



Administrative Progress Report (APR) April 2010

To: POST Commissioners and Advisory Committee Members

From: POST STAFF

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

PRE-OFFER PERSONALITY TESTING RESOURCE GUIDE AND TECHNICAL REPORT ARE NOW AVAILABLE ON THE POST WEBSITE

Strategic Plan Objective A.1 called for research to evaluate the issues surrounding the addition of personality testing in the pre-offer phase of the selection process for entry-level peace officers. In accordance with this objective, a *[Pre-Offer Personality Testing in the Selection of Entry-Level California Peace Officers: Resource Guide](#)* is now available on the POST website. The Guide, which was approved by the Commission at their February 2010 meeting, provides law enforcement agencies with the information necessary to weigh the costs and benefits of adding a personality test to the pre-offer phase of the peace officer hiring process. It also provides a summary of the current state of pre-employment personality testing, as well as, practical advice on how to evaluate individual tests. A companion document, the *[Pre-Offer Personality Testing in the Selection of Entry-Level California Peace Officers: Technical Report](#)*, provides more detailed technical information on this project and its findings.

In conjunction with these documents, an online database of test publisher-provided information on individual personality tests is being pilot tested. It is estimated that the database will be accessible to POST agencies in June.

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

Questions about the test publisher database may be directed to Associate Governmental Program Analyst Melani Singley, Standards and Evaluation Services Bureau, at (916) 227-4258, or Melani.Singley@post.ca.gov.

POST FUTURE VISION TEAM MAPS THE SYSTEM

The POST Future Vision Team (FVT), comprised of representatives from each POST bureau, convened in April to develop a systems map of POST. The purpose of the systems map is to identify the key stakeholders and driving forces, and the relationships and interaction among them, that will influence POST's look into the future. Creation of a systems map helps the Team and others understand POST as a system that is influenced by internal and external sources. The systems map will assist in assuring that stakeholders are considered as the futuring process progresses.

The scanning database is now available for use. Thus, as information on the horizon that may impact POST (i.e., a "scanning hit") is identified, it can be readily entered into the database. The compiled data will be analyzed to support the development of alternative futures, and from among this array, a preferred future can be articulated. A plan for moving the organization in the direction of the preferred future can then be developed.

Questions about the FVT may be directed to Bureau Chief Mike Hooper, Center for Leadership Development Bureau, at (916) 227-4805, or Mike.Hooper@post.ca.gov.

CORONER JOB ANALYSIS PROJECT UPDATE

The project to develop a standardized, legally-defensible basis for the training of California Coroners is progressing. In both March and April, POST convened panels of subject matter experts (SMEs) to compile, review, and refine information on critical job tasks. During the workshops, SMEs defined the knowledge base that is required for competent performance as a California Coroner. Each identified job task was linked to its associated knowledge base.

Information from the workshops will be incorporated into a final project report that will be completed and made available by June 30, 2010. In addition to providing information about the job analysis process, the final report will make recommendations for using project content as the basis of training and curriculum.

Question about the Coroner Job Analysis Project may be direct to Senior Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830, or Elizabeth.Wisnia@post.ca.gov; or Personnel Selection Consultant Tammura Brown, Standards and Evaluation Services Bureau, at (916) 227-2810, or Tammura.Brown@post.ca.gov.

DETECTIVE SYMPOSIUM HELD IN SAN DIEGO

The Robert Presley Institute for Criminal Investigation held its 6th Annual Detective Symposium in San Diego in April 2010. The annual event was organized by the California State University, San Jose with the help of dedicated volunteers. Planning for this program began a year ago and culminated in a successful program for almost 250 detectives throughout California.

Two plenary sessions each day discussed a recent case or a presentation about ways to improve job performance. In addition, five breakout sessions were offered twice a day so detectives could attend as many sessions as possible.

The breakout session topics included Trends in Commercial Crimes, Detective Safety, Demonstration of the new POST Search Warrant tool, Cross Border Kidnapping, Forensic Case Studies, Cell Phone Technology, GPS Tracking, Street Gang Update, Blood Splatter Analysis, and Social Networking Investigations.

On Tuesday, April 27, POST Commissioner Colleen Campbell addressed the detectives about the impact crime in general and violent crime specifically can have on victims and ways that detectives can use victims to assist in solving cases. On April 28, Mr. Brent King (the father of Chelsea King) spoke about the recent murder of his daughter, the role the San Diego Sheriff's Department played in finding his daughter, and his efforts to close some loop holes in current law.

On April 29, Executive Director Paul Cappitelli presented awards to Detective Lisa Brannan of the San Diego County Sheriff's Department for individual achievement for her two year successful effort to identify a child sexual predator and convict him; and to the Los Angeles County Sheriff's Department for organizational achievement in successfully solving a series of burglaries in the San Fernando Valley and arresting well over 100 suspects.

Questions about the Detective Symposium may be directed to Senior Consultant Anne Brewer, Training Program Services Bureau, at (916) 227-4895, or Anne.Brewer@post.ca.gov.

STATE SHERIFF'S CONFERENCE

During the week of April 25, Assistant Executive Director Dick Reed attended the California State Sheriffs' Association (CSSA) Annual Conference and the installation of new officers. A wide range of contemporary issues were discussed including: Law Enforcement in Indian Country, the ballot initiative to legalize marijuana use in California, and Proposition 14 -- the Open Primary initiative. The conference concluded the evening of April 28, with Governor Schwarzenegger swearing in San Benito County Sheriff Curtis Hill as the 116th President of CSSA.

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

POST REPRESENTED AT “LEADERSHIP FOR PUBLIC SAFETY ROUNDTABLE”

On April 29-30, 2010, Senior Consultant Charles Evans, the Program Manager of the Sherman Block Supervisory Leadership Institute (SBSLI), participated in the “Leadership for Public Safety Roundtable” convened at the John Jay College of Criminal Justice in New York City. The dialogue focused on developing the public safety executive mindset from a strategic, cultural, and political perspective. The roundtable was attended by prominent law enforcement, academic, and business community representatives. Special guest speaker Colonel Joseph R. Fuentes, Superintendent of the New Jersey State Police, made an informative presentation on the “Two New Missions of the State Police, Post 9/11 and Internal Reform.”

Questions about the proceedings from the “Leadership for Public Safety Roundtable” may be directed to Senior Consultant Charles Evans, SBSLI Program Manager, Center for Leadership Development Bureau, at (916) 227-2824, or Charles.Evans@post.ca.gov.

BASIC COURSE PHYSICAL CONDITIONING REVISION

POST staff continues to work with academy managers and physical training instructors to revise the Basic Course physical conditioning program. A Physical Conditioning Program Revision Workshop, the fourth in a series, was conducted in April 2010, at the Sacramento Police Academy. In the previous three workshops, physical conditioning goals related to patrol officer task performance and a variety of goal-oriented conditioning methods and techniques had been identified. In the April workshop, additional techniques and conditioning methods were reviewed, demonstrated, and discussed. The group also documented and discussed example exercise sessions of various types which were designed to meet multiple conditioning goals. Future workshops through June 2010, will continue to develop program content and to prepare to begin a pilot test at selected academies beginning as early as July 2010.

Questions about the Basic Course Physical Conditioning Program revision may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570, or Michael.Catlin@post.ca.gov.

POST LIBRARY MAKES JOURNALS MORE ACCESSIBLE

POST Library journals are now searchable by topic. Use this link: <http://www.post.ca.gov/library/Journals/default.asp> or go to the Library home page (www.post.ca.gov/library) and click on “Find Journals”. If your interest is forensics, psychology, leadership, police, business, education, management, homeland security, etc., just put this term in the search box and see a list of journals in that category. Links to available e-journals are included along with a description of print holdings in the POST Library.

Remember to search broad categories only. For example, if you want “business models,” search on “business.” The term “police” will bring up both “police operations” and “police trade journals”. Due to contract restrictions, you may have to be on-site at POST to view the electronic version of some journals; however, many e-journals are open to all.

Questions about the POST Library journals may be directed to Supervising Librarian Laurel Espell, Information Services Bureau, at (916) 227-3204 or Laurel.Espell@post.ca.gov.

For more about POST Library services, see the Spring 2010 issue of [California Peace Officer Magazine](#).

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following is a bill in Legislative Session 2009/10 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
SB 110 (Liu)	People with Disabilities: Victims of Crime. This bill states <i>every state law enforcement agency in the POST program may provide training to its peace officers using the telecourse "Crime Victims with Disabilities,"</i> each time the commission, the Department of Justice update the telecourse to reflect changes in law, standards, and information since they produced the telecourse in 2002. The bill further states <i>every local law enforcement agency in the POST program may provide training to its officers using the telecourse "Law Enforcement Response to Homelessness Update."</i> Commission Position: Neutral.	Assembly Public Safety Committee 2/11/2010
AB 1899 (Eng)	State agencies: information: Internet Web site. This bill would require, subject to specific exemptions, state agencies (including POST), the Department of General Services, and the office of the State Chief Information Officer to post specified audits and contracts to the state's Reporting Transparency in Government Internet Web site. Commission Position: Neutral.	Assembly Appropriation Committee 4/14/2010
SB 1062 (Strickland)	Public Safety Omnibus Bill. This bill, in part, would make non-substantive changes to Section 13540 of the Penal Code. Commission Position: Support.	Senate Committee on Public Safety 4/20/2010 (Hearing)

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<u>SB 1190</u> (Cedillo)	<p>Animal control officers: baton training. This bill would remove the requirement that animal control officer’s complete training certified by the Department of Consumer Affairs in order to be permitted to carry a club or baton and would instead require the officers to complete training approved by the Commission on POST.</p> <p>Commission Position: Neutral.</p>	Assembly 4/08/2010.
<u>SB 1296</u> (Correa)	<p>Peace Officer Training: Injuries: Post-Traumatic Stress. This bill would require the Commission on POST to assess the training needed by peace officers on the topic of how to interact with returning veterans or other persons suffering from traumatic brain injury (TBI) or post-traumatic stress disorder (PTSD). Should a need for training be found, the Commission would be required to: create and make available a course for first responding peace officers, distribute a training bulletin on the subject via the Internet, and report to the Legislature on the extent peace officers are receiving the training.</p> <p>Commission Position: Staff will recommend a Neutral position.</p>	Senate Committee on Public Safety. 4/20/2010 (Hearing)

REPORT DATE: April 30, 2010