



Administrative Progress Report (APR) July 2008

To: POST Commissioners and Advisory Committee Members

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

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

PRE-OFFER PERSONALITY TESTING RESOURCE GUIDE

Progress continues to be made on a resource guide for agencies that have an interest in adding general personality testing to the selection process for entry-level officers. Development of the guide was authorized by the Commission pursuant to receipt of a report which concluded that certain personality traits have consistently been shown to be related to job performance and other work-related behaviors (performance in training, etc.). The focus of the guide is on tests of these traits that can be administered prior to a conditional job offer (i.e., pre-offer personality tests) and do not require interpretation by a clinician.

The guide contains information on those personality traits most likely to be related to work behavior (based on both job analysis findings and empirical relationships between test scores and work behavior); local agency considerations in determining the likely benefits of such testing, and the criteria used in deciding which specific test(s) to use. The guide also alerts agencies that POST is interested in collaborative efforts to learn more about how to successfully implement and evaluate pre-offer personality testing programs at the local level.

In conjunction with the resource guide, POST is also developing a Web-based database of publisher-provided information on specific personality tests. All agencies in the POST program will be able to access the database. Initial invitations for publishers to participate in the database will go out in August. Those who agree will provide detailed information about their test(s) via an online questionnaire.

Both the resource guide and much of the work on the database are being developed under contract. This work was interrupted effective August 1 as required by the Governor's Executive Order to suspend all personal services contracts pending approval of a state budget. Depending on when the budget is approved, the project could be completed as soon as this November.

Questions about the pre-offer personality testing resource guide may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or Ken.Krueger@post.ca.gov.

COMMAND COLLEGE PREPARES TO COMMENCE CLASS 46

Applications are currently being accepted for Command College Class 46 which commences on December 7, 2008. The application deadline is September 5, 2008. Class sessions will be held at the Lake Natoma Inn in Folsom. Interviews for the candidates are scheduled for September and October in Sacramento and Costa Mesa.

Questions about the Command College may be directed to Senior Consultant Karen Lozito, Center for Leadership Development, at (916) 227-4892 or Karen.Lozito@post.ca.gov.

HUNDREDS OF OFFICERS SATISFY FIRST AID/CPR REFRESHER REQUIREMENT ONLINE

Over 300 officers have completed the online First Aid/CPR refresher course in its first month of release. To satisfy the requirement, officers must complete the online course and complete a CPR skills demonstration separately. Completion of the online course and skills demonstration is recorded via the POST Learning Portal and training records are automatically updated.

Feedback on the course has been positive. The following comments have been submitted online via POST's course evaluation instrument:

- Overall it is a great course, subject matter was good. I've learned a few things from this training. I like the fact that the course allows you to set your own pace.
- Thank you so much, an excellent course!
- This was one of the best courses I have ever taken in First Aid/CPR/Emergency medicine. I highly recommend this course to all first responders. I also request that more courses like this be offered by POST.

Questions about the online First Aid/CPR refresher course may be directed to Senior Instructional Designer Sven Blomberg, Learning Technology Resource Center, at (916) 227-4547 or Sven.Blomberg@post.ca.gov.

POST STAFF ATTEND NATIONAL INSTITUTE OF JUSTICE ANNUAL CONFERENCE

During July, POST staff from the Training Program Services Bureau attended the National Institute of Justice (NIJ) Annual Conference. The NIJ is the research, development, and evaluation agency of the U.S. Department of Justice.

The Conference addressed a spectrum of topics in workshop sessions, including less-lethal weapons technology, the impact of fatigue on law enforcement officers, advances in DNA investigation, crime trend mapping, and domestic terrorism. Information obtained through attendance at the NIJ Conference will be of special benefit to the Vehicle Operations Training Advisory Council (relative to fatigue and traffic collisions) and POST's endeavors in the areas of electronic weapons.

Questions about the NIJ Annual Conference may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

POST PARTICIPATES IN ENVIRONMENTAL ENFORCEMENT TRAINING COORDINATION MEETING

POST staff attended an environmental enforcement training coordination meeting on July 9, 2008. The goal of the meeting, conducted under the auspices of the Cal/EPA, was to continue efforts to coordinate environmental enforcement training in California.

The group reviewed the results of a questionnaire distributed in May in order to start an inventory of existing environmental enforcement training. The group also identified high-level objectives and next steps. In September, the group will meet again to discuss roles and resources needed to meet its objectives.

The high-level objectives for environmental enforcement training coordination are:

- Improve communication and marketing for available environmental enforcement training in California.
- Identify gaps that exist in environmental enforcement training, particularly at advanced levels.
- Determine the group's role in assessing and standardizing environmental enforcement training in California.

POST receives grant funding from Cal/EPA annually to create training on environmental crimes. The training emphasis is on understanding environmental laws, detecting violations, and knowing appropriate steps to be taken when violations are discovered.

Questions about environmental enforcement training and its coordination may be directed to Special Consultant April Crume, Training Program Services Bureau, at (916) 227-0473 or April.Crume@post.ca.gov.

DESERT HOT SPRINGS RECEIVES TRAINING IN THE POLICE TRAINING OFFICER PROGRAM

The city of Desert Hot Springs made a request for POST staff to assist them in implementing a new Field Training Program. Chief Patrick Williams said that his department is in a critical transition period and due to extreme personnel shortages asked that POST assist him in training his staff. Chief Williams asked that his department personnel be trained in the Police Training Officer Program (PTO). Four new officers will complete academy training and participate in the field training program.

Lieutenant Shaun Ahearn from the Sunnyvale Department of Public Safety and Senior Consultant Robert Ziglar from POST conducted training over a two-week period. This training certified Desert Hot Springs staff in the PTO model. The PTO Basic Course is 40 hours which is the same amount of time as the Field Training Officer course.

A special thanks to Chief Don Johnson for allowing Lieutenant Ahearn to assist in this presentation.

Questions about the Police Training Officer Program should be directed to Senior Consultant Robert Ziglar, Basic Training Bureau, at (916) 227-3454 or Robert.Ziglar@post.ca.gov.

ACADEMY REPORT WRITING RESEARCH CONTINUES

POST Strategic Plan Objective A.9.08 directs staff to establish Basic Academy report writing resources. As an initial step, staff recently completed a review of academy assessment techniques and curricula used to teach Report Writing (LD18). Twelve academies throughout the state were visited and information was gathered which will guide curriculum modifications and the development of standardized assessment techniques for LD18.

Questions about academy report writing may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

WEBPAGE HIGHLIGHTING POST EMPLOYEES CREATED

A special webpage has been developed to celebrate the arrivals of new POST employees and to say goodbye to our co-workers who have retired. You are encouraged to learn about POST's employees at http://www.post.ca.gov/About_Us/Staff_Messages.asp. Below are condensed versions of the webpage.

Introducing New POST Employee - Laurel Espell, Librarian



Most of my professional career has been in high-tech, working as an Information Research Analyst in a liaison role with scientists and engineers. I've been employed at Hewlett Packard Labs in Palo Alto and HP Digital Imaging and Printing Division in Corvallis, Oregon. I've also done short stints at IBM Almaden Research Center and Lawrence Livermore National Lab. More recently, I've worked as a science librarian at UC Davis and a taxonomy specialist in a web portal company (very Silicon Valley!). I am passionate about bringing Information Services to users wherever and whenever they need it. This could mean web delivery or customized research to solve information needs, or consulting on projects and pushing the right information to the right people proactively.

Introducing New POST Employee - Art Polo, Mailing Machine Operator II



I served in the US Air Force for twenty three years. After retiring from the military in 1990, I began my career with the State of California working for the Board of Equalization (BOE) in 1991. After nine years with the BOE, I found a great job closer to home and transferred to the California Student Aid Commission (CSAC). I worked five years with CSAC before moving on to CalSTRS (California State Teachers' Retirement System) where I spent the last three and half years. With most of my previous jobs, I have worked closely with departmental employees and have had a great time assisting them. I look forward to providing the same type of service at POST. Thanks for the opportunity.

Introducing New POST Employee - Anita Kepley, Contracts Officer



In 1976, I began my career with the State of California as a Clerk Typist, never imagining the variety of opportunities that I would experience over the years. In 1982, I was first introduced to state contracting when I accepted a training and development assignment in the Department of Food and Agriculture's Division of Fairs and Expositions. Prior to coming to POST, my state contracting experience was further developed while working on the New Prison Construction Program for the Department of Corrections and Rehabilitation, and then with very specialized contracts such as artifact conservation and visitor center interpretive exhibits for California State Parks. It is a pleasure to be part of POST and I look forward the days ahead.

Retirement of Long-Time POST Employee - Anna Del Porto

After 36 years with the Commission on POST, it is time to say “good-bye.” It has been my privilege serving you and helping find answers to your POST questions. My responsibilities as the information officer and regulations analyst were two of my most gratifying duties because they allowed me to speak with many of you in the law enforcement community. I look forward to the future and the beginning of a new chapter in my life. I would like to take this opportunity to say, “Thanks for the memories and best wishes for your futures!”

Retirement of Long-Time POST Employee – Patricia Cassidy

Patricia began her career with POST in June of 1969. She worked in the Administrative Services Bureau as a Clerk I, Clerk Typist II, Senior Clerk Typist, Accounting Technician, and Accountant I before being promoted to Staff Services Analyst (SSA). As a SSA, her talents were utilized in four more POST Bureaus. In August 2004, Patti became an Associate Governmental Program Analyst in the Information Services Bureau. Her primary responsibility was regulatory rulemaking which she excelled at. She received recognition for outstanding performance from both client agencies and POST management. Patti is a valued employee who will be missed.

POST STAFF ATTEND CONFERENCES

In July, Assistant Executive Director Mike DiMiceli attended the annual conference of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) in Indiana, participated as a panelist at the International Leadership Summit in Florida, and visited the Federal Law Enforcement Training Center (FLETC) in Georgia.

The IADLEST conference was hosted by the Indiana Law Enforcement Academy which is also the POST organization for Indiana. The conference focused on the development of a strategic plan for the association but also included discussions of the Police Training Officer (PTO) model and response to active shooter incidents. The Commission’s telecourse, *Preventing Law Enforcement Suicide*, was distributed to the POST directors present. Additionally, discussions with POST directors and staff touched on the idea of subscription access to the POST Learning Portal, and courses development and testing processes. The association’s board of directors will meet in San Diego in November, in conjunction with the IACP conference.

The second International Leadership Summit, hosted by the Florida Department of Law Enforcement, brought together academics, POST staff, and trainers involved in leadership training. California POST was invited to participate in panels entitled *What Can We Learn from Each Other* and *The State of Leadership Training-2018*. Participants at the Summit included representatives from the Netherlands, Germany, Australia, Canada, Police Futurists International, and FLETC, in addition to U.S. trainers and educators. The participants exchanged information on programs, curricula, and techniques, and Mike returned with several contacts for further discussions. During the meeting, Mike presented Professor Gene Stephens, a former Command College faculty member, with a Certificate of Appreciation for his long term participation with the program.

Following the leadership summit, Mike visited FLETC at the invitation of the Assistant Director for Training Innovation and Management. In addition to a brief tour of the facilities, the visit included detailed discussions with FLETC staff that are responsible for training development, test development and testing, simulator training, and federal basic training. POST staff has received the current curricula for the Uniformed Patrol Training Program and Criminal Investigation Training Program that comprise the basic training provided to federal peace officers except the FBI and DEA. POST staff will initiate contacts with FLETC staff to discuss various matters of common interest. A member of the FLETC driver training staff participates in the current study of driver training.

Questions about the conferences may be directed to Assistant Executive Director Mike DiMiceli, Executive Office, at (916) 227-2808 or Mike.DiMiceli@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

For security reasons, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

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

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 2028</u> (Solorio)	Fair employment: Peace Officers: Background Investigation: This bill would, notwithstanding existing law, allow a required background investigation into good moral character, including investigation into non-medical and non-psychological information, to be performed after a conditional offer of employment to be a peace officer to the extent not prohibited by federal law. Commission Position: Support	Senate Third Reading 8/6/08
<u>SB 1531</u> (Correa)	Peace Officer Training: Autistic Persons: This bill would specify that the Commission on POST develop a course on Autism Spectrum Disorder in consultation with designated entities, and distribute, as necessary, a training bulletin via the Internet to specified law enforcement agencies. Commission Position: Support	Enrolled: To Governor for action.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
SB 1770 (Padilla)	Anti-Reproductive-Rights Crimes: This bill would require the Commission on POST to prepare guidelines establishing standard procedures that may be followed by law enforcement agencies in the investigation and reporting of cases involving anti-reproductive-rights crimes and require the Commission to distribute, as necessary, training bulletins, via the Internet, to law enforcement agencies that participate in the anti-reproductive-rights training. Commission Position: Support	Chaptered 8/4/08

REPORT DATE: July 31, 2008