



Administrative Progress Report (APR) April 2009

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.

POST NAMED AS ONE OF 3,000 ORGANIZATIONS NATION-WIDE NOMINATED FOR “EMPLOYER SUPPORT FREEDOM AWARD”

POST has been nominated for the Secretary of Defense Employer Support Freedom Award. It is the highest recognition by the U.S. Government given to 15 American employers of National Guard or Reserve members for their exceptional support above the requirements of federal law.

Employers are nominated by members of the National Guard or Reserve member/employees without the knowledge of the organization. POST is proud to have received one of nominations as an acknowledgement of support for our citizens who sacrifice their personal lives for the betterment of our Country.

Almost one-half of the U.S. military is comprised of the National Guard and Reserve. The Department of Defense shares these citizen soldiers with their civilian employers. This award recognizes employers who provide the most outstanding support for their National Guard and Reserve employees and is presented annually by the Secretary of Defense.

The National Review Committee will narrow the field from over to 3,000 nominations to 35 finalists. The National Selection Board reviews the nominations for the Secretary of Defense final approval of the 15 recipients. The recipients will be announced this summer followed by the 14th annual Secretary of Defense Employer Support Freedom Award ceremony September 17, 2009, in Washington D.C.

Questions about the Secretary of Defense Employer Support Freedom Award can be directed to their website at www.FreedomAward.mil, or to Bureau Chief Dave Spisak, Information Services Bureau, at (916) 227-0539 or Dave.Spisak@post.ca.gov.

OAL APPROVES REVISED POST PEACE OFFICER AND PUBLIC SAFETY DISPATCHER SELECTION STANDARDS

On April 1, 2009, the California Office of Administrative Law (OAL) approved the revised POST selection standards for peace officers and public safety dispatchers. The new standards become effective on July 1, 2009. The revised peace officer selection standards will replace Regulation 1002 and Commission Procedures C-1 and C-2. The revised public safety dispatcher selection standards will replace Regulation 1018(c) and Commission Procedure C-1.

[POST Bulletin No. 2009-06](#) provides links to the revised standards, summaries of the substantive changes to both the peace officer and public safety dispatcher requirements, and Frequently Asked Questions (FAQs). Staff is seeking additional questions to incorporate into the final version of the FAQs, which will be published concurrent with the July 1st effective date of the new regulations.

In addition to finalizing the FAQs, the POST Background Investigation Manual is being revised to incorporate the new standards as well as recent statutory changes that went into effect on January 1, 2009 (see [POST Bulletins 2008-22](#), [2008-22A](#), and [POST Bulletin 2008-21](#)).

Questions about the new standards and/or suggestions for additional issues to address in the selection standards FAQs can 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, or to Associate Governmental Program Analyst Melani Singley, Standards and Evaluation Services Bureau, at (916) 227-4258 or Melani.Singley@post.ca.gov.

POST STAFF CONDUCTS PERSONALITY TESTING SEMINAR AT THE ANNUAL MEETING OF THE SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

Supervising Personnel Selection Consultant Shelley Weiss Spilberg, Ph.D., served as an invited presenter at the annual conference of the Society for Industrial and Organizational Psychology (SIOP). Held this year in New Orleans, the SIOP conference was attended by over 3,500 participants. Together with Drs. Deniz Ones of the University of Minnesota and Stephan Dilchert, of Baruch College, Dr. Spilberg conducted a seminar entitled, “Frontiers of Personality Research and Practice.” The seminar presented cutting-edge research on contemporary theories and measures of personality, focusing on the best use of personality measures in personnel decisions, and the concerns surrounding the use of personality scales in applied settings. Dr. Spilberg’s contribution focused on the legal and practical issues associated with pre-employment personality testing.

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

FIFTH ANNUAL DETECTIVE SYMPOSIUM

The fifth annual Robert Presley Institute of Criminal Investigation (ICI) Detective Training Symposium was conducted April 14-16, 2009, in Burlingame. The Symposium was presented by San Jose State University, Administration of Justice Bureau.

The Detective Symposium, created under the auspices of the ICI, provides an opportunity for detectives to receive state-of-the-art investigative training and satisfy the continuing professional training requirement. The Symposium was attended by approximately 145 investigators.

The Symposium featured daily plenary sessions with lessons learned from major investigations and break-out sessions on techniques for enhancing the quality of investigations. Plenary sessions included presentations on the Thomas and Jackie Hawks Murder case by the Newport Beach Police Department, Andrew Luster case by the Ventura County District Attorney's Office, the Michael Vick case by the U.S. Department of Agriculture, Munchausen by Proxy and the Munchausen Syndrome, the Hylton Homicide cold case by the El Dorado County Sheriff's Department, and the O.J. Simpson case by the Los Angeles County District Attorney's Office. Breakout sessions included such topics as organized retail crime, MySpace.com, real estate fraud, outlaw motorcycle gangs, street gangs, witness relocation programs, interviewing children in sexual assault cases, cell phone technology, interview and interrogation techniques, on-site forensics tools, and forensic case studies using firearm identification techniques.

A highlight of the Symposium was the annual presentation of Investigative Excellence Awards by Commission Vice Chair Mike Sobek and Executive Director Paul Cappitelli. The Investigative Excellence Awards were presented to five individuals and five investigative units. Common attributes of each recipient were perseverance, tenacity, collaboration, creativity, resourcefulness, and interview and interrogation prowess.

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

BASIC COURSE SKILLS TESTING PROJECT EXPANDS

POST Strategic Plan Objective A.4.02 directs staff to establish standardized Basic Course skills tests for Arrest Methods, Firearms, and Vehicle Operations. All developmental work for these tests has been completed. Recently, staff extended the study to create similar tests for the PC 832 course and for the academy Report Writing test requirements.

The PC 832 course requires two skills tests: Arrest Methods and Firearms. The Academy versions of these competency-based test forms have been adapted for use in the PC 832 course and are now available on the POST Basic Course secure web site. Training on the PC 832 Test Forms is ongoing.

Earlier this year, staff convened an academy-based subject matter resource committee to begin the development of skills testing form(s) for academy report writing. In April, the group completed skills evaluation forms with report writing performance dimensions and observable behaviors. A pilot test of the new forms will begin in May.

Questions about the Basic Course Skills Testing Project may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or Ken.Krueger@post.ca.gov.

POST RELEASES “GANG AND DRUGS” TELECOURSE VIDEO SERIES

Two new telecourse programs provide contemporary training on California gangs and drugs. The first in the two-part telecourse series is “Gangs and Drugs: How Gangs Operate.” It provides a comprehensive look at the way gangs work. The program teaches officers how to identify criminal street gangs and how prison gangs influence gangs on the street. The program features in-depth interviews with California law enforcement personnel who specialize in gangs and gang awareness training and presents interviews with state prison inmates who have recently dropped out of prison gangs. The video also examines current gang trends that affect officer safety. The program was released in March 2009.

The second Telecourse, “Gangs and Drugs: Dealing with Gang Members,” focuses on law enforcement tactics for handling gang members and gang investigations. The program outlines the criteria for establishing gang membership, highlights the importance of field interviews and their impact on future gang investigations, provides the latest gang language and terminology, and offers numerous resources available to officers for dealing with local gang issues. This second program was released to the field in April 2009.

Questions about the new released Telecourse programs may be directed to Senior Consultant Jody Buna, Training Program Services Bureau at (916) 227-4896, or Jody.Buna@post.ca.gov.

ONLINE PROCTOR TRAINING UPDATE

The development of online courses to train proctors for all high stakes tests continues. In March, Senior Consultant Jan Bullard and Bureau Chief Bob Stresak, in collaboration with CSU Chico, taped the narration portions of the training. The narration segments will provide instruction and insight to proctors as they navigate the online training process. Development and dissemination of online training for proctors will greatly enhance POST’s ability to standardize how test materials are handled and administered.

Questions about the online proctor training project may be directed to Senior Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

POST DISPATCHER PROJECT UPDATE

POST is conducting a multi-faceted Public Safety Dispatcher project to address multiple Strategic Plan Objectives and reviewing of the current entry-level selection test for dispatchers.

Staff recently conducted a meeting with representatives of the 24 certified presenters of the Public Safety Dispatcher Basic Course. The objectives of the meeting were to update the training specifications and supporting instructional materials for the Public Safety Dispatcher Basic Course. The training specifications were revised and a process for linking the training specifications to the job analysis update results was begun. An additional meeting is scheduled for June.

Questions about the dispatcher research project may be directed to Senior Consultant Lou Madeira, Standards and Evaluation Services Bureau, at (916) 227-4871 or Lou.Madeira@post.ca.gov, or to Senior Personnel Selection Consultant Bill Groome, Standards and Evaluation Services Bureau, at (916) 227-3255 or Bill.Groome@post.ca.gov.

BASIC COURSE PHYSICAL CONDITIONING REVISION CONSIDERED

Staff conducted a workshop to consider the feasibility of revising the Basic Course physical conditioning program. This was the first of several planned regional workshops in which academy managers, physical training instructors, and other subject-matter resources will identify program-related problems, issues, needs, and priorities in preparation for the development of a plan to revise the program.

This effort stems from several recent academy inspections that showed that many academy instructors are using more modern training techniques and practices to train muscular endurance, explosive power, speed, and agility. Many of these techniques and practices are supported by current published standards of practice, but are not mentioned in the Basic Course Physical Conditioning Manual (last updated in 1996). POST staff believes that academy physical conditioning instructors favor a program that includes more current practices, standards, and guidelines.

Questions about the Basic Course Physical Conditioning Program 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.

VIOLENCE AGAINST WOMEN EDUCATION PROJECT PLANNING COMMITTEE

On April 21-22, POST staff participated in the Violence Against Women Education Project (VAWEP) Planning Committee quarterly meeting in Los Angeles. The VAWEP is an initiative designed, under the auspices of the Administrative Office of the Courts, to provide the courts with information, technical assistance, educational materials, and programs on the courts' role involving domestic violence issues. The VAWEP Planning Committee guides VAWEP staff in identifying training issues and developing training and education programs.

Prior to the meeting, POST staff disseminated its “Domestic Violence Update” DVD. Judge Becky Dugan of Riverside County volunteered to assist POST with video updates to ensure new court information/requirements are included. Judge Dugan currently hosts three annual judicial trainings along with many other domestic violence programs.

Questions about the VAWE Planning Committee or POST’s Violence Against Women Act-funded training programs may be directed to Project Facilitator D’Karla Leach, Training Program Services Bureau, at (916) 227-3912 or DKarla.Leach@post.ca.gov.

SEARCH WARRANT WRITING TOOL DEVELOPMENT COMPLETED

POST completed development of the search warrant writing tool in April. The tool is designed to assist officers with writing search warrants. It provides guidance through the writing process and provides sample texts. It also helps officers make decisions throughout the writing process. Staff will begin pilot testing the search warrant tool this Spring. The tool will be released later in 2009.

Questions or comments about this project may be directed to Senior Instructional Designer Sven Blomberg, Learning Technology Resource Center, at (916) 227-4547, Sven.Blomberg@post.ca.gov or Senior Instructional Systems Engineer Rich Dunn, Learning Technology Resource Center, at (916) 227-4262 or Richard.Dunn@post.ca.gov.

HATE CRIME TASK FORCE MEETING

POST staff attended the Greater Sacramento Area Task Force on Hate Crime meeting on April 29. The meeting, under the auspices of the U.S. Department of Justice, brings together law enforcement and community members to discuss on updates, issues, and legislation related to hate crimes in the greater Sacramento area. Other participants included in the meeting were from the federal and state governments, the educational institutions, the interfaith community, and the general public.

Meeting highlights included:

- Acknowledgement of the 15th Year Anniversary of the task force organization
- Reports on federal criminal indictments, community activities
- Presentation on assisting victims of human trafficking
- Presentation on Stockton Police Department’s Law Enforcement Chaplaincy program

POST staff distributed its DVD on “Victims of Violence: A Guide to Help Bring Justice,” which is intended to educate victims about the investigative and criminal justice processes so that they may be better able to understand and assist in the investigation and prosecution of offenders. The DVD is available in both English and Spanish.

Questions about the hate crime task force may be directed to Project Facilitator D’Karla Leach, Training Program Services Bureau, at (916) 227-3912 or DKarla.Leach@post.ca.gov.

MEDICAL SCREENING STANDARDS PRESENTED AT THE ANNUAL MEETING OF THE OCCUPATIONAL HEALTH STANDARD AND TRAINING OPERATING PROCEDURE ASSOCIATION

The newly-revised POST peace officer and public safety dispatcher medical screening standards, as well other related statutory changes, were the topics of a presentation by Supervising Personnel Selection Consultant Shelley Weiss Spilberg, Ph.D., to the annual meeting of the Occupational Health Standard and Training Operating Procedure (OHSTOP) Association in Costa Mesa. OHSTOP is an association of physicians, nurses, and related health and human resource professionals with responsibility for peace officers, firefighters, and other public safety personnel.

Dr. Spilberg distributed draft Frequently Asked Questions (FAQs) associated with the new standards and asked OHSTOP members to provide feedback and additional questions for incorporation into the final version.

Questions about the OHSTOP or changes to the POST medical screening regulations may be directed to Supervising Personnel Selection Consultant Shelley Weiss Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4842 or Shelley.Spilberg@post.ca.gov.

QUESTIONS AND ANSWERS FROM IACP PRESENTATION: “MEDICAL AND PSYCHOLOGICAL EVALUATIONS: STRAIGHT TALK AND PRACTICAL ADVICE” AVAILABLE ON POST WEBSITE

At the 2008 annual conference of the International Association of Chiefs of Police (IACP), a presentation entitled “Medical and Psychological Evaluations and the Americans with Disabilities Act (ADA): Straight Talk and Practice Advice” was made before the IACP Psychological Services and Medical Officers Sections. The presenters at this POST-sponsored session included Supervising Personnel Selection Consultant Shelley Weiss Spilberg, Ph.D. and Sharon Rennert, Senior Legal Counsel for the Equal Employment Opportunity Commission (EEOC), Washington, D.C. The session was conducted in a question-and-answer format, with presenters responding to questions from attendees. Due to the limited time available, the presenters offered to provide written answers to the questions submitted by members in advance of the session. These questions and answers are now available on the [POST Website](#). Topics include pre-offer personality assessment, medical evaluations of returning veterans, risk management, confidentiality of medical and psychological information, reasonable accommodation, and decision-making criteria.

Question about the “Medical and Psychological Evaluations: Straight Talk and Practical Advice” may be directed to Supervising Personnel Selection Consultant Shelly Weiss Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

CALIFORNIA HIGHWAY PATROL OFFICERS ATTEND MUSEUM OF TOLERANCE TRAINING

POST and the Simon Wiesenthal Museum of Tolerance have collaborated to establish a protocol to provide for reimbursable training to certain state law enforcement agencies, including the California Highway Patrol (CHP). The CHP began sending officers to the Museum of Tolerance's training programs in March. Thirty-two officers have attended to date, and an additional 56 more are scheduled to attend through May. CHP personnel are currently attending the Museum's "Tools for Tolerance - Supervising Line Staff" and "Tools for Tolerance - Command Staff" courses. These courses focus on supervision and management practices in the context of a diverse workplace and the relationship of tolerance to leadership. Positive comments and feedback have been provided by CHP attendees.

Questions about the CHP involvement in the Museum of Tolerance training program, or general questions about Museum of Tolerance training courses, may be directed to Senior Consultant April Crume, Training Program Services Bureau, at (916) 227-0473 or April.Crume@post.ca.gov.

POST EMPLOYEE HIGHLIGHTS

Introducing New POST Employee – Marilyn Earhart



On March 5, 2009, Marilyn Earhart started work as a Librarian and Legal Research Specialist. Marilyn comes to POST with a wealth of experience in the areas of legal research and technical librarianship, and a strong interest in Criminal Justice. Marilyn has a degree in Criminal Justice from Sacramento State University. Working as a solo librarian, Marilyn has created and maintained several libraries for private law firms. In the 1990s, she combined the litigation and tax libraries at the Hewlett Packard corporate headquarters in Palo Alto. Before this, Marilyn spent 10 years as a librarian at the Santa Clara University's Law Library. More recently, she has been working as a supervisor at the California State Library in Information Resources and Government Publications. Marilyn will be helping POST to put all of the Library collections online for use by the law enforcement community.

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 via a user identification and password. The site may be accessed at http://www.post.ca.gov/Resources/Library_Services/Flagship_Network_Instructions.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 2008/09 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<p><u>AB 297</u> (Solorio)</p>	<p>Criminal History Information: Law Enforcement Employees. Requires the Department of Justice to disseminate the date and agency name associated with all retained police officer or non-sworn law enforcement agency employee pre-employment criminal offender record information search requests. Requires the department to retain an individual's fingerprint images and related information submitted as part of such requests.</p> <p>Commission Position: Support</p>	<p>2nd Reading Consent Calendar 5/4/09</p>
<p><u>AB 387</u> (Hagman)</p>	<p>Commission on Peace Officer Standards and Training. This bill would require the Commission to permit volunteers to participate in any training course which the commission provides if the volunteers have the approval of the chief of police or the sheriff for whom the volunteers intend to perform services in an emergency or mutual aid situation.</p> <p>Commission Position: Oppose.</p>	<p>Held by Author</p>
<p><u>AB 423</u> (Torres)</p>	<p>Emergency Telephone Systems. The bill would require the review and update of technical and operational standards for public agency systems to include standards for recruitment and training of public safety dispatchers and would also require the review and to include evaluations of issues related to the receipt of calls in a language other than English by public safety dispatchers at a Public Safety Answering Point, the need for additional recruitment of multilingual public safety dispatchers, and whether the Communications Division should require all public safety dispatchers to complete the Public Safety Dispatcher Course offered by the Commission on Peace Officer Standards and Training.</p> <p>Commission Position: Neutral.</p>	<p>Utilities Commerce Committee Mtg. 4/27/09</p>

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<p><u>AB 504</u> (Furutani)</p>	<p>Peace Officers: Training. This bill would require the Commission to create and make available to all law enforcement agencies as part of basic training a training component on how to recognize and interact with persons carrying a kirpan, as specified. This bill would define a kirpan as a blade that resembles a sword and is required to be carried as an integral part of the practice of the Sikh faith.</p> <p>Commission Position: Oppose unless amended.</p>	<p>Assembly Appropriation Suspense 4/23/09</p>
<p><u>AB 1286</u> (Huber)</p>	<p>Firearms: Purchasing Restrictions. This bill would add to the list of exempted entities, community colleges that are certified by the Commission on Peace Officer Standards and Training to present the law enforcement academy basic course or other Commission-certified law enforcement training.</p> <p>Commission Position: To be determined.</p>	<p>Assembly Public Safety 5/12/09</p>

REPORT DATE: April 30, 2009