-employment investigation of each proposed peace officer employee and shall be completed on or prior to the appointment date.
- 1-3. Completion of Personal History Statement: The department head shall require the candidate to complete the POST Personal History Statement, Form 2.5, or its equivalent prior to conducting the background investigation.
- 1-4. Written Evaluation Required: The results of the investigation must be reduced to writing and made available to the department head for the purpose of evaluation to determine whether the candidate is suitable. The results shall be retained by the jurisdiction as a source of authenticated information on personnel for present and successive administrators.
- 1-5. Sources of Investigation: The investigation shall include an inquiry into the following sources of information for the purpose indicated:
- a. The State Department of Motor Vehicles, Division of Drivers' Licenses--to determine the candidate's driving record.
  - b. High school and all higher educational institutions that the candidate attended--to determine the educational achievements, character and career potential of the applicant.
  - c. State bureaus of vital statistics or county records--to verify birth and age records. In the case of foreign born, appropriate federal or local records.
  - d. All police files in jurisdictions where the candidate has frequently visited, lived or worked--to determine if any criminal record exists.
  - e. Criminal records of the California Bureau of Investigation and Identification. A copy of the return shall be retained in the candidate's personnel record.

- f. The Federal Bureau of Investigation records. A copy of the return shall be retained in the candidate's personnel records.
- g. All previous employers--to determine the quality of the candidate's work record.
- h. Within practical limits, references supplied by the candidate, and other references supplied by them, if any--to determine whether or not the candidate has exhibited behavior which would or would not be compatible with the position sought.
- i. The candidate's present neighborhood and where practicable, neighborhoods where the candidate may have previously resided--to determine whether or not the candidate has exhibited behavior which would or would not be compatible with the position sought.
- j. The candidate's credit records--to determine his/her credit standing with banks, department stores and other commercial establishments that would tend to give a clear indication of the candidate's reliability.
- k. When appropriate, military records, including medical, in the service of the United States, jurisdictions therein, or foreign government--to determine the quality of the candidate's service.
- l. Hospitals, clinics, or physicians having medical records including the current employment physical examination records (if this examination is performed before the Personal History Investigation) of the candidate--to determine whether or not the candidate's current or past health would be a disqualifier for the position sought.

1-6 Relationship to Medical Examination: In whatever order the Personal History Investigation or the Physical Examination is performed, the background investigator and the examining physician should work cooperatively by exchanging their findings and observations which may be useful in performing their individual tasks.

\*Revised:  
~~July 1, 1980~~  
June 1, 1982

## Personnel Selection and Standards

## PHYSICAL EXAMINATION

## Purpose

2-1. Physical Examination: This Commission procedure implements the physical examination requirements established in Section 1002(a)(5) of the Regulations. The purpose of the physical examination is to select personnel who are physically sound and free from any physical or mental condition which would probably adversely affect their performance as a peace officer. The POST "Medical Screening Manual," or its equivalent should be followed in conducting the evaluation.

## Procedure

2-2. Medical Examination: The medical examination shall be administered by a licensed physician and surgeon within 60 days before hire.

2-3. Medical History: Each candidate must supply to the examining physician a statement of the medical history of past and present conditions, diseases, injuries or operations.

2-4. Vision and Hearing: The hiring authority shall establish minimum standards for hearing, color vision and visual acuity, and is responsible for determining that each candidate meets those standards.

2-5. Physician's Findings and Record: The physician shall record findings of the examination on appropriate forms and shall note thereon, for evaluation by the appointing authority, any past or present physical conditions, diseases, injuries, operations, or any evidence or indications of mental conditions displayed by the candidate which should be further evaluated by competent professionals. The completed form(s) shall be retained by the local jurisdiction.

\*Revised:  
July 1, 1980

## Training

### BASIC COURSE

#### Purpose

1-1. Specifications of Basic Course: This Commission Procedure implements that portion of the Minimum Standards for Training established in Section 1005(a) of the Regulations which relate to Basic Training.

#### Training Methodology

- \* 1-2. Training Methodology: The standards for the Basic Course are the Performance Objectives contained in the document "Performance Objectives for the POST Basic Course." This document is part of a dynamic basic course training system designed for change when required by new laws or other circumstances. Supporting documents, although not mandatory, that complete the system are the POST Basic Course Management Guide and Instructional Unit Guides (58).
- a. Performance objectives are divided into mandatory and optional objectives. Mandatory objectives must be achieved as dictated by the established success criteria; whereas optional objectives may be taught at the option of each individual academy. No reimbursement for optional performance objective training will be granted unless they conform to the adopted performance objectives standards.
  - b. Training methodology is optional.
  - c. Tracking objectives by student is mandatory; however, the tracking system to be used is optional.
  - d. A minimum of 400 hours of instruction in the Basic Course is required.

#### Content and Minimum Hours

- \* 1-3. Basic Course Content and Minimum Hours: The Performance Objectives listed in the POST document "Performance Objectives for the POST Basic Course" are contained under broad Functional Areas and Learning Goals. The Functional Areas and Learning Goals are descriptive in nature and only provide a brief overview of the more specific content of the Performance Objectives. The Basic Course contains the following Functional Areas and minimum hours. Within the framework of hours and functional areas, flexibility is provided to adjust hours and instructional topics with prior POST approval.

## Content and Minimum Hours (continued)

## \*1-4. Functional Areas:

a. Professional Orientation	10 hours
b. Police Community Relations	15 hours
c. Law	45 hours
d. Laws of Evidence	15 hours
e. Communications	15 hours
f. Vehicle Operations	15 hours
g. Force and Weaponry	40 hours
h. Patrol Procedures	105 hours
i. Traffic	30 hours
j. Criminal Investigation	45 hours
k. Custody	5 hours
l. Physical Fitness and Defense Techniques	40 hours

1-5. Examinations: 20 hours

1-6. Total Minimum Required Hours 400 hours



\* Revised:  
January 1, 1981

## Training

## ADVANCED OFFICER COURSE

## Purpose

2-1. Specification of Advanced Officer Course: This Commission Procedure implements that portion of the Minimum Standards for Training established in Section 1005(d) of the Regulations for Advanced Officer Training.

## Course Objective

2-2. Advanced Officer Course Objectives: The Advanced Officer Course is designed to provide updating and refresher training at the operations level. It is not to be used to present single-subject presentations. Since these are designed to train personnel in a specific subject area, single subjects are more properly addressed in POST-certified Technical Courses. Flexibility is to be permitted in course content and manner of course offering in order to meet changing conditions and local needs.

The Advanced Officer Course shall not be used to circumvent Commission-imposed limitations of funding for specific training.

## Course Content

\* 2-3. Advanced Officer Course Content:

The Commission recommends the following topics be considered, but not required, as part of the Advanced Officer Course:

New Laws  
Recent Court Decisions and/or Search and Seizure Refresher  
Officer Survival Techniques  
New Concepts, Procedures, Technology  
Discretionary Decision Making (Practical Field Problems)

The course may contain other currently needed subject matter such as, the topical areas of the Basic Course, Commission Procedure D-1. It is suggested elective subjects address current and local problems or needs of a general, rather than a specific, nature.

2-4. Presentation and Curriculum Design: Curriculum design and the manner in which the Advanced Officer Course is proposed to be presented may be developed by the advisory committee of each agency certified to present the Advanced Officer Course and shall be presented to the Commission for approval.

2-5. Minimum Hours: The Advanced Officer Course shall consist of time blocks of not less than two hours each, regardless of subject matter, with an overall minimum of no less than 20 hours.

\* Revised:  
January 1, 1981

Training

SUPERVISORY COURSE

Purpose

3-1. Specifications of the Supervisory Course: This Commission Procedure implements that portion of the Minimum Standards for Training established in Section 1005 (b) of the Regulations for Supervisory Training.

Content

\* 3-2. Supervisory Course Subjects: The Supervisory Course is a minimum of 80 hours and consists of performance objectives enumerated in the document, "Performance Objectives For The POST Supervisory Course". In order to meet local needs, flexibility in curriculum may be authorized with prior POST approval. The POST Supervisory Course Performance Objectives are organized under the following broad topic areas:

- Supervisory/Management
- Oral Communication
- Personnel Evaluation
- Media/Community Relations
- Training/Counseling
- Internal Communications

\* Revised:  
June 1, 1982

Training

MANAGEMENT COURSE

Purpose

4-1. Specifications for the Management Course: This Commission Procedure implements that portion of the Minimum Standards for Training established in Section 1005 (c) of the Regulations for Management Training.

Content

\* 4-2. Management Course: The Management Course is a minimum of 80 hours and consists of the learning goals adopted in the revision completed in October 1981. In order to meet local needs, flexibility in curriculum may be authorized with prior POST approval. The POST Management Course Learning Goals are organized under the following broad topic areas:

- Management Roles and Responsibility
- Personnel Management Skills
- Leadership Styles and Decision Making
- Organization and Manager Development
- Legal Responsibilities

\* Revised:  
January 1, 1981

## Reserve Officer Program

## RESERVE OFFICER SELECTION

## Purpose

2-1. This Commission Procedure sets forth the selection standards established by statute and the Commission for reserve officers and establishes policy and procedures for applying such standards.

## Selection Standards

2-2. Exemption to Selection Standards: Adoption of minimum selection standards by the Commission does not imply that reserve officers appointed prior to January 1, 1979, are exempt from these standards. The standards were previously mandated by legislative action.

2-3. Minimum Selection Standards: The following minimum standards for selection shall apply to all reserve officers:

- a. Government Code Section 1029, enacted in 1949, which prohibits a person with a prior felony conviction from becoming a peace officer.
- b. Government Code Section 1030, enacted in 1959, which requires fingerprinting of each peace officer and submission of classifiable fingerprint sets to the State Department of Justice and Federal Bureau of Investigation.
- c. Government Code Section 1031, enacted in 1961, which requires the following of each peace officer:
  - + (1) Be a citizen of the United States;
  - (2) Be at least 18 years of age;
  - (3) Be fingerprinted for purposes of search of local, state, and national fingerprint files to disclose any criminal records;
  - (4) Be of good moral character, as determined by a thorough background investigation;
  - \* (5) Be a high school graduate or pass the General Education Development test indicating high school graduation level (refer Commission Regulation 1002(a)(4) for test scores). (This requirement does not apply to a reserve officer appointed prior to March 4, 1972);

+ Citizenship presently under review by the courts to determine validity.

CP H-2

\* Rev. January 1, 1981

- (6) Be found, after examination by a licensed physician and surgeon, to be free from any physical, emotional, or mental condition which might adversely affect his exercise of the powers of a peace officer.
- d. Commission requirement that each peace officer be interviewed personally by the department head or his/her representative prior to appointment.

\* NOTE: See PAM Law Section (A) for complete text of the above laws specified in 2-3 a, b and c.

#### Selection Documentation

2-4. Selection Files and Records: Departments shall document reserve officer background investigation files and maintain records security procedures which are similar to those used for regular officer selection.

#### Notice of Appointment/Termination

- \* 2-5. Notice of Appointment/Termination, POST Form 2-114, is required to be submitted in accordance with Commission Regulation 1003 and PAM, Section C-4.

\* Revised:  
January 1, 1981

## Reserve Officer Program

## RESERVE OFFICER TRAINING

## Purpose

3-1. This Commission Procedure sets forth the minimum training standards for reserve officers, explains exemptions and the application of previous training as a method of meeting standards, and addresses the required field training for Level I and Level II reserve officers.

## Training Standard

- \* 3-2. Minimum Training Standard: Minimum training relates to the training requirements for the level of assignment and duties being performed by reserve officers. The level of assignments are defined in Penal Code Section 832.6.
- a. Each person seeking to be a Level III reserve officer shall satisfactorily complete a POST-certified Penal Code Section 832 (Arrest and Firearms) course.
  - b. Each person prior to exercise of duties as a Level II reserve officer shall satisfactorily complete a POST-certified Penal Code Section 832 Course, and a POST-certified Level II Reserve Course for a minimum of 80 hours. In addition, Level II reserve officers must be engaged in a field training program approved by POST, unless they were appointed prior to January 1, 1979 and exempted from the provisions of Penal Code Section 832.6 by their department head (refer PAM, Section H-3-3).
  - c. Each person appointed as a reserve officer prior to January 1, 1981 and prior to exercise of duties as a Level I reserve officer shall satisfactorily complete a POST-certified Reserve Officer Course of at least 200 hours, which training is started prior to January 1, 1981 and satisfactorily complete 200 hours of structured field training; OR satisfactorily meet the training requirements of the POST-certified Basic Course for regular officers PAM, Section D-1. The minimum 200-hours of Level I reserve training may be fulfilled by satisfactory completion of a POST-certified Penal Code Section 832 course, together with a certified Level II Reserve Course and a certified Level I Reserve Course. No Level I Reserve Courses will commence after January 1, 1981.
  - d. Every person appointed as a reserve officer on or after January 1, 1981 and prior to assignment to Level I reserve officer duties, shall satisfactorily meet the training requirements of the Basic Course for regular officers (PAM, Section D-1).
  - e. To be eligible to exercise full powers and duties of a peace officer as provided by Penal Code Section 830.1 (Reference Penal Code Section 832.6(b)), those reserve officers appointed prior to January 1, 1981, who have not satisfactorily met the Commission's training requirements of the regular Basic Course (PAM, Section D-1), must have been issued the Reserve Officer Certificate prior to January 1, 1981.

CP H-3

\* Rev. January 1, 1981

f. Equivalent training may be established through Basic Course Equivalency Evaluation and Examination Process described in PAM Section D-11. Department heads may request an equivalency evaluation if the already appointed reserve officer is to be assigned to Level I duties.

\* 3-3. Reserve Officer Training Requirements: Training shall be completed prior to assignment of peace officer duties. The following minimum training requirements apply to reserve officers:

<u>Level III</u>	<u>Level II*</u>	<u>Level I*</u>	<u>Level I</u>
Module A - (40 hours) Certified P.C. 832 Arrest & Fire- arms Course	Module A (40 hours) PLUS Certified Module B (40 hours) - Level II Reserve Officer Course	Appointed reserve officer prior to January 1, 1981. Module A (40 hours) PLUS Module B (40 hours) PLUS Module C (120 Hours) - Level I Reserve Officer Course	Appointed reserve officer on or after January 1, 1981. Shall satisfactorily meet the training requirements of the Basic Course (PAM, Section D-1) or equivalent (PAM, Section D-11)
<u>Minimum</u>	<u>Minimum</u>	<u>Minimum</u>	<u>Minimum</u>
40 hours	80 hours	200 hours	400 hours

\* Refer to PAM, Section H-3-8 for additional training requirements.

\* 3-4. Exemption to Minimum Training: Only reserve officers appointed prior to January 1, 1979, may be exempted by the appointing authority from Level I or Level II training requirements. (See Stats. 1977 C. 987)

\* 3-5. Transfer of Exemption: Any reserve officer appointed prior to January 1, 1979, and exempted by the appointing authority from the minimum training standards for Level I or Level II reserve officers, cannot be appointed to either of these levels by another law enforcement department, unless the reserve officer has been awarded the POST Reserve Officer Certificate or has met the training requirements for the appropriate level of reserve officer assignment on or before the date of the officer's appointment as a reserve officer by any other law enforcement agency.

\* 3-6. Changing Exemption Designation: Each reserve officer appointed prior to January 1, 1979, and exempted from training requirements should be designated to a specific reserve officer level by the appointing authority. This level designation may be changed by the appointing authority irrespective of the January 1, 1979, operative date of Penal Code Section 832.6. Level I reserve officers exempted from training requirements (whom the appointing authority may wish to be designated to have full powers of a peace officer as provided by Penal Code Section 830.1, effective January 1, 1981) must have been issued the POST Reserve Officer Certificate prior to that date.

## 1-3. Specific Requirements (continued)

- d. Advanced Officer Course: Every officer below the rank of first-level supervisory position as defined in Section 1001 (k) shall satisfactorily complete the Advanced Officer Course of 20 or more hours at least once every four years after completion of the Basic Course.

Section 1005 (d) of the Regulations allows the requirements of the Advanced Officer Course to be met by satisfactory completion of any certified Technical Course of 20 or more hours.

- e. Executive Development Course: The Executive Development Course is designed for department heads and their executive staff.

Every regular officer who is appointed a department head or to an executive staff position, as defined in Section 1001 (j), may attend a certified Executive Development Course. The Executive Development Course is optional.

Section 1005 (e) of the Regulations permits reimbursement for expenses related to attendance of a certified Executive Development Course provided (1) the trainee is appointed department head or to an executive staff position and has satisfactorily completed the training requirements of the Management Course; or (2) the trainee will be appointed within 12 months to a department head or to an executive staff position; reimbursement will be provided only when such appointment is within one year from satisfactory completion of such training, the provisions of Section 1015 (b) notwithstanding

- f. Training for Non-Sworn and Paraprofessional Personnel: Reimbursement is provided for the training of non-sworn personnel performing police tasks and for paraprofessionals attending a certified Basic Course.

1. The training shall be specific to the task currently being performed by an employee or may be training specific to a future assignment which is actually being planned.
2. Non-sworn personnel may attend the courses identified in Section 1005 (a)(b)(c)(d)(e), but reimbursement shall not be provided except as indicated in sub-paragraph 3 below.
3. Paraprofessional personnel in, but not limited to, the classes listed below may attend a certified Basic Course and reimbursement shall be provided to the employing jurisdiction in accordance with the regular reimbursement procedures. Prior to training paraprofessional personnel in a certified Basic Course, the employing jurisdiction shall complete a background investigation and all other provisions specified in Section 1002(a) 1 through 6 of the Regulations. A jurisdiction must obtain prior approval for reimbursement from the Commission prior to attendance of the course, providing such information relative to each individual as specified in Section 1014 and attestation to the completion of the provisions of Section 1002(a) 1 through 6.



## 1-3. Specific Requirements (continued)

Eligible job classes include the following:

Police Trainee  
 Police Cadet  
 Community Service Officer  
 Deputy I (nonpeace officer)

4. For attendance of a course with reimbursement for training which is not specific to one of the job classes enumerated in the next paragraph, the employing jurisdiction must obtain prior approval from the Commission on an individual basis, providing such information as specified in Section 1014 of the Regulations.
5. Non-sworn persons performing police tasks who are to be assigned or are assigned to the following job classes are eligible, without prior approval from POST, to attend training courses, as provided by Regulation Section 1014, that are specific to their assignments. Job descriptions shall be used to determine those positions eligible:

Administrative Positions  
 Communications Technician  
 Complaint/Dispatcher  
 Criminalist  
 Community Service Officer  
 Evidence Technician  
 Fingerprint Technician  
 Jailer and Matron  
 Parking Control Officer  
 Polygraph Examiner  
 Records Clerk  
 Records Supervisor  
 School Resource Officer  
 Traffic Director and Control Officer

- g. **Field Management Training:** Field Management Training is designed to assist individual departments in the Regular Program in the solution of specific management problems, as specified in Section 1005 (i) of the Regulations.

Field Management Training must be approved for reimbursement in accordance with PAM, Section D-9-4.

Eligible claims for reimbursement of training expenses are paid under Plan IV. Claims for reimbursement must be received within 90 days after completion of the training if they are to be paid without reduction. (See Regulation, Section 1015(b))

Before reimbursement claims for Field Management Training expenses will be honored, the trainee must file a report with POST Operations Division. (See PAM, Section D-9-8)

- h. **Trainee May be Claimed Only Once:** When a trainee has attended a course certified by the Commission, for which reimbursement has been legally claimed and paid, the employing jurisdiction may not receive reimbursement for repetition of the same course unless the course is authorized to be repeated periodically. For example, Seminars or Advanced Officer Courses and selected Technical Courses which deal with laws, court decisions, procedures, techniques and equipment which are subject to rapid development or change. Exceptions or special circumstances must be approved by the Executive Director prior to beginning the training course.

## 1-3. Specific Requirements (continued)

- i. **On-Duty Status:** Section 1015(e) of the Regulations provides that reimbursement will be made only for full-time employees attending certified courses in an "on-duty" status or when appropriate overtime or compensatory time off is authorized. This does not preclude attendance of a POST certified course, for which reimbursement is not claimed, on the employee's own time.
- j. **Federal or Other Funded Programs:** A jurisdiction which employs a trainee full-time, whose salary is paid by a source other than the employing jurisdiction, such as a federal grant or other funded program, is not eligible to receive POST reimbursement for the trainee's salary or other expenditures covered by the grant. However, the employing jurisdiction may be reimbursed for allowable, actually incurred expenses by and for the trainee for subsistence, travel, tuition and a percentage of any salary paid exclusive of the employing jurisdiction's match, and that which is not covered by the grant.
- k. **Trainee Must Complete the Course:** Within the provisions established by the Commission, a jurisdiction is eligible to receive reimbursement for training expenditures, provided the trainee satisfactorily completes the POST-certified training course. Exceptions are the Basic Course, Motorcycle Training and courses designed to train the trainer, as explained in PAM, Section E-5-3(f) (1, 2, 3 and 4).

The Executive Director is authorized administrative discretion to resolve situations of equity for partial completion of POST-Certified courses, (for example, allowing reimbursement when a trainee successfully completes a major portion of a course but for some reason, such as injury, is prevented from completing the entire course).

- l. Reimbursement provided by POST to a jurisdiction for tuition, meals, lodging and other travel-related expenses shall not exceed the amounts actually paid for or to the trainee, and shall not exceed the rates or allowances otherwise generally authorized by the jurisdiction for non-POST reimbursable travel.
- m. The department submitting a claim for reimbursement of training expenditures shall retain, for audit purposes, for three fiscal years (July 1 through June 30), all records and receipts (as required by the jurisdiction) for such expenditures made, by or for the trainee as hereinafter specified. PAM, Section E-5-7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 7i, 7j, 7k and 7l.
- n. **Team Building Workshops:** A part of Team Building Workshops is the development by participants of an Action Plan for implementing results of the course. A copy of the Action Plan must be submitted to POST before reimbursement for training expenses can be authorized.

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title REIMBURSEMENT FOR PARAPROFESSIONALS ATTENDING THE BASIC COURSE		Meeting Date April 15, 1982
Bureau ADMINISTRATIVE SERVICES	Reviewed By <i>John B. Dunder</i>	Researched By STAFF
Executive Director Approval <i>Norman C. Bellini</i>	Date of Approval 3-26-82	Date of Report

Purpose: Decision Requested  Information Only  Status Report  Financial Impact Yes  (See Analysis per details) No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

1. ISSUE:

Should reimbursement for paraprofessional personnel attending the Basic Course be continued?

2. BACKGROUND:

At the July 26, 1979, Commission Meeting, the Commission voted to permit basic course reimbursement for paraprofessional personnel whose agencies requested prior approval and certified that they had met the requirements of PAM Section 1002 (a) 1 through 6. The Commission further directed that for a two year period staff track the success/failure of paraprofessional trainees in the Basic Course relative to fiscal impact and retention in the police service.

3. ANALYSIS:

Since January 1, 1980, paraprofessional personnel have been permitted to attend the Basic Course, and their agencies have received standard basic course reimbursement to help defray the costs of their attendance.

Since the tracking system was initiated at the beginning of the program, 864 paraprofessionals have been reimbursed for attendance at the Basic Course. This number includes 38 personnel who were classified as Community Service Officers or other similar classes which were designed to act as persons who perform certain peace officer tasks on a permanent basis but without peace officer powers.

The vast majority (826) of the claims, however, are for personnel who are classified as law enforcement trainees or police recruits. These personnel are hired specifically as entry level law enforcement officers who are paid at a significantly lower level and are denied peace officer powers until their training is complete. Following graduation from the Basic Course these persons are classified as police officers or deputy sheriffs and are given peace officer powers.

Following is a recapitulation of the training costs and the most recent retention information for each group of trainees.

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	<u>Number of Trainees</u>	<u>Total Reimbursement</u>	<u>Reimbursement Cost Per Trainee</u>	<u># of Trainees Remaining With Agency</u>	<u>Retention Percentages</u>
Community Service Officer	38	83,240.42	2,190	29	76.3%
Law Enforcement Trainee	826	812,202.82	983	669	77.4%

Of the 29 trainees in the Community Service Officer Group who remain in Law Enforcement, one is presently classed as a "student trainee," fifteen are community service officers and thirteen are regular peace officers. The significant difference in the reimbursement cost per trainee is caused by the fact that the Community Service Officer Group are almost all (33) employed by a single department which uses a live-in academy. Live-in greatly increases per diem costs. As noted, 13 of the CSO's trained have become regular peace officers. It may be presumed that if Community Service Officers (who perform police tasks) were not used, regular officers would be trained instead.

The average cost for the Law Enforcement Trainee Group (\$983) is 31.7% less than the average basic course cost (\$1441) for all those who have been reimbursed for that course so far this year. This is a significant reduction which could provide up to a \$1.5 million savings in basic training costs if all departments classed their new hires as lower paid trainees until completion of the basic course.

A cumbersome requirement of the program is the necessity for agencies to receive advance approval from POST before a basic course trainee is eligible for reimbursement. We do not impose this requirement for other basic course trainees and since permission is routinely granted there does not appear to be a valid reason why we should continue to require such advance approval.

RECOMMENDATION:

That the Commission authorize continuation of the basic course reimbursement program for paraprofessional personnel, including non peace officer law enforcement trainees, and adopt revised language for PAM Section E-1-3f(3).

REVISED PAM SECTION E 1-3f(3)

E 1-3f(3) Paraprofessional personnel in, but not limited to, the classes listed below may attend a certified Basic Course and reimbursement shall be provided to the employing jurisdiction in accordance with the regular reimbursement procedures. Prior to training paraprofessional personnel in a certified Basic Course, the employing jurisdiction shall complete a background investigation and all other provisions specified in Section 1002(a) 1 through 6 7 of the Regulations. ~~A jurisdiction must obtain prior approval for reimbursement from the Commission prior to attendance of the course, providing such information relative to each individual as specified in Section 1014 and attestation to the completion of the provisions of Section 1002(a) 1 through 6.~~

Eligible job classes include the following:

- Police Trainee
- Police Cadet
- Community Service Officer
- Deputy I (non peace officer)

AGENDA ITEM SUMMARY SHEET

Agenda Item Title INTERAGENCY AGREEMENTS - STATE CONTROLLER		Meeting Date April 15, 1982
Bureau ADMINISTRATIVE SERVICES	Reviewed By	Researched By STAFF
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval	Date of Report

Purpose: Decision Requested  Information Only  Status Report  Financial Impact  Yes (See Analysis per details)  No

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE:

Request that the Commission give approval to staff to negotiate two interagency agreements with the State Controller for Fiscal Year 1982-83 in the amounts indicated.

- a. For the purpose of continuing local agency reimbursement program audits: \$40,000.
- b. In conjunction with other penalty assessment fund users, for the purpose of auditing assessments submitted to the fund by selected cities and counties: Up to \$30,000 on a prorata basis.

BACKGROUND:

POST has a need to audit the training claims made by local agencies against the Peace Officer Training Fund. For the past nine years these audits have been conducted by the State Controller. The amount approved for the period July 1, 1980 - June 30, 1981, was \$50,000. This included (1) a review of the POST administrative and accounting internal control systems and (2) conducting field audits of twenty-one local agencies. As the field audits were not completed by June 30, 1981, the interagency agreement was extended through December 31, 1981, and funded from contract savings. Though the Commission approved \$80,000 for a similar contract for the period July 1, 1981 - June 30, 1982, the \$80,000 was not expended.

Over the years the audits have become less and less productive in terms of a cash return for the funds expended on them. We believe that this is in great part due to the fact that local agencies have become more familiar with our procedures and, being aware of our audit policy, have taken pains to insure accurate claim preparation.

We have not, however, audited the local court systems which are required to submit the penalty assessments on criminal and traffic fines to the State Treasurer. A review of some of these assessments lends credence to the idea that there may be some differences in the attention which different counties give to the collection, or at least the submission, of the penalty assessments to the State Treasurer.

ANALYSIS:

At the January 28, 1982, Commission Meeting, a motion carried unanimously to authorize the Executive Director to negotiate an agreement with the State Controller in an amount not to exceed \$70,000 to conduct local agency audits for F.Y. 1982-83. Based on our

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ANALYSIS: (Continued)

recent experience, however, we propose to reduce the resources allocated to these audits to \$40,000. It is anticipated that this amount will be a sufficient amount to audit 20 local agencies which will insure continued care and accuracy on the part of local agencies.

In addition, we propose that staff be authorized to expend up to \$30,000 to establish an interagency agreement with the Controller, in conjunction and on a prorata basis with other participants in the penalty assessment fund, to audit selected penalty assessment remittances of local courts.

RECOMMENDATIONS:

1. The Commission grant approval to staff to negotiate and sign two interagency agreements with the State Controller for Fiscal Year 82-83 in the amount of \$40,000 for the purpose of continuing local agency reimbursement program audits, and \$30,000 for the purpose of auditing assessments submitted to the penalty assessment fund by the courts.
2. Should it not be possible to utilize the \$30,000 for the stated purpose, the Commission approves the use of up to the entire \$70,000 for local agency reimbursement program audits.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>CONTRACT AUTHORIZATION FOR COMPUTER RENTAL</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>Information Services</b>	Reviewed By	Researched By <i>Bwk</i> <b>B. W. Koch</b>
Executive Director Approval <i>Thomas C. Boehm</i>	Date of Approval <b>3-12-82</b>	Date of Report <b>March 5, 1982</b>
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact		Yes (See Analysis per details) <input checked="" type="checkbox"/> No <input type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page \_\_\_\_\_).

ISSUE

Commission approval is requested for the Executive Director to negotiate a computer rental contract for fiscal year 1982-83. This contract provides the hardware (equipment) for the present POST Automated Information System.

BACKGROUND

In 1979, the Commission authorized a three-year contract with Four-Phase System Incorporated (The state contract vendor for computer hardware) to supply the computer and it's components. Computer system contract costs for fiscal year 1981-1982 were approximately \$39,000. (Cost will vary due to delivery of additional terminals and printer for Certification unit, due for installation in March).

ANALYSIS

Present system components include: 1 - IV 90 Processor; 1 - Memory Module; 3 - Printers and 10 Video support modules. Contract cost for fiscal year 1982-83 for the same number of components will be \$39,576.

Since other units of the organization could cost effectively benefit by using computer desk terminals to process their work, rather than to research or process it manually, it is proposed that additional terminals be provided, as justified by cost effectiveness under this contract with Four-Phase Systems Incorporated. Since the present system is capable of handling 14 additional terminals and 4 additional printers, no additional main component hardware would be required.

Maximum utilization of this capacity would require approximately \$8,000 in additional contract authorization. This money would only be expended if justified through more effective use of personnel time and/or accuracy of information provided.

RECOMMENDATION

Authorize the Executive Director to negotiate a contract with Four-Phase Systems Incorporated, in the amount not to exceed \$47,576, for fiscal year 1982-83.

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Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Continuation of POST Contract with CPS		Meeting Date April 15, 1982
Bureau Standards & Evaluation	Reviewed By	Researched By John W. Kohls
Executive Director Approval <i>Thomas C. Beher</i>	Date of Approval 3-22-82	Date of Report March 19, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		

ISSUE:

At the January 1982 meeting, the Commission authorized the Executive Director to negotiate a contract with Cooperative Personnel Services (CPS) for an amount not to exceed \$26,000 for Fiscal Year 1982/83. The contract, calling for CPS to continue administration of the POST Training Proficiency Test, has been negotiated for the amount of \$25,780.

BACKGROUND:

Penal Code Section 832(b) requires POST to develop and administer a basic course training proficiency test to all academy graduates. A contract was entered into with CPS for test administration services, and they have been administering the POST Training Proficiency Test for over one year.

ANALYSIS:

The POST Training Proficiency Test is administered 9.3 times per month for a total of 111.6 administrations a year. There are approximately 35.8 candidates per administration, for a total of 332.9 candidates per month. The approximate number of candidates is 3,995 per year.

CPS administers these tests at a cost of approximately \$5.02 per candidate per administration. The approximate cost per administration is \$180 for a total of \$1,674 per month. The amount of the 1981-82 CPS contract is \$20,545.

For POST to administer the examinations, it would cost \$10.39 per candidate per administration. The cost per administration would be \$372 for a total of \$3,459.60 per month. The total cost for FY 1981-82 would have been \$41,515.20. The primary reason for the lower cost is that CPS uses local test proctors who are well trained but make less per hour than a POST employee who would be assigned the same responsibilities.

For Fiscal Year 1982-83 the cost of CPS's administration of the Proficiency Test will be \$23,110. The increase over the 1981-82 contract is the result of inflationary factors and a projected increase in the number of test takers. The contract, if approved, will also call for an additional \$2,670 to cover the cost of new test development (i.e. the field test of new items which will lead to additional proctor costs and printing charges associated with 40 sets of trial items). The total amount of the contract for Fiscal Year 1982-83 is \$25,780.

(over)

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RECOMMENDATION:

Authorize the Executive Director to sign a contract with CPS in the amount of \$25,780 for CPS's continued administration of the POST Training Proficiency Test for Fiscal Year 1982-83.

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Department of Justice/POST Interagency Agreement for Trng.		Meeting Date April 15, 1982
Bureau Training Delivery Services	Reviewed By Gene DeCrona <i>Gene DeCrona</i>	Researched By Darrell L. Stewart <i>DLS</i>
Executive Director Approval <i>Norman C. Roehm</i>	Date of Approval 3-12-82	Date of Report March 12, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes <input checked="" type="checkbox"/> (See Analysis per details) No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Department of Justice (DOJ) has requested an Interagency Agreement (IAA) to provide local law enforcement training for Fiscal Year 1982/83.

BACKGROUND/ANALYSIS

The Department of Justice request, dated December 16, 1981, was presented to the Commission at its January 28, 1982 meeting. The Commission authorized the Executive Director to negotiate an IAA with DOJ for Fiscal Year 1982/83.

Staff has completed a review of the details regarding the proposed courses and course costs. The proposed training program does not include any new courses this fiscal year. The Narcotic Commanders Course presented in FY 1981/82 has been eliminated by consolidating the material into the Criminal Intelligence Commander Course. Costs of each course were reviewed and several adjustments were made to more correctly reflect actual costs. Increased instructional costs are primarily due to the loss of free instruction time previously provided by Federal and State agencies. The overall cost of the proposed contract is \$5,165.00 (-.9%) less than the present contract. The DOJ proposes to offer 5,052 hours of training in FY 1982/83 as compared to 5,696 hours for current the current fiscal year. This is a 11.3% decrease. The primary areas of course reduction are in the following courses:

<u>Course</u>	<u>Hours</u>
Cargo Theft	160
Executive Protection	72
Prison Gangs	72
Urban Terrorists	72
Chief Executive	32
Narcotic Commander	72

The listing of courses to be presented and the breakdown of costs are included in Attachments 1A and 1B.

The Law Enforcement Skills and Knowledge Modular Training has continued to receive wide use from agencies in remote areas and other areas where community college presenters have not shown an interest or ability to have the modular course certified. This course continues to assist agencies in meeting their Advanced Officer Training requirement in a cost-effective manner. Staff has been successful in certifying three additional modular courses in FY 1981/82; however, the demand for modular

Utilize reverse side if needed

### Background/Analysis (con't)

training remains high. Staff will make every effort to increase the number of community college presenters for modular training during the next fiscal year. Sexual Assault and Child Abuse modules have been proposed for the IAA. These are critical subject areas in which patrol officers require training.

The amount of agreed expenditures for DOJ modular training will be controlled through the Interagency Agreement POST coordinator. All presentations must be approved by the coordinator prior to any training commitment by DOJ/TC. This process provides POST staff the opportunity to determine the availability of training through non-tuition or contract presenters.

DOJ/TC courses have consistently received high ratings on the course evaluations by trainees. The attention given to each course by the DOJ/TC program managers is consistent with quality training.

The actual costs under the IAA will not exceed \$588,907. It is anticipated, as in the past years, that \$20,000 to \$25,000 will be returned to POST, as DOJ is required in the IAA to collect tuition from out-of-state students and non-reimbursable students and return the funds to POST.

### STATEMENT OF JUSTIFICATION/NEED

The courses proposed in the Interagency Agreement are highly technical, and generally fall into three major job specific categories---investigation, intelligence, and narcotics. The Law Enforcement Modular Training is designed for skills and knowledge subjects and include the following 8-hour modules:

- Baton Techniques
- Child Abuse
- Crisis Identification and Management
- Field Evidence Collection
- Hostage Negotiations
- Investigative Interviewing Techniques
- Laws of Arrest, Search and Seizure
- Narcotics and Drugs
- Officer Safety and Field Tactics (non-uniformed personnel)
- Officer Safety and Field Tactics (uniformed personnel)
- PCP, Drug and User Identification
- Report Writing
- Searching and Handcuffing Techniques
- Sexual Assault
- Takedowns and Control Holds

### RECOMMENDATION

Authorize the Executive Director to enter into an IAA for an amount not to exceed \$588,907.

Attachments

Course	Hours	No. of Presentations			Est. Class Sizes (*5)	Total Classroom Hours	Est. Attend. All Present. (*5)	Average Cost Per Course(*2)	Est. POST Cost on IAA (*2,*3)
		Offsite	Training Center	Total					
Analyst (C.I. Data)	76	0	2	2	15	152	30	\$5,060	\$10,120
Basic Elements (C.I.)	40	4	4	8	18	320	144	5,388	43,104
Cargo Theft Investigation	40	0	2	2	20	80	40	3,696	7,392
Commander (C.I.)	36	0	2	2	20	72	40	3,436	6,872
Economic Crime Inv.	40	3	3	6	20	240	120	3,240	19,440
Executive Protection	36	1	1	2	20	72	40	3,574	7,148
Fencing Investigation	40	0	2	2	20	80	40	4,152	8,304
Gambling Inv. (O.C.)	40	2	2	4	20	160	80	3,843	15,372
Heroin Influence	20	6	0	6	35(50,*6)	120	210	3,047	18,282
Inform. Dev.&Maint.(O.C.)	36	3	3	6	25	216	150	4,087	24,522
Intro. to Crime Analysis	36	2	2	4	15	144	60	3,634	14,536
Inv. of Computer Crimes	40	1	2	3	15	120	45	3,628	10,884
Inv. Crimes Agnst. Elderly	36	1	2	3	20	108	60	3,473	10,419
Inv. Homicide & Vio.Cr.(*7)	40	2	2	4	20	160	80	5,046	20,184
Latent Print Techniques	40	0	2	2	12	80	24	2,186	4,372
Link Analysis Techniques	8	6	0	6	15	48	90	957	5,742
Modular Training	20(*4)	31	0	31	25(50,*6)	620(*1)	775	2,739	84,909
Narc. Enf. for Peace Off.	20	20	0	20	25(50,*6)	400	500	2,754	55,080
Narcotic Inv. (*7)	80	0	10	10	18	800	180	10,755	107,550
Narcotic Smuggling	24	0	2	2	20	48	40	3,312	6,624
Prison Gang Activity	36	2	2	4	30	144	120	3,853	15,412
Records Management	76	1	2	3	25	228	75	7,033	21,099
Sinsemilla Eradication	80	2	0	2	20	160	40	12,783	25,566
Spec. Surveillance Equip.	36	0	6	6	15	216	90	2,818	16,242
Street Gang Activity	24	3	3	6	20	144	120	2,818	16,908
Urban Terrorist Activity	36	0	2	2	30	72	60	3,478	6,956
Visual Inv. Analysis	8	6	0	6	15	48	90	978	5,868
		96(62%)	58(38%)	154		5,052	3,343		\$588,907

- (\*1) 25% of total hours may be given as 8-hour modules (see attachment for appropriate subjects).
- (\*2) Includes 15% indirect.
- (\*3) Budgets based on established class size.
- (\*4) Typical Modular program consists of 20 hours of instruction.
- (\*5) 20% over enrollment each presentation allowable.
- (\*6) Maximum enrollment depending on facilities.
- (\*7) Funded by POST Plan II.

1982/83 BUDGET BREAKDOWN  
IN COMPLIANCE WITH POST REQUIREMENTS

ATTACHMENT 1B

COURSE	Instruct.	Coordination		Clerical	Materials	Travel	Sub-total	15% Indirect	Est. Cost Per Presentation
		Presite	Onsite						
Analyst (C.I. Data)	\$1,960	\$228	\$684	\$570	\$423	\$ 400	\$4,400	\$ 660	\$ 5,060
Basic Elements (C.I.)	1,600	120	360	300	280	2,008	4,686	702	5,388
Cargo Theft Inv.	1,060	120	315	300	242	1,177	3,214	482	3,696
Commander (C.I.)	1,210	108	324	270	133	943	2,988	448	3,436
Economic Crime Inv.	1,165	120	360	300	214	1,100	3,259	488	3,747
Executive Protection	1,400	108	324	270	181	825	3,108	466	3,574
Fencing Investigation	1,060	120	360	300	198	1,573	3,611	541	4,152
Gambling Inv. (O.C.)	1,000	120	360	300	209	1,353	3,342	501	3,843
Heroin Influence	928	60	144	150	110	1,258	2,650	397	3,047
Inform.Dev.&Maint.(O.C.)	1,440	108	324	270	239	1,173	3,554	533	4,087
Intro.to Crime Analysis	1,095	108	324	270	181	1,182	3,160	474	3,634
Inv. of Computer Crimes	1,000	120	360	300	275	1,100	3,155	473	3,628
Inv.Crimes Agnst.Elderly	900	108	324	270	239	1,179	3,020	453	3,473
Inv.Homicide&Vio.Cr.	1,420	120	360	300	302	1,886	4,388	658	5,046
Latent Print Techniques	1,000	120	360	300	121	-	1,901	285	2,186
Link Analysis Techniques	200	24	-	60	82	467	833	124	957
Modular Training	589	60	180	300	580	673	2,382	357	2,739
Narc.Enf.for Peace Off.	1,000	60	-	150	556	629	2,395	359	2,754
Narcotic Investigation	6,995	240	720	600	798	-	9,353	1,402	10,755
Narcotic Smuggling	600	72	216	180	554	1,258	2,880	432	3,312
Prison Gang Activity	900	108	324	270	176	1,573	3,351	502	3,853
Records Management	1,900	228	684	570	375	2,359	6,116	917	7,033
Sinsemilla Eradication	5,650	240	720	600	181	3,725	11,116	1,667	12,783
Spec.Surveillance Equip.	900	108	324	270	279	473	2,354	353	2,707
Street Gang Activity	600	72	216	180	226	1,157	2,451	367	2,818
Urban Terrorist Activity	1,005	108	324	270	532	786	3,025	453	3,478
Visual Inv. Analysis	200	24	-	60	133	434	851	127	978

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Management Course Contracts - Fiscal Year 1982/83		Meeting Date April 15, 1982
Bureau Training Delivery Services	Reviewed By Gene CeCrona <i>DeCrona</i>	Researched By Gene DeCrona
Executive Director Approval <i>Herman C. Boehm</i>	Date of Approval 3-12-82	Date of Report March 12, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input checked="" type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page _____).		

ISSUES

Commission review and final approval of the Management Course contracts for Fiscal Year 1982/83. The total maximum cost is \$200,080.

BACKGROUND

Staff has met with each coordinator representing the five contract presenters for the Management Course. Staff has identified a need for 22 contract course presentations during the Fiscal Year 1982/83.

ANALYSIS

Course costs are consistent with POST tuition guidelines. Required performance objectives are being satisfactorily presented by each contractor.

The Fiscal Year 1982/83 contract costs for 22 presentations will not exceed a total of \$200,080. The contract amount for Fiscal Year 1981/82 is \$185,066 for 21 presentations. The total projected increase is 8%; however, there will be one additional presentation in FY 1982/83 over the previous contract year. The percentage change for 21 presentations would only be 3.3%.

The following costs have been agreed to by the presenters:

- California State University, Humboldt - 5 presentations; \$41,620
- California State University, Northridge - 3 presentations; \$27,096
- California State University, San Jose - 4 presentations; \$35,824
- California State University, Long Beach - 5 presentations; \$43,155
- Regional Training Center, San Diego - 5 presentations; \$52,385

It is anticipated that a minimum number of 440 law enforcement middle managers will attend the 22 presentations during the Fiscal Year.

RECOMMENDATION

Staff recommends that the Commission authorize the Executive Director to enter into contract agreements with the above five contractors to present twenty-two (22) presentations of the Management Course during Fiscal Year 1982/83, cost not to exceed a total contract amount of \$200,080.

Utilize reverse side if needed

## AGENDA ITEM SUMMARY SHEET

Agenda Item Title Executive Development Course Contract - Fiscal Year 1982/83		Meeting Date April 15, 1982
Bureau Training Program Services	Reviewed By <i>J. Mat</i>	Researched By <i>Di-</i> Mike DiMiceli
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 3-12-82	Date of Report March 1, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e. g., ISSUE Page _____).		

ISSUE

Commission review and final approval of the Executive Development Course contract costs for Fiscal Year 1982/83. The total maximum cost is \$51,465.

BACKGROUND

Commission Regulation 1005(e) provides that every regular officer who is appointed to an executive position may attend the Executive Development Course and the jurisdiction may be reimbursed provided the officer has satisfactorily completed the training requirements of the Management Course as a prerequisite.

The single contractor for the Executive Development Course is Cal-Poly Kellogg Foundation, located on the California State Polytechnic University, Pomona, campus. The Cal-Poly Kellogg Foundation has been under contract to present the course since October, 1979. This is a 9% increase over last year's contract amount of \$47,350.

ANALYSIS

The presentations by the Cal-Poly Kellogg Foundation have been well received. The coordinators of the course have developed a special expertise in identifying law enforcement management needs, developing an excellent core of subject materials that meet the needs of the trainees. This expertise has attracted a top level group of instructors, with state and national reputations, who receive high evaluations for their contributions to solving contemporary issues. The instructors are recognized for their expertise in law enforcement management, psychology, management consulting, legal matters, education and social issues.

The contract provides for five presentations in the Fiscal Year 1982/83, training a minimum of 100 chiefs, sheriffs and top level law enforcement executive personnel.

RECOMMENDATION

Staff recommends that the Commission authorize the Executive Director to enter into contract agreements with Cal-Poly Kellogg Foundation for five presentations of the POST Executive Development Course at a maximum cost of \$51,465.



Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title <b>Executive Development Course Curriculum Revision</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>Training Program Services</b>	Reviewed By <b>Ted Morton</b>	Researched By <b>Mike DiMiceli</b> <i>Di-</i>
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval <i>3/1/82</i>	Date of Report <b>March 1, 1982</b>
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact Yes <input type="checkbox"/> (See Analysis per details) No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

Presented for Commission consideration and approval are the revisions to the Executive Development Course and the Commission Procedure described in PAM D-5.

BACKGROUND

The Executive Development Course is optional training for law enforcement department heads and executive staff positions, described in Section 1005(e) of the Regulations and in Commission Procedure D-5. The course has been presented since 1971. In 1973, POST staff undertook an extensive review and revision effort resulting in a series of recommendations for significant changes in the content of the course, published in June, 1974, and approved by the Commission that year.

Since 1974, the Executive Development Course has included the following topics and subjects:

- o Introduction
- o Internal Management
- o Management Techniques and Aids
- o Operations Management
- o Fiscal Management
- o Environmental Relationships
- o Community Relations
- o Communications
- o Individual Projects

The course has been presented without major revision since 1974. Course content and quality have been monitored continuously since 1980 by POST staff through on-site evaluations; meetings with E.D.C. instructors and Cal-Poly staff; review of POST and university course and instructor evaluations, and interviews with recent graduates of the course.

ANALYSIS

Evaluations of individual presentations have indicated the need to modify or add subjects to the curriculum approved in 1974. In addition, both the 1980 Symposium on Professional Issues in Law Enforcement and the 1980-81 Training Needs Assessment provided recommendations for expanded executive training. Finally, contemporary issues and concerns for the future of law enforcement operations and management identify new subjects for executive training.

Utilize reverse side if needed

Continuing review and evaluation of the course has provided the basis for significant revision of the curriculum. Staff proposes to eliminate the nine topics enumerated on the previous page and offer instead a strengthened curriculum falling under the following five major subject areas:

- o Leadership and Management
- o Organization Development
- o Legal Responsibilities
- o Communications
- o Contemporary Issues

The new subject areas represent a consolidation of selected core topics and the deletion of topics no longer identified as having a high priority for training. New topics have been included to address contemporary issues and identified concerns of law enforcement executives. In addition, the course is strengthened by the flexibility, not present heretofore, to modify the curriculum as necessary to eliminate topics determined to be no longer useful and to accept new topics of contemporary value. A description of individual topics to be addressed with the proposed curriculum is presented for the information of the Commission, as Attachment A. Upon approval by the Commission, the presenter will incorporate these subjects immediately in the course certified for Fiscal Year 1981/82 and thereafter.

#### RECOMMENDATION

That the Commission approve the new subjects as required for the Executive Development Course and accordingly, the necessary revisions to Commission Procedure D-5, Attachment B.

AGENDA ITEM SUMMARY SHEET		
Agenda Item Title Appeal - Denial of Advanced Certificate Award		Meeting Date April 15, 1982
Bureau Field Services Bureau	Reviewed By <i>Brad M. Wilson</i>	Researched By Wilson/Farnsworth
Executive Director Approval <i>Norman C. Baker, Jr.</i>	Date of Approval	Date of Report March 26, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

George F. Lubben, Garden Grove Police Department (retired) has asked for appeal to the Commission of POST staff's denial of his request for award of the Advanced Certificate. At issue is Commission Procedure F-1-2a which precludes award of certificates to those not currently employed in a POST-participating law enforcement agency.

BACKGROUND

Commission Procedure F-1-2a requires that applicants for any POST Professional Certificate be a current employee of a participating agency to qualify. Periodically we are asked to waive the provision for an individual who was eligible when so employed, but for some reason did not apply, and is no longer employed by a participating agency. The recent training needs assessment identified this as an issue which should be considered by the Commission.

Mr. Lubben was first employed by the Garden Grove Police Department on December 21, 1971. He was medically retired on April 1, 1981 with 9 years, 3 months service. He was eligible for the Advanced Certificate on December 21, 1980, with 9 years of service and an AA Degree, or in March 1981 with a BA Degree and more than 6 years service.

In a letter to the Commission dated March 8, 1982, (Attachment A), Mr. Lubben stated that in March 1981, he attempted to file an application for a POST Advanced Certificate. He states that his department declined to process his application because he was at the time in an injured-on-duty leave status. Lubben has since continued to press for the certificates. His requests have been denied. Mr. Lubben's request for appeal and correspondence is attached with accompanying documents, including a previous denial.

ANALYSIS

Staff has contacted the Garden Grove Police Department and verified most of the information provided by Lubben. The department is unable, however, to verify whether Lubben's first request for the certificate was made prior to or after his separation date. Under current rules, Lubben was clearly eligible for the certificate if his department head was willing to recommend him. A department administrator stated he could only recall Lubben's request being made after his separation.

Utilize reverse side if needed

Procedure F-1-2a precludes issuance of the certificate unless the Commission chooses to waive the procedure. Other procedures require that certificate be awarded only upon application by the employing department head. An administrator with the Garden Grove Police Department indicates that the Chief might approve Lubben's request if the Commission waives the "current employment" requirement. Staff recommends that a certificate not be awarded without the department head's endorsement; such endorsement is a fundamental element of the certificate program.

If the Commission accepts Mr. Lubben's assertion that he requested application for the certificate before his separation date, it would appear reasonable to approve retroactive award of the certificate contingent upon submittal by the Garden Grove Police Department of an endorsed application. Such action would remedy an alleged error in interpretation of eligibility requirements.

If the Commission believes that information provided is insufficient to conclude that Mr. Lubben's initial request was prior to separation, staff believes that the certificate should not be awarded. Many former officers could be affected by such a precedent which could involve all types of POST certificates.

Staff is currently studying the issue regarding requests for certificates by former officers.

Proponents of a change in policy see little difference between such awards and reissuance of a lost certificate to an applicant no longer qualified by employment. Additionally, the Basic Certificate is sometimes requested as a necessity for reemployment as a peace officer.

Arguments against awards to those no longer employed are:

1. It would be difficult to verify an applicant's current moral character.
2. Since the Basic Certificate is sometimes a prerequisite to employment, we must adhere to strict requirements.
3. POST is not always able to learn all circumstances regarding an applicant's termination.
4. The Commission can make exceptions to Commission Procedures when warranted in individual cases.
5. Excessive staff time might be devoted by POST and former employers of those no longer active in law enforcement.

In addition to these arguments against such awards, in Mr. Lubben's specific request, there is:

1. Lack of verification of his request prior to separation - a key aspect.
2. Lack of unqualified endorsement by the former employer.
3. Potential impact of setting an undesirable precedent.

RECOMMENDATION

Subject to presentation of additional facts at hearing, it is recommended that the appeal be denied.

Attachments

Mr. NORMAN BOEHM,  
EXECUTIVE DIRECTOR  
P. O. S. T.  
700 BOWLING DR.  
SACRAMENTO CA. 95823

MAR 8 - 82

MAR 12 10 22 AM '82  
COMMUNICATIONS POST

DEAR SIR,

PLEASE PLACE MY REQUEST FOR  
A RETROACTIVE AWARD ON THE COMMISSION'S AGENDA,  
SCHEDULED FOR APRIL 15, 1982 IN SANTA ROSA. PROVIDE  
THEM WITH THE ENCLOSED LETTER AND COPIES OF  
THE DOCUMENTATION, IN THE EVENT THEY NEED SOME  
PROOF FOR REVIEW. PLEASE NOTIFY ME OF THE  
DECISION. THANK YOU

RESPECTFULLY YOURS  
GEORGE J. LUBBEN  
3020 EDGEWATER ST.  
ORANGE CALIF 92665

March 8-82

Dear Commissioners,

I am writing this letter to appeal to your sense of fair judgement in granting me an advanced P.O.S.T. certificate, retroactive to March, 1981. I have exhausted all channels of communication from my ex-employer and P.O.S.T., since my initial application was denied.

Let me briefly outline my cause.

In March 1981, I was actively employed as a police officer for the city of Garden Grove Calif. I received my Bachelor's Degree from CSULA during that month and I attempted to file an application for an advanced certificate with my department but I was denied. The Captain refused to even accept my paperwork and explained I was ineligible, as I was not considered in good standing. At the time, I was injured on duty status. I argued with the captain and was told by P.O.S.T., later, that they were required to file my application as requested. Mr. Fox, at P.O.S.T. explained that being injured ~~does~~ doesn't mean, not in good standing.

I've tried several times to get the matter settled to no avail. The city medically

retired me effective April 1, 1981 and I have continued to attempt resolution of the matter without success. Mr. Fox suggested I write the Commission for special consideration on a variance to Commission rule # F-1-2. P.O.S.T. said they could not help me with my problems.

In Conclusion, I simply ask you to grant me an advanced P.O.S.T. Certificate retroactively to April 1, 1981. I feel my request is warranted as I was denied the opportunity to obtain this document before my retirement.

I was fully eligible to be awarded before, but because of insensitive police administrative policy, I was ignored. I want you to know, I was most dedicated to my profession in Law Enforcement and was awarded the city's 3rd highest award for my efforts. I possess the Medal of Merit and numerous other statements of gratitude from the City of Garden Grove. I sincerely want this certificate to enjoy its prestige in retirement.

Thank you

Respectfully yours,  
George J. Hubben



The Trustees of the California State University and Colleges

on recommendation of the faculty of

California State University, Los Angeles

have conferred upon

George Joseph Lubben

the degree of

Bachelor of Science in Criminal Justice

with all the rights and privileges pertaining thereto

Given at Los Angeles on the twenty-first day of March, nineteen hundred and eighty-one



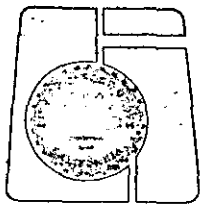
*Edward G. Brown*  
Governor and President  
of the Trustees

*Herbert A. Donohue*  
Chancellor

*John W. Tommel*  
Chairman  
Board of Trustees

*James M. Lasser*  
President of the University





GARDEN GROVE

# CITY OF GARDEN GROVE PERSONNEL ACTION FORM

*[Handwritten signature]*

(Submit in Quadruplicate to Personnel Office)  
(Shaded Spaces for Administrative Uses Only)

Emp. No. 5181	NAME: (Last) LUBBEN	(First) GEORGE	(Middle)	Department POLICE	Division 630 OPERATIONAL SERVICES	Acct. No.	Pft.	Fire Spec.	Obj.
Type of Action MEDICAL RETIREMENT				Class Code 300	Classification POLICE OFFICER				

### 1. APPOINTMENT

Budget No. 1015	O.T. No.	Range	Step	Hr. Rate	Salary	Increase Date	No. OASDI	Exempts	Emp. Assn.	Other Assns.	
Address						Phone No.	<input type="checkbox"/> Married <input type="checkbox"/> Single	Sex	Date of Birth		
Date of Employment	REINSTATE <input type="checkbox"/> Yes	Social Security No.				<input type="checkbox"/> Replacement <input type="checkbox"/> New Position	<input type="checkbox"/> New Employee <input type="checkbox"/> Reemployment	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary	<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time		

### 2. SALARY STEP CHANGE

FROM	Range	Step	Salary	TO	Range	Step	Hourly	Salary	Qualifying Date	Next Increase Date
------	-------	------	--------	----	-------	------	--------	--------	-----------------	--------------------

### 3. PROMOTION, DEMOTION, TRANSFER OR RECLASSIFICATION

FROM	Department	Division	Acct. No.	Bud. No.	TO	Department	Division	Acct. No.	Bud. No.		
	O.T. No.	Range	Step	Hourly Rate		Salary	O.T. No.	Range	Step	Hourly Rate	Salary
	Class No.	Classification Title				Class No.	Classification Title				
Reason for Action								Effective Date	Next Increase Date		

### 4. PROBATIONARY PERIOD

Classification:

SATISFACTORY - Recommend Permanent Status  
 UNSATISFACTORY - Recommend for Rejection

Remarks: \_\_\_\_\_

### 5. DISCIPLINARY ACTION

Reprimand       Dismissal       Suspension  
 Extra Duty       Demotion

From \_\_\_\_\_ Thru \_\_\_\_\_

(Complete Section 3 or 7 if Applicable)

### 6. LEAVE

<input type="checkbox"/> LEAVE WITH PAY <input type="checkbox"/> LEAVE WITHOUT PAY	<input type="checkbox"/> MILITARY ORDERS ATTACHED	BEREAVEMENT <input type="checkbox"/> CRITICAL ILLNESS <input type="checkbox"/> DEATH Relationship: _____
From _____ Thru _____	From _____ Thru _____	From _____ Thru _____

### 7. TERMINATION

<input type="checkbox"/> RESIGNATION <input type="checkbox"/> REJECTION OF PROBATION <input type="checkbox"/> END TEMP.	<input type="checkbox"/> DISMISSED <input checked="" type="checkbox"/> RETIREMENT MEDICAL <input type="checkbox"/> DECEASED	Duration of Employment From <u>12-21-71</u> Thru <u>3-31-81</u> Salary: <u>\$1790</u> Range: <u>P116</u> Step: <u>E</u>	EMPLOYEE'S SERVICES <input type="checkbox"/> Outstanding <input type="checkbox"/> Very Good <input type="checkbox"/> Average <input type="checkbox"/> Needed Improvement <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Recommended for Rehire? <input type="checkbox"/> Yes <input type="checkbox"/> No
Hrs. Since Last Pay Period	Vac. Hrs.	O.T. Hours	Address (List New Address if Known) <u>3020 EDGEWATER ST., ORANGE 92665</u>

### 8. REMARKS

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### 9. DIRECTION

Division Head's Signature <i>[Signature]</i>	Date
Department Head's Signature <i>[Signature]</i>	Date
Admin./Personnel Approval <i>[Signature]</i>	Date <u>4/14/81</u>

(714) 638-6763

April 9, 1981

Mr. John A. Peterson  
Public Employees' Retirement System  
P.O. Box 1953  
Sacramento, CA 95809

Dear Mr. Peterson:

Re: George J. Lubben  
Social Security No. 546-66-2057

Pursuant to authority delegated to me by action of the Garden Grove City Council of the City of Garden Grove (hereinafter referred to as Agency) dated April 30, 1974, under Section 21023.6, Government Code, and after review of medical and other evidence relevant thereto, I hereby determine that George J. Lubben, a local safety member of the Public Employees' Retirement System, employed by the Agency is incapacitated physically within the meaning of the Public Employees' Retirement law for performance of his duties in the position of police officer.

Pursuant to such authority I also determine that such incapacity is a result of injury or disease arising out of and in the course of his employment by the Agency as a local safety member, and certify that neither the Agency nor the member has filed a petition for determination by the Workmen's Compensation Appeals Board.

I hereby certify that the member will be separated from his employment in the position of police officer after expiration of his leave rights under Section 21025.2 and 21025.5, Government Code, effective April 1, 1981, and that no dispute as to the expiration of such leave rights is pending. There is no subrogation involved in the case.

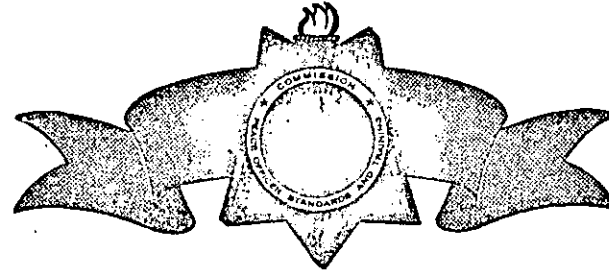
Sincerely,

DELBERT L. POWERS  
City Manager

RONALD REAGAN  
GOVERNOR

STATE OF CALIFORNIA  
DEPARTMENT OF JUSTICE

EVELLE J. YOUNGER  
ATTORNEY GENERAL



*The*  
**Commission on Peace Officer Standards and Training**

*Hereby awards the*

**Basic Certificate**

*to*

GEORGE JOSEPH LUBBEN

*For having fulfilled the requirements for character, education, training, and experience  
as prescribed in Title 11 of the California Administrative Code.*

December 26, 1972

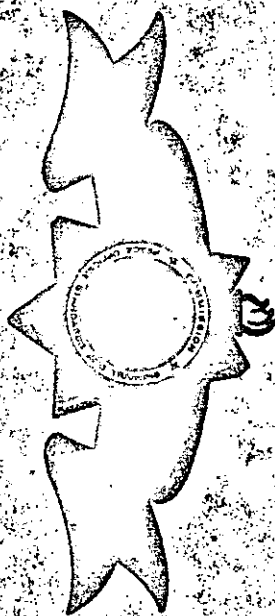
*Gene S. Collins*  
CHAIRMAN

*Gene S. Muehleisen*  
EXECUTIVE OFFICER

EDMUND G. BROWN JR.  
GOVERNOR

STATE OF CALIFORNIA  
DEPARTMENT OF JUSTICE

EVELLE J. YOUNGER  
ATTORNEY GENERAL



*The*  
**Commission on Peace Officer Standards and Training**

*Hereby awards the*

**Intermediate Certificate**

to

GEORGE J. LUBBEN

March 22, 1976

*For having fulfilled the requirements for character, education, training, and experience as prescribed in Title 11 of the California Administrative Code.*

*Wesley P. Bennett*

CHAIRMAN

*Gene A. Mueller*

EXECUTIVE DIRECTOR

T 0250

# GARDEN GROVE

Proudly Presents  
This Certificate to

GARDEN GROVE

*Police Officer*  
*James Hubert*

HALL

FOR COMMUNITY SERVICE  
GARDEN GROVE

ASSISTANT  
EXPLORE

In Appreciation and Gratitude  
From the Garden Grove City Council  
On Behalf of the Citizens of Garden Grove

*Berna Adams*

MAYOR

*Ruby Brown*

CITY CLERK

*July 21, 1975*

DATE



# GARDEN GROVE

Proudly Presents  
This Certificate to

GARDEN GROVE

*Police Officer  
James Moore*

OFFICE

FOR COMMUNITY &  
GARDEN GROVE

ASSISTANT  
EXPLORE

In Appreciation and Gratitude  
From the Garden Grove City Council  
On Behalf of the Citizens of Garden Grove

*Bernard Adams*

MAYOR

*Ray A. Brown*

CITY CLERK

*July 21, 1975*

DATE



GARDEN GROVE  
POLICE DEPARTMENT

CERTIFICATE  
OF COMMENDATION – CITY OF GARDEN GROVE

For his outstanding and distinguished service  
to the Police Department and the community

Officer George Lubben

is hereby commended and awarded the Garden  
Grove Police Department

“Award of Merit”

Officer Lubben, Senior Advisor to the Garden  
Grove Police Explorers for the past three (3)  
years has shown exemplary performance in  
the structuring, counseling, training and  
utilization of said Explorers.

Through his diligence, tenacious endeavors  
and hundreds of man hours served voluntarily,  
on his own time, many successful police functions  
were accomplished that, may otherwise, have  
gone unfulfilled.

March 1, 1975

DATE

*Bernard C. Adams*  
MAYOR

*John J. L...*  
CITY MANAGER

*Juan A. Robinson*  
CHIEF OF POLICE



DEPARTMENT OF JUSTICE

GEORGE DEUKMEJIAN, Attorney General

## COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

1000 DRIVE, SUITE 250  
ORANGE, CA 92665

OFFICE

Administration

March 16, 1982

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Services

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138

Services

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Case Records

0

Evaluation

Counseling

Services

Services

Services

Services

Certificates

Mr. George J. Lubben  
3020 Edgewater Street  
Orange, CA 92665

Certificates

Dear Mr. Lubben:

Your request for Commission exception to Procedure F-1b has been placed on the agenda for the April 15, 1982, Commission Meeting in Santa Rosa. You are requesting an Advanced Certificate and are no longer employed as a full-time peace officer. In reviewing your request, we feel that the circumstances warrant consideration by the Commission.

It is not required that you attend. We will prepare an objective staff report that will reflect the facts stated in your letter and verified by us. We will inform you as soon as possible of the Commission's decision. If, however, you would be better served to make your request in person, you are invited to attend. Please notify us as soon as possible if you plan to attend and wish to address the Commission.

Sincerely,

NORMAN C. BOEHM  
Executive Director



January 27, 1982

Mr. George Lubben  
3020 N. Edgewater Street  
Orange, CA. 92665

Dear Mr. Lubben:

Subject: POST ADVANCED CERTIFICATE REQUEST

An attempt was made to contact you at your home on January 27, 1982. You apparently were not at home. A call to the Garden Grove Police Department revealed that you inquired about the certificate application earlier this month.

You currently are not eligible for the Advanced Certificate, only because you are not currently employed with a participating POST agency. A copy of our regulations relative to certificates is enclosed for your review. You are directed to Section F-1-2.

If you wish, please do not hesitate to contact me at the indicated telephone number. Should you become employed in the future with a POST-participating agency, you immediately will become eligible for the certificate, if both your previous and new agency head sign your application.

Sincerely,

TOM FARNSWORTH  
Senior Consultant  
Field Services Bureau

Enclosure

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Award of Basic Certificate		Meeting Date April 15, 1982
Bureau Training Delivery Services	Reviewed By Gene DeCrona <i>Gene DeCrona</i>	Researched By George A. Estrada <i>GE</i>
Executive Director Approval <i>Norman C. Boehm</i>	Date of Approval 3-16-82	Date of Report March 8, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/>		Financial Impact Yes (See Analysis per details) <input type="checkbox"/> No <input checked="" type="checkbox"/>

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (c.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Fresno Sheriff's Department has requested that Deputy Sheriff Eddie L. Barnes be issued, retroactively, a POST Basic Certificate.

BACKGROUND

The department, through administrative error, failed to submit the prepared application for Barnes' certificate prior to his resignation in May 1978. Barnes was subsequently rehired in December 1981 and it was only then that the administrative error was discovered. The department and Deputy Barnes were both of the opinion that his Basic Certificate had been properly applied for and received during his six years of employment (1972-78).

Upon applying to POST to obtain the certificate, they were informed that Barnes would be required to attend another POST-Basic Course to qualify for peace officer employment.

The Fresno County Sheriff is requesting special consideration be given by the Commission regarding the issuance of the Basic Certificate to Deputy Barnes who is currently employed as a Fresno County Deputy Sheriff and assigned to court bailiff (limited function) duties pending the Commissions decision.

ANALYSIS

Barnes was initially hired July 28, 1972 and attended Fresno State Center Academy. He was assigned to general enforcement duties (patrol) for several years prior to his resignation May 5, 1978. December 2, 1981, Deputy Barnes was reemployed by the Sheriff's Department. The department based their reemployment decision on Barnes training, experience, previous value to the department; a new background investigation and medical examination and the fact that they believed that POST had issued Barnes a Basic Certificate. Gene DeCrona, Bureau Chief, Training Delivery Services Bureau interviewed Sheriff McKinney on March 8, 1982. Sheriff McKinney verified all previously reported information, and further stated that he was personally aware of Barnes' ability and believed it was the department's error that has caused Barnes to be in this predicament. He stated that shortly after Barnes' resignation he, the sheriff, discovered some gross problems in his personnel records unit. Some of the problems included 30 to 40 deputies that should have been issued their Basic Certificates but the department had not submitted the applications to POST. All certificates were subsequently applied for and received. Barnes would have been in this group if he had not recently resigned.

Utilize reverse side if needed

Deputy Barnes, in addition to completion of the then required 240 hour academy, has an Associate of Arts Degree in Police Science. A review of the degree program transcript shows 38 units or approximately 624 hours completed that are in subject areas related to current Basic Course requirements.

The current Commission policy established by Commission Procedure D-11 would require that Deputy Barnes be required to complete the Basic Course waiver process which includes evaluation of prior training and successful completion of the examination. The evaluation for eligibility to take the examination indicated that numerous hours of training would be required prior to Barnes becoming eligible to take the examination. Once this training is completed and he takes the examination, if three or fewer modules are failed, he would then have to re-test or re-train in order to successfully complete the waiver process.

RECOMMENDATION

That the Commission, without establishing precedence and based on the understood merits of this individual case, authorize the Executive Director to issue a POST-Basic Certificate to Fresno County Deputy Sheriff Eddie L. Barnes, after receipt of proper application and attestation by the Fresno County Sheriff.

Commission on Peace Officer Standards and Training

AGENDA ITEM SUMMARY SHEET		
Agenda Item Title <b>San Francisco Airport Commission Police</b>		Meeting Date <b>April 15, 1982</b>
Bureau <b>Field Services Bureau</b>	Reviewed By <i>Norman C. Barber</i>	Researched By <b>George Fox</b>
Executive Director Approval <i>Norman C. Barber</i>	Date of Approval <b>4/15/82</b>	Date of Report
Purpose: Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input type="checkbox"/>		
In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page _____).		

ISSUE

Acceptance of prior equivalent training in lieu of the Basic Course Waiver Examination for San Francisco Airport Police Officers.

BACKGROUND

On December 10, 1980, the San Francisco Airport Commission requested entry into the POST Specialized program. Prior to this request, the agency operated their own 600-hour basic course. This course was evaluated by POST staff in late 1980 and was determined to meet or exceed POST Basic Course requirements. The agency no longer operates its own academy and now uses regular POST-certified basic academies to meet its training needs.

During April 1981, POST staff conducted an on-site inventory of all 181 sworn airport officers. It was determined that 107 officers had attended the agency's basic academy. They were subsequently given credit for attending an equivalent basic course. Existing Commission policy was to administer a Basic Course Equivalency Examination (BCEE) in these situations. The Commission had, however, made an exception at the July 1980 Commission Meeting for a new agency coming into the program. The California Department of Parks and Recreation officers were exempted from the examination process because of the large number of officers and other administrative problems. Accordingly, the Airport Agency and Police were admitted into the Specialized Program on May 7, 1981 and POST Specialized Certificates have been issued to qualified officers, including the 107 officers who attended the agency's basic course.

Staff has recently discovered that action taken to waive the equivalency exam for San Francisco Airport officers was contrary to Commission policy. Policy requires Commission approval of certificate awards that affect basic training requirements. The matter has therefore been brought before the Commission for review and approval.

RECOMMENDATION

It is recommended that the Commission exempt the San Francisco Airport Commission Police Officers hired before May 7, 1981 from the Basic Course Waiver Examination and approve the department's 600-hour training course as having satisfied the Basic Course requirement for those officers.

Utilize reverse side if needed

AGENDA ITEM SUMMARY SHEET

Agenda Item Title Reserve Officer Training Standards		Meeting Date April 15, 1982
Bureau Training Delivery Services	Reviewed By Gene DeCrona <i>Gene DeCrona</i>	Researched By Gene DeCrona <i>(D)</i>
Executive Director Approval <i>Norman C. Roehm</i>	Date of Approval <i>3-16-82</i>	Date of Report March 15, 1982
Purpose: Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report <input type="checkbox"/> Financial Impact <input type="checkbox"/> Yes (See Analysis per details) <input type="checkbox"/> No <input checked="" type="checkbox"/>		

In the space provided below, briefly describe the ISSUES, BACKGROUND, ANALYSIS and RECOMMENDATIONS. Use separate labeled paragraphs and include page numbers where the expanded information can be located in the report. (e.g., ISSUE Page \_\_\_\_\_).

ISSUE

The Governor signed into law AB 2078 on March 1, 1982. This bill became effective immediately and requires that POST prescribe the basic training standard for Level I Reserve Officers described in PC Section 832.6(a)(1).

BACKGROUND

Effective January 1, 1979, PC Section 832.6 was enacted requiring specific training for Reserve Peace Officers. At that time the Commission approved a minimum 200 hour course of training for Level I Reserve Officers. Effective January 1, 1981, PC Section 832.6 was again amended to require that Level I Reserve Officers, designated by proper authority, could have peace officer powers under PC Section 830.1. The section further required all Reserve Officers working under authority of PC Section 830.6(a)(1) or (2) by trained in the same course required of deputy sheriffs and police officers prescribed by the Commission on Peace Officer Standards and Training.

The requirement that all Level I Reserve Officers be trained in the regular Basic Course created a hardship on many agencies. The availability of reserve officers has apparently been significantly reduced because of the difficulty in obtaining the Basic Course training appropriate to their needs.

AB 2078 provides that only those Level I Reserve Officers (PC 830.6(a)(2)) that will be designated to have the full power of a peace officer as provided by PC Section 830.1 will now be required to complete the POST Basic Course. Other non-designated Level I Reserve Officers (PC 830.6(a)(1)) will be required to complete a course of training prescribed by the Commission.

ANALYSIS

The signing into law of AB 2078 has placed on the Commission the responsibility of establishing suitable training standards for non-designated Level I Reserve Officers. The general presumption since the proposal of this legislation was that the Commission, if given this responsibility, would at least initially, reestablish the 200 hour Reserve Course as the training standard for these reserve officers.

Staff proposes that a study be initiated immediately with a committee of law enforcement representatives and trainers to review the previous curriculum to assure current relevance to the duties and responsibilities of reserve officers. The Basic Course Performance Objectives and hourly requirements will be reviewed for development of an initial 200 hour course.

RECOMMENDATION

That the Commission set a Public Hearing for the July meeting to determine the training requirements for Level I, non-designated, Reserve Officers as described in PC Section 830.6(a)(1).

# Memorandum

To : Commission on Peace Officer Standards  
and Training

Date : April 12, 1982

From : Peace Officer Licensing Panel  
**Commission on Peace Officer Standards and Training**

Subject: Final Report

## Background

During October of 1980, the Commission on Peace Officer Standards and Training, along with the Peace Officers' Research Association of California (PORAC) and the California Peace Officers' Association (CPOA), sponsored a Symposium on Professional Issues in Law Enforcement. The participants numbered over 100 and included police executives, managers, rank-and-file officers, trainers, and various other interested parties. At the conclusion of this three-day conference, the issues which were of most interest to law enforcement were reduced to writing, with a recommendation that several task forces be formed to address these subjects in greater detail. The issue of peace officer licensing was one area selected to be addressed by a task force.

In the year that has passed since the Symposium, the Licensing Task Force made up of representatives of CPOA, PORAC, and POST have met frequently to discuss pertinent issues surrounding the licensing of peace officers, and to develop an initial draft of proposed legislation. The idea of licensing was reviewed by the Commission at its July 1981 meeting with the understanding that more work would have to be done before final legislation would be considered.

At its October 1981 meeting, the Commission directed its Legislative Review Committee to study the entire matter of peace officer licensing in more depth, and report back at the January 1982 Commission meeting. After hearing the Committee report and public testimony at the January meeting, the Commission deferred final action on the matter until additional public meetings were conducted throughout the State during February and March 1982. A Panel of four Commissioners was asked to serve on this ad hoc committee and to report its findings to the Commission's Legislative Review Committee. This document is meant to serve as that report.



### Panel Activities

The purpose of this Panel was to seek input from the field on the issue of peace officer licensing. The five public meetings, which were held in San Jose, Redding, Modesto, Los Angeles and Anaheim, were to address the general concepts of peace officer licensing and were not intended to focus on any particular legislation. The participants at these meetings were advised of the Commission's actions to date on the issue, and that a final decision on the matter would not be made until the comments from the field were heard and processed.

The format of the meetings was uniform throughout. After the introductions and general statement of what the meetings were about, the attendees were invited to express their views and ask questions of the Panel. Normally, those speaking in favor of the concept of peace officer licensing were asked to speak first. Their comments were followed by those speaking in opposition. The last group to speak were those with no particular point of view, but who wanted to speak to the issue. Comments were normally limited to five minutes for each speaker with an admonition that key points not be repeated by subsequent speakers.

### Analysis

Appendix A lists the names of those persons who attended each of the meetings. Appendix B identifies the speakers and the various comments on the issue of peace officer licensing that were made at the meetings. These comments were very similar to those made to the full Commission at the Commission meeting in January of this year. Those comments can be generally summarized as follows:

#### In Favor of Licensing

- Uniform state-mandated selection and training standards for all peace officers.
- Revocation of peace officer powers of persons no longer qualified.
- Enhanced lateral mobility for duly licensed peace officers.
- Greater emphasis on pre-service training.
- Possible reduction in the number of peace officer classes.

In Opposition to Licensing

- The same results can be accomplished with the existing POST framework, by legislatively including all peace officers.
- Lessening of local control.
- Potential for increased cost to local government.
- Increases State administrative costs.
- Potential for adverse effect on protected classes.

From a review of the appendices, it is apparent that the issue of peace officer licensing is not one that generates widespread agreement on the part of law enforcement. In the testimony offered, support for licensing is principally from rank-and-file personnel, while opposition is principally from law enforcement administrators. Because of the limited input at these meetings, it is not known if this sampling actually represents the feelings of the majority of the field on peace officer licensing.

On the other hand, there did seem to be general agreement that the Commission should consider ways to strengthen the current POST program. Proposed changes which were mentioned included 1) broadening the program to include all peace officers, 2) revise current requirements for certificate issuance, and 3) tightening up the certificate revocation process. While not in total agreement as to what changes should be made, most of the various groups and individuals indicated that this approach was an acceptable alternative to pursuing the formal licensing program at this time.

Comments

The Panel has reached a conclusion that the Commission should not support licensing legislation at this time. The input from the field indicates that this issue is not a priority item nor a subject that is widely understood. This perception, weighed with the Legislature's current preoccupation with the State's fiscal emergency, lessens the potential of any licensing legislation passing in this legislative year. This may be a matter the Commission will want to reconsider at some future date if substantial field support is indicated.

April 12, 1982

The Panel does feel, however, that the issue of strengthening the POST certificate program should be pursued. Although we are not in a position to recommend changes at this time, the Panel suggests that staff be assigned to review various alternatives and report back to the Commission within six months. This would allow time for the Commission to make whatever regulation changes might be necessary or to prepare legislative changes to be introduced in January 1983, if this action is needed.

Recommendation

1. POST not support licensing legislation at this time.
2. POST staff be assigned to study ways to strengthen the POST certificate program.
3. POST staff report the findings of this study to the Commission at its October 1982 meeting.

## Commission on Peace Officer Standards and Training

VISITORS -- PLEASE REGISTER

Meeting - February 19, 1982

NAME and TITLE	CITY or AGENCY
DWIGHT HELMICH, CAPTAIN	CALIFORNIA HIGHWAY PATROL, SACRAMENTO
JON SCHORLE, CHIEF OF POLICE	SAN FRANCISCO STATE UNIVERSITY
DOUGLAS R. GROSHING, SERGEANT	SAN FRANCISCO AIRPORT POLICE DEPARTMENT
LONNIE BEARD, LIEUTENANT	SACRAMENTO CO. SHERIFF'S DEPARTMENT
DICK YOUNG, COP (RETIRED)	ALAMEDA CO. CHIEFS & SHERIFF'S ASSOCIATION
HAL RATLIFF, VICE PRESIDENT	PORAC, ZONE 1
ALAN GARCIA	PORAC, CENTRAL COAST CHAPTER
JOHN THEOBALD	CITY OF SAN JOSE PERSONNEL
TER C. UNSINGER	SAN JOSE STATE UNIVERSITY, ADMIN. OF JUSTICE
HARRY C. DANO	EAST BAY MUNICIPAL UTILITY DISTRICT
MIKE O'KANE, CAPTAIN	SACRAMENTO POLICE DEPARTMENT
DICK KLAPP, CAPTAIN	SAN FRANCISCO POLICE DEPARTMENT
NEIL R. M. STRATTON, CAPTAIN	WALNUT CREEK POLICE DEPARTMENT
ART ROY, SERGEANT	LOS GATOS POLICE DEPARTMENT
JIM BONANDER, LIEUTENANT	PALO ALTO POLICE DEPARTMENT
R. ELLIOTT, CAPTAIN	PALO ALTO POLICE DEPARTMENT
VERN RENNER, DIRECTOR	SANTA CLARA VALLEY CRIMINAL JUST. TRNG CENTER
MARV LEWIS (HOST)	SAN JOSE POLICE DEPARTMENT

Commission on Peace Officer Standards and Training

VISITORS -- PLEASE REGISTER

Meeting - February 24, 1982

NAME and TITLE	CITY or AGENCY
Lou Baldi, Captain	Mt. Shasta Police Department
Jack Reese, Captain	Del Norte County Sheriff's Office
Philip Raner, Chief	Anderson Police Department
Walt Bullington	Siskiyou County Sheriff's Department
Avery Blankenship, Captain	Yuba County Sheriff's Office
David H. Swim, Sergeant	Stockton P.D., Chapter Director of PORAC
John Anderson	California Highway Patrol, Redding
Colleen Archer	Record Searchlight
Jan R. Duke, Chief	Oroville Police Department
O. Frazier	Redding CHP
Bob Johnson	Orland P.D.
Roger Roberts	Glenn County Sheriff's Office
Bob Shadley, Chief	Willows Police Department
Jack McDonald (HOST)	Redding Police Department

Commission on Peace Officer Standards and Training

VISITORS -- PLEASE REGISTER

Meeting - March 10, 1982

Modesto, CA

NAME and TITLE	CITY or AGENCY
LONNIE A. BEARD, LIEUTENANT	SACRAMENTO CO. SHERIFF'S DEPARTMENT
JAMES SAAUS	CAL STATE STANISLAUS
PHIL OGDEN	CAL STATE PUBLIC SAFETY
GEORGE LAKE, SERGEANT	STANISLAUD CO. SHERIFF'S DEPARTMENT
MIKE O'KANE, CAPTAIN	SACRAMENTO POLICE DEPARTMENT
JOHN R. JOHNSON, CHIEF OF POLICE	TURLOCK PD/ Stanislaus Co. Chiefs/Sheriffs/ District Attorney's Association
ART VEORTMAN	STANISLAUS CO. SHERIFF'S DEPARTMENT
TIM HUFF	DEPT. OF FORESTRY, SACRAMENTO
AR SCHEFFEL, DIVISION CHIEF	SAN JOAQUIN CO. SHERIFF'S DEPARTMENT
ELDON KITTERMAN, MAYOR	CITY OF OAKDALE
LEN ETHERINGTON, CHIEF OF POLICE	HUGHSON POLICE DEPARTMENT
LARRY E. KISSELL	TRACY POLICE DEPARTMENT
JACK STORNE	ESCALON POLICE DEPARTMENT
ROD WELLS, CAPTAIN	STANISLAUS CO. SHERIFF'S DEPARTMENT
FRED WOODS, UNDERSHERIFF	STANISLAUS CO. SHERIFF'S DEPARTMENT
AL SALERNO	STANISLAUS CO. DISTRICT ATTORNEY'S OFFICE
GERALD McKINSEY, CHIEF OF POLICE	MODESTO POLICE DEPARTMENT
DAVE SUNDY	OAKDALE POLICE DEPARTMENT
LYNN WOOD, SHERIFF	STANISLAUS COUNTY SHERIFF'S DEPARTMENT
R T B. FULTON, CHIEF OF POLICE	WATERFORD POLICE DEPARTMENT
JIM MURPHY	TUOLUMNE CO. SHERIFF'S DEPARTMENT
BRUCE THON	TUOLUMNE CO. SHERIFF'S DEPARTMENT
JACK McARTHUR	CRIMINAL JUSTICE TRAINING CENTER

Commission on Peace Officer Standards and Training

VISITORS -- PLEASE REGISTER

Meeting - March 17, 1982

NAME and TITLE	CITY or AGENCY
Edward Ballenger, Chief of Police	Bell Police Department
Donnie Beard, Lieutenant	Sacramento Co. Sheriff's Department
Frank Beeson, Chief of Police	Hermosa Beach Police Department
Allen Bell	Burbank Police Department
Harry Budds	R.T.D.
Don Burnett, Chief of Police	Pomona Police Department
Quane Cheleu	Inglewood Police Department
Tom Christian	Brea Police Department
Wahm	Glendora Police Department
Robert Gunnoe, Director	Los Angeles So. Chapter, PORAC
L. W. Hone	Torrance Police Department
Red Heidke, Chief of Police	Maywood Police Department
Bill Johnson	Los Angeles Co. Marshal's Office.
Walt Mante, Captain	El Monte Police Department
P. Mapes, Sergeant	Santa Monica Police Department
Bruce McDowell	Ventura County Sheriff's Department
R. McGinnis, Sergeant	Santa Monica Police Department
Craig Meacham, Chief of Police	West Covina Police Department
Jon C. Mennic	Culver City Police Department
J. Merenke	Irwindale Police Department
Tom Millett, Captain	El Monte Police Department
James Moore, Chief of Police	San Marino Police Department

NAME and TITLE	CITY or AGENCY
Ronald Petski	Departemnt of Justice
Steve Podesta, Commander	So. Pasadena Police Department
Don Rath	Los Angeles Police Department
Captain Rosenkrantz	Vernon Police Department
Loren Russell, Chief of Police	Huntington Park Police Department
Gil Sandoval, Assistant Chief	Compton Police Department
Bob Sime	Los Angeles Co. Marshal's Office
Dave Snowden, Chief of Police	Baldwin Park Police Department
L. Sourisseau, Chief of Police	Montebello Police Department
Mark Squiers, Captain	Los Angeles Co. Sheriffs' Department
Lloyd Stornie	Alhambra Police Department
Robert Williams	Culver City Police Department



Commission on Peace Officer Standards and Training

VISITORS -- PLEASE REGISTER

Meeting - March 18, 1982

NAME and TITLE	CITY or AGENCY
M. G. Adams	Orange County Personnel
Bob Bandurraga, Sergeant	Cypress Police Department
Mark Bergquist, Investigator	Tustin Police Department
Richard Breza, Lieutenant	Santa Barbara Police Department
John Burt	Riverside Police Department
Sergeant Chelstrom	Downey Police Department
Tom Christian	Brea Police Department
Ben Clark, Sheriff	Riverside Co. Sheriff's Department
Des Corrigan, Chief of Police	Santa Paula Police Department
H. O. Davis, Chief of Police	Barstow Police Department
Ray Davis, Chief of Police	Santa Ana Police Department
Don Forkus, Chief of Police	Brea/Yorba Linda Police Department
M. K. Fortier, Chief of Police	Fountain Valley Police Department
Roy Gonzales, Personnel Director	Tustin Police Department
Richard Gray, Captain	Anaheim Police Department
Michael Guerin, Training Manager	Pasadena Police Department
Jim Guess, Captain	Orange Co. Sheriff's Department
Dale Hertzog, Sergeant	Fountain Valley Police Department
Lon Hettinger, Chief of Police	Imperial Police Department
Ronce Jimno, Chief of Police	Carlsbad Police Department
John Kelpin, Training Officer	La Habra Police Department
Jimmie Kennedy, Acting Chief of Police	Anaheim Police Department

NAME and TITLE	CITY or AGENCY
Norm King, Sergeant	San Bernardino Co. Sheriff's Department
Stanley Knee, Captain	Garden Grove Police Department
John Lentz, Captain	Covina Police Department
Ron Lowenberg, Chief of Police	Cypress Police Department
Kelson McDaniel, Chief of Police	Los Alamitos Police Department
Ron Meehan, Chief of Police	La Habra Police Department
Joe Milazzo, Sergeant	La Habra Police Department
Robert Mills, Sergeant	Buena Park Police Department
Oakley, Investigator	Newport Beach Police Department
Stacy Picascia, Chief of Police	Seal Beach Police Department
Earl Porter, Administrative Assistant	Santa Ana Police Department
Tim Powell	La Habra Police Department
R. C. Randolph, Marshal	San Bernardino County
Terry Ramnell, Sergeant	La Habra Police Department
Ross Robertson, Captain	Garden Grove Police Department
Earle Robitaille, Chief of Police	Huntington Beach Police Department
Ron Rodgers, Sergeant	Newport Beach Police Department
James Rourke, Attorney	City of Tustin
Don Saviers	Westminster Police Department
Jack Shockley, Chief of Police	Westminster Police Department
Austin Smith	Golden West College
Gary Sperling	Golden West College

NAME and TITLE	CITY or AGENCY
Pete Stone	Downey Police Department
Phil Stufflebean	La Habra Police Department
Kyle Thomas, Sergeant	Orange County Marshal's Office
Mike Tolle	Tustin Police Department
Fred Wakefield, Captain	Tustin Police Department
Jimmy Wilson	Stanton Police Officers' Association
John Woods, Sergeant	Garden Grove Police Department

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
LICENSING HEARING #1  
SAN JOSE CONVENTION CENTER, McCABE HALL  
FEBRUARY 19, 1982

LIST OF THOSE TESTIFYING ON LICENSING ISSUE (IN ORDER OF APPEARANCE)

IN FAVOR OF LICENSING

- o Peter C. Unsinger  
San Jose State University  
Administration of Justice
- o Hal Ratliff, Vice President  
PORAC, Zone 1
- o Alan Garcia  
PORAC, Central Coast Chapter

AGAINST LICENSING

- o Dick Klapp, Captain  
San Francisco Police Department
- o Lonnie Beard, Lieutenant  
Sacramento Co. Sheriff's Department

NEUTRAL

- o Dick Young, COP (Retired)  
Alameda Co. Chiefs and Sheriff's Association
- did not wish to state a position, attended to listen to testimony.  
Association will formulate an opinion soon.

LICENSING HEARING  
SAN JOSE  
FEBRUARY 19, 1982

COMMENTS EXTRACTED FROM TESTIMONY IN FAVOR OF LICENSING

- Webster's Dictionary defines licensing as permission granted by a competent authority to engage in the business or occupation, or in an activity otherwise unlawful.
- The Penal Code talks about authority given to an individual, extending statewide - in essence, a license.
- P.C. 832 talks about a course of training and putting a trainee in a supervised field training program which, in essence, is a knowledge and skills practice or induction to a profession. These characteristics are found in all other licensed occupations.
- P.C. 832 - The Basic Certificate and minimum standards - this is, in essence, a licensing system and should be formalized.
- POST is a licensing agency - need admission of that fact and develop the proper mechanical format to make it a reality.
- Advantages of formalizing licensing:
  - standardization
  - license to work at certain levels
- Step to professionalization
- Prevent vicarious liability

COMMENTS EXTRACTED FROM TESTIMONY AGAINST LICENSING

- Licensing already exists in the form of a Basic Certificate which allows the practice of law enforcement
- Requisites for the Basic Certificate are sound
- Enhancing professionalism is the issue - the machinery to promote professionalism already exists in the Basic Certificate
- Relative to revocation - revocation proceedings can be strengthened or expanded, either by Commission Regulation or modifying the Penal Code
- Expansion at administrative level to deal with licensing would increase costs which would be defrayed from POTF - impact on subvention to local government
- Loss of local control

Commission on Peace Officer Standards and Training  
Licensing Hearing #2  
Redding City Council Chamber  
February 24, 1982

LIST OF THOSE TESTIFYING ON LICENSING ISSUE (IN ORDER OF APPEARANCE)

IN FAVOR OF LICENSING

- o David H. Swim, Sergeant  
Stockton Police Department, Chapter Director of PORAC

AGAINST LICENSING

- o Jack McDonald, Captain  
Redding Police Department

NEUTRAL

- o Jan Duke, Chief  
Oroville Police Department
- o Bob Shadley, Chief  
Willows Police Department
- o Phil Raner, Chief  
Anderson Police Department

LICENSING HEARING  
REDDING  
FEBRUARY 24, 1982

COMMENTS EXTRACTED FROM TESTIMONY IN FAVOR OF LICENSING

- Will set uniform training requirement standards
- Will set training standards for departments to follow in regards to supervisory and advanced officer courses
- Would create mobility for lateral transfers throughout the State
- A definite move toward professionalism
- Standardize entire concept of law enforcement
- Peace officers should be afforded same professional courtesy as other licensed practitioners
- Current POST accreditation program does not meet the needs of licensing
- Create uniform hiring standards among departments

COMMENTS EXTRACTED FROM TESTIMONY AGAINST LICENSING

- Any requirements imposed by legislation could possibly cut out high school graduates
- Could pose high impact on hiring practices in rural areas
- Lessening of control by local entities
- Cost to local governments - where would the money come from?
- Increased administrative costs
- Concern over revocation of licenses - local or state review for revocation?
- Possibility for increased in-service training - what is the ramification on administrative personnel for not providing that training?
- If the licensing extended to all peace officers in PC 830, then POTF monies would be spent on those not in the POST reimbursement program.

COMMENTS ON NEUTRAL POSITION

- Should proceed with caution on any form of licensing
- Begin the licensing program with peace officers and proceed with administrative personnel if and when necessary

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
LICENSING HEARING #3  
STANISLAUS CO. SHERIFF'S DEPARTMENT  
BOARD OF SUPERVISORS CHAMBERS  
MARCH 10, 1982

LIST OF THOSE TESTIFYING ON LICENSING ISSUE (IN ORDER OF APPEARANCE)

AGAINST LICENSING

- o Eldon Kitterman, Mayor  
City of Oakdale
- o John Johnson, Chief of Police  
Turlock Police Department  
Stanislaus Co. Chiefs/Sheriffs/DA's Assn.
- o Lynn Wood, Sheriff  
Stanislaus County
- o Len Etherington, Chief of Police  
Hughson Police Department
- o Robert Fulton, Chief of Police  
Waterford Police Department  
Stanislaus Co. Chiefs Assn.
- o Gerald McKinsey, Chief of Police  
Modesto Police Department
- o Dave Sundy, Chief of Police  
Oakdale Police Department



LICENSING HEARING  
MODESTO  
MARCH 10, 1982

COMMENTS EXTRACTED FROM TESTIMONY IN FAVOR OF LICENSING

No proponents in attendance who wished to speak.

COMMENTS EXTRACTED FROM TESTIMONY AGAINST LICENSING

- Certificate is prime document for employment in law enforcement
- Licensing would be a duplication of certification
- Agencies could strengthen issuance and revocation procedures for certificate
- Another means for State to obtain money
- Lack of established need
- Loss of local control due to a regulatory process
- Lack of cost effectiveness
- Would bring on necessity for revocation (hearings, lengthy procedures)
- Too expensive
- Create more bureaucracy
- Have thus far controlled the quality of training and quality of individuals who are peace officers
- Complete disservice to law enforcement and citizens in general
- Would have adverse effect on affirmative action
- Passing the licensing test would not ensure that an individual would have the ability or competence to apply what he has learned or retain it
- The revocation of a license would be more difficult than the termination of an employee for good cause at the local level
- Increase in administrative costs which would probably draw from the POTF

Commission on Peace Officer Standards  
and Training  
Licensing Hearing #4  
Los Angeles Co. Sheriff's Dept.  
Main Jail Facility  
March 17, 1982

LIST OF THOSE TESTIFYING ON LICENSING ISSUE (IN ORDER OF APPEARANCE)

IN FAVOR OF LICENSING

- o Robert Gunnoe, Officer  
El Segundo Police Department  
Director, Los Angeles So. Chapter PORAC

AGAINST LICENSING

- o Craig Meacham, Chief of Police  
West Covina Police Department  
Los Angeles Co. Chief's Association
- o David Snowden, Chief of Police  
Baldwin Park Police Department  
California Peace Officer's Assn.
- o Les Sourisseau, Chief of Police  
Montebello Police Department  
California Police Chiefs' Assn.
- o Mark Squiers, Captain  
Los Angeles Co. Sheriff's Department

LICENSING HEARING  
LOS ANGELES  
MARCH 17, 1982

COMMENTS EXTRACTED FROM TESTIMONY IN FAVOR OF LICENSING

- Licensing would enhance law enforcement as a true profession.
- Licensing would ensure the public the professional protection it is entitled to and would ensure standards of equal protection.

COMMENTS EXTRACTED FROM TESTIMONY AGAINST LICENSING

- The licensing issue is redundant since all arguments for licensing are available under the POST Certification Program, or can be made available through slight modification of the POST Program.
- The creation of a licensing Commission is totally unacceptable. It is a further intrusion of the State into the areas that are traditionally and solely local jurisdictional responsibilities.
- Licensing would be a drain on the training funds and would not be cost effective.
- The concept is totally without merit, and the Commission is urged to take a position of opposition.
- Licensing would be an infringement on local authority and local control.
- Based on information received from Florida, the revocation process is tremendously time consuming, averaging two man-weeks per case.
- Licensing would be a misuse of POST funds as funds should go for training.

Commission on Peace Officer Standards  
and Training  
Licensing Hearing #5  
Anaheim Police Department Training Annex  
March 18, 1982

LIST OF THOSE TESTIFYING ON LICENSING ISSUE (IN ORDER OF APPEARANCE)

AGAINST LICENSING

- o Ray Davis, Chief of Police  
Santa Ana Police Department  
President, CPOA
- o Ron Meehan, Chief of Police  
La Habra Police Department  
President, Orange Co. Chief/Sheriffs Assn.
- o H. O. Davis, Chief of Police  
Barstow Police Department  
San Bernardino Police Chief's Assn.
- o James Rourke, City Attorney  
City of Tustin
- o Fred Wakefield, Captain  
Tustin Police Department
- o Mark Bergquist, President  
Tustin Police Officers' Assn.
- o Don Forkus, Chief of Police  
Brea/Yorba Linda Police Department
- o Jack Shockley, Chief of Police  
Westminster Police Department
- o Jim Guess, Captain  
Orange Co. Sheriff's Department
- o Jimmy Wilson, President  
Stanton Police Officers' Assn.
- o Vince Jimno, Chief of Police  
Carlsbad Police Department
- o Ben Clark, Sheriff  
Riverside County
- o Ron Rodgers, Training Sergeant  
Newport Beach Police Department

LICENSING HEARING  
ANAHEIM  
MARCH 18, 1982

COMMENTS EXTRACTED FROM TESTIMONY AGAINST LICENSING

- Today's attitude on the part of the people is for less and less government. Licensing would create more government.
- More bureaucracies would be created through the mandates of licensing.
- There would be loss of local control.
- Concern over the identification of levels of police service and types of police officers as compared to the community needs.
- Concern over the changes in the direction of the original POST philosophy of involuntary involvement in the process.
- Those things that are being claimed as benefits from licensing can be obtained from the existing POST framework.
- There would be increased administrative costs which would have to be added to the state budget and would be an unnecessary financial burden on the State's already depleted coffers which would have to be borne by local government.
- Duplication of the administrative processes in terminating or disciplining officers. With licensing there is no way to prevent a dual situation with the State with its regulations and the city or county with their regulations. The local jurisdiction may have higher standards than the State with the question of which standards are going to apply. This would have to be dealt with on both local levels as well as state level.
- Licensing would create another area of civil liability.
- Would place existing funds for training in jeopardy.
- Would place considerable costs on the officer in paying for the license.
- Object to the possibility of the establishment of a Police Review Board.
- Would eliminate the present level of confidentiality of all police records as it relates to police personnel.
- Licensing would ultimately create a state police union or labor organization.

- Agencies would be forced to hire regularly paid police officers, eliminating the Reserve Officer Program.
- There has been no well-defined need for licensing nor any defined problems with the current certification process.
- Problems with taking lateral entries with a state police license versus open entry level people. These things will be convoluted through due process with employee rights problems.
- Would add continued administrative problems for chiefs in trying to maintain the quality that the community expects from the police department, not what a Commission in Sacramento thinks they should have in their town.
- Licensing does not make a professional.
- The number of peace officers should be reduced. There is 90% licensing now through certification.

# STATUS OF PENDING LEGISLATION OF INTEREST TO POST

## ACTIVE \*

<u>Bill/Author</u>	<u>Subject</u>	<u>Commission Position</u>	<u>Status</u>
SB 1423 (Petris)	POST Funding: Municipal Utility Police	Oppose	In Senate
SB 1445 (Presley)	Basic Certificate: Obtain within 24 Months		In Senate
SB 1463 (Presley)	Assessment Fund: Sunset Dates		In Senate
SB 1772 (Rains)	Crime Prevention Training		In Senate
SB 1870 (Doolittle)	Baton Training: Private police		In Senate
AB 2172 (Vasconcellos)	Private Patrol: Training	Neutral	In Assembly
AB 3361 (Floyd)	POST Funding: School Police		In Assembly
AB 3414 (Roos)	Peace Officer: Licensing		In Assembly

\*Active means the Commission has or may take an official position.

Rev. 03/31/82

0007/02

# STATUS OF PENDING LEGISLATION OF INTEREST TO POST

## INFORMATIONAL \*

<u>Bill/Author</u>	<u>Subject</u>	<u>Comments</u>	<u>Status</u>
AB 253 (Alatorre)	Peace Officers Powers: Off duty		In Senate
AB 651 (Young)	Driver Training: Continuation	(same as SB 375)	In Senate
SB 673 (Sieroty)	Alarm Co. Operators: Standards		In Assembly
SB 832 (Watson)	Assessment Fund: Amendment		In Assembly
SB 1414 (Mello)	Rewards: State Funding		In Senate
SB 1461 (Speraw)	Tear Gas: Training Requirements		In Senate
SB 1742 (Sieroty)	Private Police: Training		In Senate
AB 2405 (Greene)	State Fair Police: Standards		In Assembly
AB 2540 (Torres)	Peace Officer: Citizenship		In Assembly
AB 3042 (Leonard)	Peace Officer Powers: Hospital Police		In Assembly
AB 3090 (Moore)	Private Police: Standards		In Assembly
AB 3234 (Moore)	Private Investigators: Standards		In Assembly
AB 3484 (Agnos)	Private Police: Standards		In Assembly

\*Informational means the Commission will take no official position.  
Rev. 03/31/82  
(0007/02)



The people of the State of California do enact as follows:

1 SECTION 1. Section 13507 of the Penal Code is  
2 amended to read:

3 13507. As used in this chapter, "district" means any of  
4 the following:

- 5 (a) A regional park district.
- 6 (b) A district authorized by statute to maintain a  
7 police department.
- 8 (c) The University of California.
- 9 (d) The California State University and Colleges.
- 10 (e) A community college district.
- 11 (f) A municipal utility district *formed prior to January*  
12 *1, 1974, and containing a population of one million or*  
13 *more on such date.*

14 SEC. 2. Section 13510 of the Penal Code is amended  
15 Section 12820 of the Public Utilities Code is amended to  
16 read:

17 12820. (a) A district may employ a suitable security  
18 force. The employees of the district that are designated  
19 by the general manager as security officers shall have the  
20 authority and powers conferred by *subdivision (i) of*  
21 *Section 830.3 830.31* of the Penal Code upon peace  
22 officers. The district shall adhere to the standards for  
23 recruitment and training of peace officers established by  
24 the Commission on Peace Officer Standards and Training  
25 pursuant to Title 4 (commencing with Section 13500) of  
26 Part 4 of the Penal Code.

27 (b) Every security officer employed by a district shall  
28 conform to the standards for peace officers of the  
29 Commission on Peace Officer Standards and Training.  
30 Any officer who fails to conform to ~~such~~ *these* standards  
31 shall not continue to have the powers of a security officer.  
32 *to read:*

33 13510. (a) For the purpose of raising the level of  
34 competence of local law enforcement officers, the  
35 commission shall adopt, and may, from time to time  
36 amend, rules establishing minimum standards relating to  
37 physical, mental, and moral fitness, which shall govern  
38 the recruitment of any city police officers, peace officer

1 members of a county sheriff's office, marshals or deputy  
2 marshals of a municipal court, reserve officers as defined  
3 in subdivision (a) of Section 830.6, security officers as  
4 defined in subdivision (i) of Section 830.31, policemen of  
5 a district authorized by statute to maintain a police  
6 department, or peace officer members of a district, in any  
7 city, county, city and county, or district receiving state  
8 aid pursuant to this chapter, and shall adopt, and may,  
9 from time to time amend, rules establishing minimum  
10 standards for training of city police officers, peace officer  
11 members of county sheriff's offices, marshals or deputy  
12 marshals of a municipal court, reserve officers as defined  
13 in subdivision (a) of Section 830.6, security officers as  
14 defined in subdivision (i) of Section 830.31, policemen of  
15 a district authorized by statute to maintain a police  
16 department, and peace officer members of a district  
17 which shall apply to those cities, counties, cities and  
18 counties, and districts receiving state aid pursuant to this  
19 chapter. All such rules shall be adopted and amended  
20 pursuant to Chapter 2.5 (commencing with Section  
21 11340) of Part 1 of Division 3 of Title 2 of the Government  
22 Code.

23 (b) The commission shall conduct research  
24 concerning job/related educational standards and  
25 job/related selection standards, to include vision, hearing,  
26 physical ability, and emotional stability. Job/related  
27 standards which are supported by this research shall be  
28 adopted by the commission prior to January 1, 1985, and  
29 shall apply to those peace officer classes identified in  
30 subdivision (a). The commission shall consult with local  
31 entities during the conducting of related research into  
32 job/related selection standards.

33 (c) Nothing in this section shall prohibit a local law  
34 enforcement agency from establishing selection and  
35 training standards which exceed the minimum standards  
36 established by the commission.

O

**SENATE BILL No. 1423**

Introduced by Senator Petris

February 3, 1982

An act to amend Sections 13507 and 13510 Section 13507 of the Penal Code, and to amend Section 12820 of the Public Utilities Code, relating to training, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

SB 1423, as amended, Petris. Peace officer training.

Under existing law, the Commission on Peace Officer Standards and Training may establish and enforce minimum standards relating to peace officer members of, among other entities, districts. For such purposes, the definition of "district" does not expressly include municipal utility districts.

This bill would add *certain* municipal utility districts to that definition for those purposes, *as specified*.

This bill would also require the commission to establish minimum standards for the recruitment and training of security officers, as defined.

This bill would expand the provisions regarding the eligibility of cities, counties, or districts to receive state aid for training expenses which would be paid out of the Peace Officers Training Fund, a continuously appropriated fund.

Vote:  $\frac{2}{3}$ . Appropriation: yes. Fiscal committee: yes. State-mandated local program: no.

AMENDED IN SENATE MARCH 24, 1982

AMENDED IN SENATE MARCH 15, 1982

SENATE BILL

No. 1445

Introduced by Senator Presley

February 9, 1982

An act to amend Sections 830.3 and 830.5 add Section 7011.5 to the Business and Professions Code, and to amend Sections 830.3, 830.5, and 832.4 of the Penal Code, relating to parole peace officers.

LEGISLATIVE COUNSEL'S DIGEST

SB 1445, as amended, Presley. Parole Peace officers - firearms.

Existing law specifies that various persons are peace officers with prescribed powers and duties.

This bill would provide that those investigators of the Department of Corporations designated by the Commissioner of Corporations are peace officers with the primary duty of enforcing the laws administered by the department. The investigators The bill would also provide that persons employed by the Contractors' State License Board assigned to and designated by the Registrar of Contractors are peace officers with the primary duty of enforcing laws relating to licensing of contractors. These new classes of peace officers would be prohibited from carrying firearms.

Existing law provides that parole officers of the Department of Corrections and the Department of the Youth Authority, probation officers, deputy probation officers, specified state correctional officers and employees having custodial responsibilities, and transportation officers of probation departments are peace officers whose authority extends to any place in the state while engaged in the

performance of their duties relating to parole as specified. ~~Parole~~ These peace officers may carry firearms only if authorized and under terms and conditions specified by their employing agency.

This bill would instead provide that ~~such~~ these peace officers, with the exception of parole officers, may carry firearms ~~only~~ while engaged in the performance of their duties ~~only if authorized by and that~~ their employing agency ~~may specify reasonable and under such terms and conditions as are specified for the carrying of firearms.~~ The parole officers, however, may carry firearms upon such reasonable terms and conditions as their employing agency may specify; but the right of such officers to carry firearms may be denied, as specified. Any of these peace officers would be permitted to carry firearms off duty if he or she has completed a training course in the carrying and use of firearms.

Existing law requires that any undersheriff or deputy sheriff of a county, any policeman of a city, and any policeman of a district authorized to maintain a police department who is first employed after January 1, 1974, and is responsible for the prevention and detection of crime and the general enforcement of the criminal laws shall obtain the basic certificate issued by the Commission on Peace Officer Standards and Training within 18 months.

This bill would require the basic certificate to be obtained within 24 months.

This bill would express the intent of the Legislature not to affect law relating to employee benefits.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 7011.5 is added to the Business  
2 and Professions Code, to read:  
3 7011.5. Persons employed as investigators of the  
4 Special Investigations Unit of the Contractors' State  
5 License Board and designated by the Registrar of  
6 Contractors have the authority of peace officers while  
7 engaged in exercising the powers granted or performing

1 the Board of Prison Terms designated by the Secretary of  
2 the Youth and Adult Correctional Agency or employee of  
3 the Department of the Youth Authority designated by the  
4 Director of the Department of the Youth Authority or  
5 any superintendent, supervisor, or employee having  
6 custodial responsibilities in an institution operated by a  
7 probation department, or any transportation officer of a  
8 probation department.

9 (c) A peace officer described in subdivision (a) or (b)  
10 may carry firearms while not on duty if he or she has  
11 successfully completed the course of training in the  
12 carrying and use of firearms described in Section 832.

13 SEC. 4. Section 832.4 of the Penal Code is amended to  
14 read:

15 832.4. Any undersheriff or deputy sheriff of a county,  
16 any policeman of a city, and any policeman of a district  
17 authorized by statute to maintain a police department,  
18 who is first employed after January 1, 1974, and is  
19 responsible for the prevention and detection of crime and  
20 the general enforcement of the criminal laws of this state,  
21 shall obtain the basic certificate issued by the  
22 Commission on Peace Officer Standards and Training  
23 within ~~18~~ 24 months of his employment in order to  
24 continue to exercise the powers of a peace officer after  
25 the expiration of ~~such 18-month~~ the 24-month period.

26 SEC. 3.

27 SEC. 5. It is the intent of the Legislature that the  
28 changes effected by this act shall serve only to define  
29 peace officers, the extent of their jurisdiction, and the  
30 nature and scope of their authority, powers, and duties,  
31 and that there shall be no change in the status of  
32 individuals for purposes of retirement, workers'  
33 compensation or similar injury or death benefits, or other  
34 employee benefits.

1 officers designated pursuant to this subdivision shall not  
2 carry firearms.

3 SEC. 3. Section 830.5 of the Penal Code is amended to  
4 read:

5 830.5. The following persons are peace officers whose  
6 authority extends to any place in the state while engaged  
7 in the performance of the duties of their respective  
8 employment and for the purpose of carrying out the  
9 primary function of their employment or as required  
10 under Sections 8597, 8598, and 8617 of the Government  
11 Code. Except as provided in paragraph (1) of subdivision  
12 ~~(a), such a peace officer may carry firearms only if (a),~~  
13 *these peace officers may carry firearms while engaged in*  
14 *the performance of their duties only if authorized and*  
15 *under such terms and conditions as are specified by their*  
16 *employing agency:*

17 (a) (1) A parole officer of the Department of  
18 Corrections or the Department of the Youth Authority.  
19 Such officers may carry firearms pursuant to this section  
20 ~~only while engaged in the performance of their duties,~~  
21 ~~and their employing agency may specify reasonable~~  
22 ~~terms and conditions for the carrying of firearms. The~~  
23 ~~director of either department may deny an officer the~~  
24 ~~right to carry a firearm if the director believes that the~~  
25 ~~denial is necessary for the protection of the public.~~

26 (2) A probation officer or deputy probation officer.

27 (3) Except as otherwise provided in this subdivision,  
28 the authority of such parole or probation officer shall  
29 extend only (A) to conditions of parole or of probation by  
30 any person in this state on parole or probation; (B) to the  
31 escape of any inmate or ward from a state or local  
32 institution; (C) to the transportation of such persons; and  
33 (D) to violations of any penal provisions of law which are  
34 discovered in the course of and arise in connection with  
35 his employment.

36 (b) A correctional officer employed by the  
37 Department of Corrections or any employee of the  
38 Department of the Youth Authority having custody of  
39 wards or any employee of the Department of Corrections  
40 designated by the Director of Corrections or employee of

1 the duties imposed upon them in investigating the laws  
2 administered by the Contractors' State License Board or  
3 commencing directly or indirectly any criminal  
4 prosecution arising from any investigation conducted  
5 under these laws. All persons herein referred to shall be  
6 deemed to be acting within the scope of employment  
7 with respect to all acts and matters in this section set  
8 forth.

9 SEC. 2. Section 830.3 of the Penal Code is amended to  
10 read:

11 830.3. The following persons are peace officers whose  
12 authority extends to any place in the state for the purpose  
13 of performing their primary duty or when making an  
14 arrest pursuant to Section 836 of the Penal Code as to any  
15 public offense with respect to which there is immediate  
16 danger to person or property, or of the escape of the  
17 perpetrator of such offense, or pursuant to Section 8597  
18 or Section 8598 of the Government Code. Such peace  
19 officers may carry firearms only if authorized and under  
20 such terms and conditions as are specified by their  
21 employing agencies:

22 (a) Persons employed by the Department of Alcoholic  
23 Beverage Control for the enforcement of the provisions of  
24 Division 9 (commencing with Section 23000) of the  
25 Business and Professions Code and designated by the  
26 Director of Alcoholic Beverage Control, provided that  
27 the primary duty of any such peace officer shall be the  
28 enforcement of the laws relating to alcoholic beverages,  
29 as that duty is set forth in Section 25755 of the Business  
30 and Professions Code.

31 (b) Persons employed by the Division of Investigation  
32 of the Department of Consumer Affairs, and investigators  
33 of the Board of Medical Quality Assurance and the Board  
34 of Dental Examiners, and designated by the Director of  
35 Consumer Affairs, provided that the primary duty of any  
36 such peace officer shall be the enforcement of the law as  
37 that duty is set forth in Section 160 of the Business and  
38 Professions Code.

39 (c) Employees or classes of employees of the  
40 Department of Forestry and voluntary fire wardens as

1 are designated by the Director of Forestry pursuant to  
2 Section 4156 of the Public Resources Code, provided that  
3 the primary duty of any such peace officer shall be the  
4 enforcement of the law as that duty is set forth in Section  
5 4156 of such code.

6 (d) Employees of the Department of Motor Vehicles  
7 designated in Section 1655 of the Vehicle Code, provided  
8 that the primary duty of any such peace officer shall be  
9 the enforcement of the law as that duty is set forth in  
10 Section 1655 of such code.

11 (e) Investigators of the California Horse Racing Board  
12 designated by the board, provided that the primary duty  
13 of any such peace officer shall be the enforcement of the  
14 provisions of Chapter 4 (commencing with Section  
15 19400) of Division 8 of the Business and Professions Code  
16 and Chapter 10 (commencing with Section 330) of Title 9  
17 of Part 1 of the Penal Code.

18 (f) The State Fire Marshal and assistant or deputy state  
19 fire marshals appointed pursuant to Section 13103 of the  
20 Health and Safety Code, provided that the primary duty  
21 of any such peace officer shall be the enforcement of the  
22 law as that duty is set forth in Section 13104 of such code.

23 (g) Inspectors of the Food and Drug Section as are  
24 designated by the chief pursuant to subdivision (a) of  
25 Section 216 of the Health and Safety Code, provided that  
26 the primary duty of any such peace officer shall be the  
27 enforcement of the law as that duty is set forth in Section  
28 216 of such code.

29 (h) All investigators of the Division of Labor Standards  
30 Enforcement, as designated by the Labor Commissioner,  
31 provided that the primary duty of any such peace officer  
32 shall be enforcement of the law as prescribed in Section  
33 95 of the Labor Code.

34 (i) All investigators of the State Departments of Health  
35 Services, Social Services, Mental Health, Developmental  
36 Services, and Alcohol and Drug Programs and the Office  
37 of Statewide Health Planning and Development,  
38 provided that the primary duty of any such peace officer  
39 shall be the enforcement of the law relating to the duties  
40 of his department, or office.

1 (j) Marshals and police appointed by the Director of  
2 Parks and Recreation pursuant to Section 3324 of the  
3 Food and Agricultural Code, provided that the primary  
4 duty of any such peace officer shall be the enforcement of  
5 the law as prescribed in Section 3324 of the Food and  
6 Agricultural Code.

7 (k) The Chief of the Bureau of Fraudulent Claims of  
8 the Department of Insurance and such investigators as  
9 designated by him, provided that the primary duty of  
10 such investigators shall be enforcement of the provisions  
11 of Section 556 of the Insurance Code.

12 (l) Employees of the Department of Housing and  
13 Community Development designated under Section  
14 18023 of the Health and Safety Code, provided that the  
15 primary duty of any such peace officer shall be the  
16 enforcement of the law as that duty is set forth in Section  
17 18023 of the Health and Safety Code.

18 (m) Investigators of the Department of Corporations,  
19 designated by the Commissioner of Corporations,  
20 provided that the primary duty of any such investigators  
21 shall be enforcement of the provisions of law  
22 administered by the Department of Corporations.  
23 Notwithstanding any other provisions of law, the  
24 investigators designated pursuant to this subdivision shall  
25 not carry firearms.

26 ~~SEC. 2.~~

27 (n) *Persons employed by the Contractors' State*  
28 *License Board assigned to and designated by the*  
29 *Registrar of Contractors pursuant to Section 7011.5 of the*  
30 *Business and Professions Code; provided that the primary*  
31 *duty of any such peace officer shall be the enforcement of*  
32 *the law as that duty is set forth in Section 7011.5 of the*  
33 *Business and Professions Code and of Chapter 9*  
34 *(commencing with Section 7000) of Division 3 of the*  
35 *Business and Professions Code. The registrar may*  
36 *designate as peace officers no more than three persons*  
37 *who shall at the time of their designation be assigned to*  
38 *the Special Investigations Unit within the board.*  
39 *Notwithstanding any other provisions of law, the peace*

AMENDED IN SENATE MARCH 24, 1982

AMENDED IN SENATE MARCH 15, 1982

SENATE BILL

No. 1463

Introduced by Senator Presley

(Principal coauthor: Assemblyman Levine)

(Coauthors: Senators Johnson, Nielsen, Sieroty, and  
Stiern)

(Coauthors: Assemblymen Farr and Imbrecht,  
Assemblywomen La Follette and Moore, and  
Assemblyman Dave Stirling)

February 11, 1982

An act to amend Sections 6025 and 6028.2 of, amend, add,  
and repeal Section 1464 of, the Penal Code, relating to  
corrections, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

SB 1463, as amended, Presley. Corrections.

Existing law imposes certain penalty assessments on fines,  
penalties, and bail forfeitures for specified traffic offenses  
which are deposited in the Assessment Fund in the State  
Treasury and then transferred each month to various funds.  
On January 1, 1983, the percentage allocation of such funds to  
the Driver Training Penalty Assessment Fund will be  
increased and the percentage allocation to the Corrections  
Training Fund will be deleted. On January 1, 1986, the  
percentage allocation to the Driver Training Penalty  
Assessment Fund will be further increased and the percentage  
allocation to the Peace Officers' Training Fund reduced.

This bill would continue the current allocations until  
January 1, ~~1989~~, 1986, at which time the percentage  
allocation to the Driver Training Penalty Assessment Fund  
would be increased; the percentage allocation to the

Corrections Training Fund would be deleted, and the percentage allocation to the Peace Officers' Training Fund reduced. On January 1, 1987, the percentage allocation to the Driver Training Penalty Assessment Fund would be increased and the percentage allocation to the Corrections Training Fund would be deleted.

The bill would make an appropriation by extending the termination date of the transfer of funds from the Assessment Fund to the Corrections Training Fund, which is are continuously appropriated funds.

Existing law specifies the composition of the Board of Corrections. This bill would revise the provisions for the composition of the Board of Corrections, and make related changes.

Vote:  $\frac{2}{3}$ . Appropriation: yes. Fiscal committee: yes. State-mandated local program: no.

*The people of the State of California do enact as follows:*

1 SECTION 1: Section 1464 of the Penal Code, as  
2 amended by Section 11 of Chapter 1171 of the Statutes of  
3 1981, is amended to read:  
4 1464. (a) Subject to the provisions of Section 1206.8,  
5 there shall be levied an assessment in an amount equal to  
6 four dollars (\$4) for every ten dollars (\$10) or fraction  
7 thereof, upon every fine, penalty, or forfeiture imposed  
8 and collected by the courts for criminal offenses,  
9 including all offenses involving a violation of a section of  
10 the Vehicle Code or any local ordinance adopted  
11 pursuant to the Vehicle Code, except offenses relating to  
12 parking or registration or offenses by pedestrians or  
13 bicyclists, or where an order is made to pay a sum to the  
14 general fund of the county pursuant to subparagraph (iii)  
15 of paragraph (3) of subdivision (a) of Section 258 of the  
16 Welfare and Institutions Code. Any bail schedule  
17 adopted pursuant to Section 1269b may include the  
18 necessary amount to pay the assessments established by  
19 this section and Section 1206.8 for all matters where a  
20 personal appearance is not mandatory and the bail is  
21 posted primarily to guarantee payment of the fine.



1 Where multiple offenses are involved, the assessment  
2 shall be based upon the total fine or bail for each case.  
3 When a fine is suspended, in whole or in part, the  
4 assessment shall be reduced in proportion to the  
5 suspension.

6 When any deposited bail is made for an offense to  
7 which this section applies, and for which a court  
8 appearance is not mandatory, the person making such  
9 deposit shall also deposit a sufficient amount to include  
10 the assessment prescribed by this section for forfeited  
11 bail. If bail is returned, the assessment made thereon  
12 pursuant to this section, shall also be returned.

13 In any case where a person convicted of any offense, to  
14 which this section applies, is in prison until the fine is  
15 satisfied, the judge may waive all or any part of the  
16 assessment, the payment of which would work a hardship  
17 on the person convicted or his immediate family.

18 After a determination by the court of the amount due,  
19 the clerk of the court shall collect the same and transmit it  
20 to the county treasury. The portion thereof attributable to  
21 Section 1206.8 shall be deposited in the appropriate  
22 county fund and the balance shall then be transmitted to  
23 the State Treasury to be deposited in the Assessment  
24 Fund, which is hereby created. The transmission to the  
25 State Treasury shall be carried out in the same manner as  
26 fines collected for the state by a county.

27 The moneys so deposited shall be distributed as follows:

28 (a) Once a month there shall be transferred into the  
29 Fish and Game Preservation Fund an amount equal to  
30 0.42 percent of the funds deposited in the Assessment  
31 Fund during the preceding month, but in no event shall  
32 the amount be less than the assessment levied on fines or  
33 forfeitures for violation of state laws relating to the  
34 protection or propagation of fish and game. Such moneys  
35 are to be used for the education or training of department  
36 employees which fulfills a need consistent with the  
37 objectives of the Department of Fish and Game.

38 (b) Once a month there shall be transferred into the  
39 Indemnity Fund an amount equal to 24.58 percent of the  
40 funds deposited in the Assessment Fund during the

1 preceding month. Such funds shall be available for  
2 appropriation by the Legislature in accordance with the  
3 provisions of subdivision (b) of Section 13967 of the  
4 Government Code.

5 (c) Once a month there shall be transferred into the  
6 Peace Officers' Training Fund an amount equal to 24.17  
7 percent of the funds deposited in the Assessment Fund  
8 during the preceding month.

9 (d) Once a month there shall be transferred into the  
10 Driver Training Penalty Assessment Fund an amount  
11 equal to 50.83 percent of the funds deposited in the  
12 Assessment Fund during the preceding month.

13 This section shall become operative on January 1, ~~1989~~  
14 1987.

15 SEC. 2. Section 1464 of the Penal Code, as amended  
16 by Section 14 of Chapter 1171 of the Statutes of 1981, is  
17 amended to read:

18 1464. (a) Subject to the provisions of Section 1206.8,  
19 there shall be levied an assessment in an amount equal to  
20 four dollars (\$4) for every ten dollars (\$10) or fraction  
21 thereof, upon every fine, penalty, or forfeiture imposed  
22 and collected by the courts for criminal offenses,  
23 including all offenses involving a violation of a section of  
24 the Vehicle Code or any local ordinance adopted  
25 pursuant to the Vehicle Code, except offenses relating to  
26 parking or registration or offenses by pedestrians or  
27 bicyclists, or where an order is made to pay a sum to the  
28 general fund of the county pursuant to subparagraph (iii)  
29 of paragraph (3) of subdivision (a) of Section 258 of the  
30 Welfare and Institutions Code. Any bail schedule  
31 adopted pursuant to Section 1269b may include the  
32 necessary amount to pay the assessments established by  
33 this section and Section 1206.8 for all matters where a  
34 personal appearance is not mandatory and the bail is  
35 posted primarily to guarantee payment of the fine.

36 (b) Where multiple offenses are involved, the  
37 assessment shall be based upon the total fine or bail for  
38 each case. When a fine is suspended, in whole or in part,  
39 the assessment shall be reduced in proportion to the  
40 suspension.

1 (c) When any deposited bail is made for an offense to  
2 which this section applies, and for which a court  
3 appearance is not mandatory, the person making such  
4 deposit shall also deposit a sufficient amount to include  
5 the assessment prescribed by this section for forfeited  
6 bail. If bail is returned, the assessment made thereon  
7 pursuant to this section, shall also be returned.

8 (d) In any case where a person convicted of any  
9 offense, to which this section applies, is in prison until the  
10 fine is satisfied, the judge may waive all or any part of the  
11 assessment, the payment of which would work a hardship  
12 on the person convicted or his immediate family.

13 (e) After a determination by the court of the amount  
14 due, the clerk of the court shall collect the same and  
15 transmit it to the county treasury. The portion thereof  
16 attributable to Section 1206.8 shall be deposited in the  
17 appropriate county fund and the balance shall then be  
18 transmitted to the State Treasury to be deposited in the  
19 Assessment Fund, which is hereby created. The  
20 transmission to the State Treasury shall be carried out in  
21 the same manner as fines collected for the state by a  
22 county.

23 (f) The moneys so deposited shall be distributed as  
24 follows:

25 (1) Once a month there shall be transferred into the  
26 Fish and Game Preservation Fund an amount equal to  
27 0.42 percent of the funds deposited in the Assessment  
28 Fund during the preceding month, but in no event shall  
29 the amount be less than the assessment levied on fines or  
30 forfeitures for violation of state laws relating to the  
31 protection or propagation of fish and game. Such moneys  
32 are to be used for the education or training of department  
33 employees which fulfills a need consistent with the  
34 objectives of the Department of Fish and Game.

35 (2) Once a month there shall be transferred into the  
36 Indemnity Fund an amount equal to 24.58 percent of the  
37 funds deposited in the Assessment Fund during the  
38 preceding month. Such funds shall be available for  
39 appropriation by the Legislature in accordance with the

1 provisions of subdivision (b) of Section 13967 of the  
2 Government Code.

3 (3) Once a month there shall be transferred into the  
4 Peace Officers' Training Fund an amount equal to 30.83  
5 percent of the funds deposited in the Assessment Fund  
6 during the preceding month.

7 (4) Once a month there shall be transferred into the  
8 Driver Training Penalty Assessment Fund an amount  
9 equal to 34.03 percent of the funds deposited in the  
10 Assessment Fund during the preceding month.

11 (5) Once a month there shall be transferred into the  
12 Corrections Training Fund an amount equal to 10.14  
13 percent of the funds deposited in the Assessment Fund  
14 during the preceding month.

15 (g) This section shall become operative on January 1,  
16 1982, shall remain in effect only until January 1, ~~1989~~  
17 1986, and as of that date is repealed.

18 SEC. 3. Section 1464 of the Penal Code, as amended  
19 by Section 15 of Chapter 1171 of the Statutes of 1981, is  
20 repealed.

21 SEC. 3.5. Section 1464 is added to the Penal Code, to  
22 read:

23 1464. (a) Subject to the provisions of Section 1206.8,  
24 there shall be levied an assessment in an amount equal to  
25 four dollars (\$4) for every ten dollars (\$10) or fraction  
26 thereof, upon every fine, penalty, or forfeiture imposed  
27 and collected by the courts for criminal offenses,  
28 including all offenses involving a violation of a section of  
29 the Vehicle Code or any local ordinance adopted  
30 pursuant to the Vehicle Code, except offenses relating to  
31 parking or registration or offenses by pedestrians or  
32 bicyclists, or where an order is made to pay a sum to the  
33 general fund of the county pursuant to subparagraph (iii)  
34 of paragraph (3) of subdivision (a) of Section 258 of the  
35 Welfare and Institutions Code. Any bail schedule  
36 adopted pursuant to Section 1269b may include the  
37 necessary amount to pay the assessments established by  
38 this section and Section 1206.8 for all matters where a  
39 personal appearance is not mandatory and the bail is  
40 posted primarily to guarantee payment of the fine.

1 (b) Where multiple offenses are involved, the  
2 assessment shall be based upon the total fine or bail for  
3 each case. When a fine is suspended, in whole or in part,  
4 the assessment shall be reduced in proportion to the  
5 suspension.

6 (c) When any deposited bail is made for an offense to  
7 which this section applies, and for which a court  
8 appearance is not mandatory, the person making such  
9 deposit shall also deposit a sufficient amount to include  
10 the assessment prescribed by this section for forfeited  
11 bail. If bail is returned, the assessment made thereon  
12 pursuant to this section, shall also be returned.

13 (d) In any case where a person convicted of any  
14 offense, to which this section applies, is in prison until the  
15 fine is satisfied, the judge may waive all or any part of the  
16 assessment, the payment of which would work a hardship  
17 on the person convicted or his immediate family.

18 (e) After a determination by the court of the amount  
19 due, the clerk of the court shall collect the same and  
20 transmit it to the county treasury. The portion thereof  
21 attributable to Section 1206.8 shall be deposited in the  
22 appropriate county fund and the balance shall then be  
23 transmitted to the State Treasury to be deposited in the  
24 Assessment Fund, which is hereby created. The  
25 transmission to the State Treasury shall be carried out in  
26 the same manner as fines collected for the state by a  
27 county.

28 (f) The moneys so deposited shall be distributed as  
29 follows:

30 (1) Once a month there shall be transferred into the  
31 Fish and Game Preservation Fund an amount equal to  
32 0.42 percent of the funds deposited in the Assessment  
33 Fund during the preceding month, but in no event shall  
34 the amount be less than the assessment levied on fines or  
35 forfeitures for violation of state laws relating to the  
36 protection or propagation of fish and game. Such moneys  
37 are to be used for the education or training of department  
38 employees which fulfills a need consistent with the  
39 objectives of the Department of Fish and Game.

1 (2) Once a month there shall be transferred into the  
2 Indemnity Fund an amount equal to 24.58 percent of the  
3 funds deposited in the Assessment Fund during the  
4 preceding month. Such funds shall be available for  
5 appropriation by the Legislature in accordance with the  
6 provisions of subdivision (b) of Section 13967 of the  
7 Government Code.

8 (3) Once a month there shall be transferred into the  
9 Peace Officers' Training Fund an amount equal to 24.17  
10 percent of the funds deposited in the Assessment Fund  
11 during the preceding month.

12 (4) Once a month there shall be transferred into the  
13 Driver Training Penalty Assessment Fund an amount  
14 equal to 40.69 percent of the funds deposited in the  
15 Assessment Fund during the preceding month.

16 (5) Once a month there shall be transferred into the  
17 Corrections Training Fund an amount equal to 10.14  
18 percent of the funds deposited in the Assessment Fund  
19 during the preceding month.

20 (g) This section shall become operative on January 1,  
21 1986, shall remain in effect only until January 1, 1987,  
22 and as of that date is repealed.

23 SEC. 4. Section 6025 of the Penal Code is amended to  
24 read:

25 6025. (a) The Board of Corrections shall be composed  
26 of 11 members, one of whom shall be the Secretary of the  
27 Youth and Adult Correctional Agency who shall be  
28 designated as the chairman, one of whom shall be the  
29 Director of Corrections, one of whom shall be the  
30 Director of the Youth Authority, and eight of whom shall  
31 be appointed by the Governor after consultation with,  
32 and with the advice of, the Secretary of the Youth and  
33 Adult Correctional Agency, and with the advice and  
34 consent of the Senate. The gubernatorial appointments  
35 shall include:

36 (1) A member of a statewide parole board of this state.

37 (2) A county sheriff.

38 (3) A county supervisor or county administrative  
39 officer.

40 (4) A chief probation officer.

1 (5) An employee of a state correctional facility who is  
2 involved in either custody or care and treatment.

3 (6) An administrator of a local community-based  
4 correctional program.

5 (7) Two public members.

6 (b) Of the members first appointed by the Governor,  
7 two shall be appointed for a term of two years, three for a  
8 term of three years, and three for a term of four years.  
9 The length of the original term to be served by each such  
10 member first appointed shall be determined by lot. Their  
11 successors shall serve for a term of three years and until  
12 appointment and qualification of their successors, each  
13 term to commence on the expiration date of the term of  
14 the predecessor. The terms of the two persons last  
15 appointed as qualified persons, by the Governor with the  
16 advice and consent of the Senate, under the provisions of  
17 this section as it read prior to January 1, 1977, shall expire  
18 on that date.

19 (c) The board shall select a vice chairman from among  
20 its members. Six members of the board shall constitute a  
21 quorum.

22 (d) When the Board of Corrections is hearing charges  
23 against any member, the individual concerned shall not  
24 sit as a member of the board for the period of hearing of  
25 charges and the determination of recommendations to  
26 the Governor.

27 (e) If any appointed member is not in attendance for  
28 three consecutive meetings the board shall recommend to  
29 the Governor that the member be removed and the  
30 Governor shall make a new appointment, with the advice  
31 and consent of the Senate, for the remainder of the term.

32 SEC. 5. Section 6028.2 of the Penal Code is amended  
33 to read:

34 6028.2. The Secretary of the Youth and Adult  
35 Correctional Agency may furnish for the use of any such  
36 commission such facilities, supplies, and personnel as may  
37 be available therefor.

Introduced by Senator Doolittle

March 12, 1982

An act to amend Section 12002 of the Penal Code, relating to deadly weapons.

LEGISLATIVE COUNSEL'S DIGEST

SB 1870, as introduced, Doolittle. Deadly weapons.

Existing law permits a uniformed security guard, regularly employed and compensated as such by a person engaged in any lawful business, while actually employed and engaged in protecting and preserving property or life within the scope of his or her employment, to carry any approved wooden club or baton, if the uniformed security guard has satisfactorily completed a course of training in the carrying and use of the club or baton which has been approved by the Commission on Peace Officers Standards and Training.

This bill would instead provide that the uniformed security guard satisfactorily complete a course of instruction certified by the Department of Consumer Affairs in the carrying and use of the club or baton. It would permit the training institution certified by the department to present the course and charge a fee covering the costs of the training. It would require the department, in cooperation with the Commission on Peace Officers Standards and Training, to develop standards for a course in the carrying and use of the club or baton.

The bill would also provide that any person who successfully completes a course of instruction is entitled to receive a certificate of completion issued by the department. The department would be authorized to charge a fee to offset the costs incurred in course certification, quality control activities associated with the course, and issuance of the certificate of completion.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

1 SECTION 1. Section 12002 of the Penal Code is  
2 amended to read:

3 12002. (a) Nothing in this chapter prohibits police  
4 officers, special police officers, peace officers, or law  
5 enforcement officers from carrying any wooden club,  
6 baton, or any equipment authorized for the enforcement  
7 of law or ordinance in any city or county.

8 (b) Nothing in this chapter prohibits a uniformed  
9 security guard, regularly employed and compensated as  
10 such by a person engaged in any lawful business, while  
11 actually employed and engaged in protecting and  
12 preserving property or life within the scope of his or her  
13 employment, from carrying any wooden club or baton of  
14 a type and substance approved by both the executive  
15 director of the California Crime Technological Research  
16 Foundation and the Department of Justice, if the  
17 uniformed security guard has satisfactorily completed a  
18 course of ~~training in the carrying and use of the club or~~  
19 ~~baton which has been approved by the Commission on~~  
20 ~~Peace Officer Standards and Training.~~ *instruction*  
21 *certified by the Department of Consumer Affairs in the*  
22 *carrying and use of the club or baton. The training*  
23 *institution certified by the Department of Consumer*  
24 *Affairs to present this course, whether public or private,*  
25 *is authorized to charge a fee covering the cost of the*  
26 *training.*

27 (2) *The Department of Consumer Affairs, in*  
28 *cooperation with the Commission on Peace Officer*  
29 *Standards and Training, shall develop standards for a*  
30 *course in the carrying and use of the club or baton.*

31 (3) *Any person who successfully completes a course of*  
32 *instruction under this section is entitled to receive a*  
33 *certificate of completion issued by the Department of*  
34 *Consumer Affairs. A fee shall be charged by the*  
35 *Department of Consumer Affairs to offset the costs*

1 *incurred by the department in course certification,*  
2 *quality control activities associated with the course and*  
3 *issuance of the certificate of completion. The department*  
4 *may provide, by regulation, the manner in which the fee*  
5 *is collected and paid.*



ASSEMBLY BILL

No. 3361

Introduced by Assemblymen Floyd, Alatorre, Martinez, and  
Moore

March 11, 1982

An act to amend Section 13507 of the Penal Code, relating  
to the Commission on Peace Officer Standards and Training.

LEGISLATIVE COUNSEL'S DIGEST

AB 3361, as introduced, Floyd. Commission on Peace  
Officer Standards and Training.

Existing law authorizes the Commission on Peace Officer  
Standards and Training to establish and maintain minimum  
standards relating to peace officer members of districts, as  
defined.

This bill would broaden the definition of "districts" to  
include school districts.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

- 1 SECTION 1. Section 13507 of the Penal Code is
- 2 amended to read:
- 3 13507. As used in this chapter, "district" means any of
- 4 the following:
- 5 (a) A regional park district.
- 6 (b) A district authorized by statute to maintain a
- 7 police department.
- 8 (c) The University of California.
- 9 (d) The California State University and Colleges.
- 10 (e) A community college district.
- 11 (f) A school district.

1 release by the commission is not prohibited by any other  
2 provision of law.

3 (d) Whenever satisfactory proof is presented to the  
4 commission by any person to whom the commission has  
5 granted a license, that the license issued has been lost,  
6 stolen, or destroyed, the commission shall issue a  
7 duplicate of the license lost, stolen, or destroyed.

8 (e) The commission, upon request, may make such  
9 inquiries as may be necessary and may examine the files  
10 and records of any agency employing peace officers  
11 described in this chapter.

12 13533. The commission shall, in accordance with the  
13 provisions of the Administrative Procedure Act, revoke  
14 the license of any peace officer described in this chapter  
15 if the commission determines that he or she has done any  
16 of the following:

17 (a) Committed any act which, if committed by an  
18 applicant, would be grounds for refusal to grant a license.

19 (b) Aided or abetted any person in the violation of any  
20 provision of this chapter.

21 (c) Violated any provision of this chapter.

22 (d) Failed to comply with any minimum training  
23 standards or ongoing training requirements established  
24 by the commission.

25

#### 26 Article 4. Misdemeanor and Penalties.

27

28 13534. Any person who knowingly commits any of the  
29 following is guilty of a misdemeanor, and for each offense  
30 is punishable by a fine of not more than one thousand  
31 dollars (\$1,000) or imprisonment in the county jail not to  
32 exceed one year, or by both fine and imprisonment:

33 (a) Who on or after January 1, 1984, practices or offers  
34 to practice as a peace officer in this state without being  
35 licensed as required by this chapter:

36 (b) Who presents or attempts to present as the  
37 person's own the license of another.

38 (c) Who permits another to use his or her license.

39 (d) Who knowingly gives false evidence of any  
40 material kind to the commission, or to any member

1 thereof, including the staff, in obtaining a license.

2 (e) Who impersonates a licensed peace officer.

3 (f) Who uses, or attempts to use, a revoked license.

4 (g) Who uses the title of "licensed peace officer"  
5 without being licensed as required by this chapter.

6 (h) Who knowingly employs or causes to be  
7 employed, as a peace officer subject to the provisions of  
8 this chapter, a person who is not a licensed peace officer.

9 (i) Who refuses, or fails, to return a license revoked  
10 under the provisions of this chapter.

11 (j) Who violates any of the provisions of this chapter.

12

#### 13 Article 5. Report of Employments and Terminations

14

15 13535. (a) Any department or agency employing  
16 peace officers required to be licensed under this chapter,  
17 shall report to the commission within 30 days of such  
18 employment the name of any officer who is newly  
19 employed by that agency, or whose employment  
20 terminates, after the effective date of this chapter, upon  
21 a form provided by the commission.

22 (b) Nothing in this chapter shall be construed to  
23 prevent the establishment by local agencies of personnel  
24 standards higher than those established under this  
25 chapter nor to prevent the local administering of  
26 disciplinary action, including dismissal. If any provision of  
27 this act or the application thereof to any person or  
28 circumstances is held invalid, such invalidity shall not  
29 affect other provisions or applications of the act which  
30 can be given effect without the invalid provision or  
31 application, and to this end the provisions of this act are  
32 severable.

33 SEC. 4. Section 2 of this act shall remain in effect only  
34 until January 1, 1989, and as of that date is repealed unless  
35 a later enacted statute, which is chaptered before January  
36 1, 1989, deletes or extends that date.

37 SEC. 5. The sum of \_\_\_\_\_ dollars (\$\_\_\_\_\_) is  
38 hereby appropriated from the General Fund to the  
39 Controller for allocation and disbursement in accordance  
40 with Section 2231 of the Revenue and Taxation Code to

1 local agencies and school districts to reimburse them for  
2 costs mandated by the state and incurred by them  
3 pursuant to this act.

1 on appeal, irrespective of an order granting probation  
2 following the conviction, suspending the imposition of  
3 sentence, or of a subsequent order under the provision of  
4 Section 1203.4 allowing such person to withdraw his plea  
5 of guilty and to enter a plea of not guilty, or setting aside  
6 a plea or verdict of guilty, or dismissing the accusation or  
7 information.

8 (g) Has been determined to be a mentally disordered  
9 sexual offender under the provisions of Article 1  
10 (commencing with Section 6300) of Chapter 2 of Part 2  
11 of Division 6 of the Welfare and Institutions Code or  
12 under similar provisions of law of any other state.

13 (h) Has been convicted of any sex offense as defined  
14 in Section 44010 or 87011 of the Education Code.

15 (i) Is not employed as a peace officer at the time the  
16 license is considered.

17 13531. Any peace officer reemployed after a break in  
18 service of more than three years is required to requalify  
19 by taking a subject matter examination and any indicated  
20 remedial training, regardless of whether or not he or she  
21 possesses a license.

22 13532. (a) The commission is authorized to secure  
23 information, records, reports, and other data relative to  
24 the identification or fitness of any applicant for a license  
25 from any local agency or agency department of the state  
26 and for such purpose, any provision of law to the contrary  
27 notwithstanding.

28 (1) The Department of Justice shall furnish, upon  
29 application of the commission, all information pertaining  
30 to any applicant of whom there is a record in its office.

31 (2) The Department of Health shall furnish, upon  
32 application of the commission and with the consent of the  
33 license holder or applicant, all information and records  
34 pertaining to that person of whom there is a record in its  
35 office.

36 (c) The commission, upon written request of any  
37 agency employing peace officers, shall release to that  
38 agency information and other data relative to the  
39 identification or fitness of any applicant for a peace  
40 officer position in the requesting agency, so long as such

O

1 license shall be on a form furnished by the commission  
2 and shall expire 90 days after issuance, or when a  
3 permanent license is issued or denied by the commission,  
4 whichever is sooner.

5 (d) The license shall remain the property of the  
6 commission until the applicant has successfully  
7 completed a probationary period of at least one year.  
8 Upon the successful completion of the probationary  
9 period the license shall become the property of the  
10 licensee and shall be valid until revoked.

11 (e) Fees collected pursuant to this chapter shall be  
12 deposited into the Peace Officers' Training Fund  
13 established by Section 13520.

14 13530. The commission shall deny a license to any  
15 applicant who:

16 (a) Lacks the qualifications which are prescribed by  
17 law, or as prescribed by the regulations adopted by the  
18 commission.

19 (b) If physically or mentally so disabled as to be  
20 rendered unfit to perform the duties authorized by the  
21 license for which such person applies.

22 (c) Is dependent upon the use of controlled substances  
23 as defined in Division 10 (commencing with Section  
24 11000) of the Health and Safety Code.

25 (d) Has intentionally practiced or attempted to  
26 practice any material deception or fraud in such person's  
27 application for a license.

28 (e) Fails or refuses to furnish a completed background  
29 investigation questionnaire.

30 (f) Has entered a plea of guilty or nolo contendere to,  
31 or been found guilty of, or been convicted of, a crime  
32 classified by statute as a felony at the time the commission  
33 considers the application, or is a crime committed in  
34 another state or is a violation of federal law, which if  
35 committed in this state would be classified as a felony, or  
36 is a crime involving moral turpitude arising out of, or in  
37 connection with, or related to the activities of that person  
38 in a manner which demonstrates unfitness to acquire or  
39 hold a peace officer license, and the time for appeal has  
40 elapsed or the judgment of conviction has been affirmed

1 officers as defined in this chapter, first employed on or  
2 after January 1, 1984, who meet the requirements  
3 established by this chapter and the commission.

4 (c) A license shall be granted pursuant to subdivision  
5 (b) where the applicant's employing agency certifies  
6 that:

7 (1) The applicant has passed a thorough background  
8 investigation conducted in accord with the regulations of  
9 the commission.

10 (2) The applicant has been examined by a licensed  
11 physician and has been determined to meet the  
12 requirements of the commission.

13 (3) The applicant has been fingerprinted and a search  
14 has been conducted of local, state, and national  
15 fingerprint files to disclose any criminal record.

16 (4) The applicant shall be employed by an employing  
17 agency authorized by law to employ peace officers.

18 (5) The applicant has completed a basic course, passed  
19 a subject matter examination prepared by, or under the  
20 direction of, the commission, or the applicant has passed  
21 a basic course equivalency evaluation.

22 (6) The applicant has met all other requirements of  
23 the employing agency.

24 (7) The applicant has been endorsed by the  
25 employing agency.

26 (8) The applicant has met all minimum selection  
27 standards established by law and the commission.

28 13529. (a) Any person who has acquired equivalent  
29 training may take a basic course equivalency  
30 examination. The commission shall charge fees to defray  
31 the administrative costs of processing the examination for  
32 these persons. However, the fees shall not exceed the cost  
33 of preparing and administering the test.

34 (b) The commission may charge an applicant fees to  
35 defray the administrative costs for maintaining a  
36 licensing program. However, the fees shall not exceed  
37 the cost of actually administering this program.

38 (c) An employing agency is authorized to issue a  
39 temporary license to any person who has met all of the  
40 requirements described in this chapter. The temporary

1 California National Guard as defined in subdivision (c) of  
2 Section 830.2.

3 (g) "Employing agency" means a unit of government  
4 or a private agency authorized to employ peace officers.

5  
6 Article 2. Commission on Peace Officer Standards  
7 and Training  
8

9 13527. The commission, consistent with the terms and  
10 provisions of this chapter, shall have the following powers  
11 and duties:

12 (a) To establish and amend standards and procedures  
13 for the licensing of peace officers.

14 (b) To adopt and amend appropriate rules and  
15 regulations in accordance with the provisions of Article 5  
16 (commencing with Section 11346) of Chapter 3.5 of Part  
17 1, of Division 3 of Title 2 of the Government Code to carry  
18 out the provisions of this chapter.

19 (c) To develop or supervise the development of, and  
20 to administer, objective examinations to measure subject  
21 matter knowledge and equivalent training of applicants  
22 for a peace officer license.

23 (d) To prevent unqualified persons from becoming  
24 licensed peace officers.

25  
26 Article 3. Licensing  
27

28 13528. (a) The commission may issue licenses to all  
29 peace officers as defined in this chapter who are first  
30 employed prior to January 1, 1984, and who meet the  
31 requirements established by the commission which the  
32 commission deems necessary to assure that those peace  
33 officers are competent. In establishing those  
34 requirements, the commission shall consider  
35 requirements imposed by this chapter and may require  
36 applicants to comply with any of those requirements or  
37 with alternative requirements which the commission  
38 determines will adequately assure the competence of  
39 those peace officers.

40 (b) The commission shall grant licenses to all peace

1 practicing this profession is a matter of the highest  
2 significance to the health, welfare, and safety of the  
3 citizens of this state.

4 (c) That the establishment and maintenance of high  
5 professional and technical standards is best accomplished  
6 by the licensing of persons who are, or seek to become,  
7 peace officers.

8 (d) That the recognition of peace officers as  
9 professionals having both status and obligations beyond  
10 the temporary conditions of employment will further  
11 enhance observance of professional standards.

12 13526. As used in this chapter:

13 (a) "Commission" means the Commission on Peace  
14 Officer Standards and Training established by Section  
15 13500.

16 (b) "Subject matter examination" means an objective  
17 examination approved by the commission to be used as an  
18 instrument to verify possession of the knowledge and  
19 skills as outlined by the commission in a basic course, the  
20 successful completion of which shall be mandatory for  
21 any applicant for a license who has completed a basic  
22 course.

23 (c) "Basic course" means the training and education  
24 course which is a prerequisite for a basic certificate issued  
25 pursuant to Section 13510.1.

26 (d) "Basic course equivalency evaluation" means an  
27 objective examination approved by the commission to be  
28 used as an instrument to verify possession of the  
29 minimum knowledge and skills as outlined by the  
30 commission in a basic course, the successful completion of  
31 which shall be mandatory for any applicant for a license  
32 who has not attended a basic course.

33 (e) "License" means a license issued by the  
34 commission to a peace officer who has met all the  
35 requirements set forth in this chapter and by the  
36 commission.

37 (f) "Peace officer" means all peace officers as defined  
38 in Sections 830.1 to 830.4, inclusive. However, nothing in  
39 this chapter shall be applied to any peace officer who is  
40 elected to his or her position, or members of the

This bill would appropriate an unspecified sum to the Controller for allocation and disbursement in accordance with Section 2231 of the Revenue and Taxation Code to local agencies and school districts for costs mandated by the state and incurred by them pursuant to this act.

This bill, in compliance with Section 2231.5 of the Revenue and Taxation Code, would also repeal, as of January 1, 1989, the provisions contained in the bill for which state reimbursement is required.

Vote:  $\frac{2}{3}$ . Appropriation: yes. Fiscal committee: yes. State-mandated local program: yes.

*The people of the State of California do enact as follows:*

1 SECTION 1. The heading of Title 4 (commencing  
2 with Section 13500) of Part 4 of the Penal Code is  
3 amended to read:

4  
5 TITLE 4. STANDARDS AND TRAINING OF  
6 ~~LOCAL~~ LAW ENFORCEMENT OFFICERS

7  
8 SEC. 2. Section 13520 of the Penal Code is amended  
9 to read:

10 13520. There is hereby created in the State Treasury  
11 a Peace Officers' Training Fund, which is hereby  
12 appropriated, without regard to fiscal years, exclusively  
13 for costs of administration and for grants to local  
14 governments and districts pursuant to this ~~chapter~~ title.

15 SEC. 3. Chapter 2 (commencing with Section 13525)  
16 is added to Title 4 of Part 4 of the Penal Code, to read:

17  
18 CHAPTER 2. PEACE OFFICER LICENSING

19  
20 Article 1. Legislative Findings and Definitions

21  
22 13525. The Legislature finds and declares:

23 (a) That the occupation of peace officer is a profession  
24 requiring adherence to high standards of selection,  
25 education, special training, and ethical conduct.

26 (b) That the technical competence of persons



**ASSEMBLY BILL**

**No. 3414**

Introduced by Assemblyman Roos

March 11, 1982

An act to amend the heading of Title 4 (commencing with Section 13500) of Part 4, and Section 13520 of, and to add and repeal Chapter 2 (commencing with Section 13525) of Title 4 of Part 4 of, the Penal Code, relating to peace officers, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

AB 3414, as introduced, Roos. Peace officer licensure.

Existing law imposes various training and other requirements for peace officers, but does not require the professional licensure of peace officers.

This bill would provide for the licensure of certain peace officers by the Commission on Peace Officer Standards and Training. It would impose training and fitness requirements for licensure. It would provide for revocation of licensure. On and after January 1, 1984, any person who practices or offers to practice as a peace officer, as defined, would be required to be licensed. A violation of that, and various other provisions, would be a misdemeanor.

Fees imposed pursuant to the bill would be deposited into the Peace Officers' Training Fund, and would be continuously appropriated.

Article XIII B of the California Constitution and Section 2231 of the Revenue and Taxation Code require the state to reimburse local agencies and school districts for certain costs mandated by the state. The statutory provision also specifies the manner for paying this reimbursement and requires any statute mandating these costs to contain an appropriation to pay for the costs in the initial fiscal year.