

INITIAL STATEMENT OF REASONS

Amend Certificates

Regulation 1011

At the June 26, 2014 meeting, the Commission approved proposed amendments to the POST Administrative Manual (PAM), Section B – Regulation 1011 Certificates.

POST is proposing changes to expand Regulation 1011(c)(6) to include Dispatcher Supervisory Certificate Award Requirements and update Regulation 1011 for corrections to non-substantive errors and language.

Justification for Proposed Revisions

In 1989, at the October Commission Meeting, a Public Safety Dispatcher Certificate Program was introduced as researched by Darrell Stewart. Testimony on the proposal was received at the following Commission Meeting in January 1990. In April 1990, after testimony and discussion, the Commission unanimously adopted the program, effective July 1, 1990.

In September 2006, a proposal was made to establish intermediate and advanced professional certificates for dispatchers. This proposal was approved by Executive Director Kenneth O'Brien in October 2006 and included a continued professional training requirement of 24 hours every 24 months.

In 2010, it was determined that a Dispatcher Supervisor Course was warranted. This course was developed and implemented in 2011, through the South Bay Regional Public Safety Training Consortium. In 2013, Golden West College started hosting the class in southern California.

In January 2013, POST contracted with Special Consultant Rosanna McKinney, to develop and support the POST Public Safety Dispatcher Program, including the Dispatcher Supervisor Program. Ms. McKinney discussed the concept of a Dispatcher Supervisory Certificate with the Public Safety Dispatcher Advisory Committee (PSDAC). The PSDAC approved the concept of a Dispatcher Supervisory Certificate, to be included in the POST Professional Certificate Program in March 2013.

In May 2013, staff presented a proposal to the Training Program Services Bureau Chief and to the POST Leadership Team, respectively, to gain consensus on establishing the Dispatcher Supervisory Certificate. The concept was well received and it was determined that the proposal should move forward for Commission approval. It was also decided that an update to the regulation was warranted.

Criteria standards for a Dispatcher Supervisory Certificate are designed to provide a benchmark to assure agencies that the person selected has received training to POST standards and demonstrated proficiency by completing a probationary period. While there are a number of POST-certified supervisor courses available, a specific dispatch supervisor course was established by South Bay Regional Public Safety Training Consortium and was first offered in February 2011. It is specifically designed for the dynamic and fluid environment of a communications center. The course is now offered in both northern and southern California and aids in enhancing the level of professionalism for public safety dispatchers and supervisors. It has been exceptionally well received and offers dispatch supervisors a variety of skill sets in leadership, ethics, and conflict management similar to those in the sworn supervisor courses. Attainment of the Dispatcher Supervisory Certificate will be partly predicated on completion of a POST-certified supervisory course or the Dispatcher Supervisor Course.

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Justification for Amendments to Regulation 1011 Certificates

Regulation 1011. Certificates.

[1011(a) through 1011(a)(1)]

Regulation 1011(a)(1)(A) changed “distinguished” to “distinct” to reflect proper grammar.

(A) The Commission-awarded certificate is a “professional” certificate pursuant to Penal Code (PC) section 13510.1, and is ~~distinguished~~ distinct from a “certificate of completion” which is awarded by a training presenter when an individual successfully completes a course.

[1011(a)(2) through 1011(a)(3)(A)2. continued]

Throughout Regulation 1011 education “points” have been changed to education “units” to correctly reflect the manner in which college credits are measured. This change also maintains consistency in verbiage on POST forms 2-116 Certificate Application, 2-117 Certificate Application – Record Supervisor, 2-250 Request for Reissuance of POST Certificate, and 2-289 Certificate Application – Public Safety Dispatcher.

(B) Education ~~Points~~ Units

For purposes of certificate qualifications:

1. One college semester unit equals one education ~~point~~ unit, or
2. One college quarter unit equals two-thirds of an education ~~point~~ unit.

(C) Training Points

For purposes of certificate qualifications:

1. Twenty (20) hours of **law enforcement** training are equal to one training point. Only completed courses with verifiable hours are accepted.
2. The Commission shall determine acceptable law enforcement training.

(D) Education ~~Point~~ Unit Conversions

When education ~~points~~ units exceed the number needed to qualify for a certificate, the excess education ~~points~~ units may be converted to training points to meet training point requirements. One education ~~point~~ unit shall equal one training point. POST will make the conversion when it is to the advantage of the applicant.

Regulation 1011(a)(3)(E) reworded for corrections to non-substantive errors and for clarity.

(E) Law Enforcement Experience

Law enforcement experience described in 1. below is accepted if it is recorded on the POST Profile in the POST database. POST may accept the experience described in

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2., ~~3.~~, and 4., below. ~~Proof of when~~ the law enforcement experience is: 1. described in 2. 4. shall be documented on: ~~1) the employing department's/agency's letterhead, 2) signed by the department head, 3) 2)~~ includes an attestation that the applicable requirements stated in experience categories 2., 3., or 4. ~~below~~ have been met, and ~~4) 3) state~~ includes the type of appointment, time base, dates of service, and types of duties performed.

[1011(a)(3)(E)1. through 1011(a)(4)(C)2. continued]

Regulation 1011(a)(4)(D) updated the revision date for form *Certificate Application from 10/2010 to 06/2014 to reflect a name change for item 28 and the addition of the statement, "hereby incorporated by reference".*

(D) Application Requirements

An applicant (or and applicant's employing department) shall submit a completed Certificate Application form POST 2-116 (Rev ~~10/2010~~ 06/2014), herein incorporated by reference, along with supporting documents as follows:

[1011(a)(4)(D)3. continued]

The number "3" is spelled out with the word "three".

(5) Basic Certificate Possession Requirement

The Basic Certificate is required for:

(A) Specified Peace Officers

Pursuant to Penal Code section 832.4(b), every peace officer listed in Penal Code section 830.1(a) [except a sheriff, an elected marshal, or a custodial deputy appointed pursuant to Penal Code section 830.1(c)] shall obtain the POST Basic Certificate **in order to continue to exercise peace officer powers**. PC 832.4 requires possession upon completion of probation, but in no case later than 24 months after appointment. However, if the department's probation period is 24 months, an additional ~~3~~ three months is authorized.

[1011(a)(5)(B) through 1011(a)(7)(B) continued]

Education "points" have been changed to education "units" to correctly reflect the manner in which college credits are measured.

(C) Satisfy one of the following eligibility **combinations**:

Degree or Education Points <u>Units</u> *		Law Enforcement Experience		Training Points
Bachelor Degree	and	2 years	plus	0
Associate Degree	and	4 years	plus	0
45 Education Points <u>Units</u>	and	4 years	plus	45

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30 Education Points <u>Units</u>	and	6 years	plus	30
15 Education Points <u>Units</u>	and	8 years	plus	15

*Excess education **points units** may be applied towards training points on a **point unit-** for-point basis [reference _____].

(8) Advanced Certificate Award Requirements

Applicants for the award of an Advanced Certificate shall:

- (A) Satisfy the requirements specified in Regulation 1011(a)(4).
- (B) Possess or be eligible to possess the Intermediate Certificate.
- (C) Satisfy one of the following eligibility **combinations**:

Degree or Education Points <u>Units</u> *		Law Enforcement Experience		Training Points
Master Degree	and	4 years	plus	0
Bachelor Degree	and	6 years	plus	0
Associate Degree	and	9 years	plus	0
45 Education Points <u>Units</u>	and	9 years	plus	45
30 Education Points <u>Units</u>	and	12 years	plus	30

*Excess education **points units** may be applied towards training points on a **point-unit-** for-point basis [reference _____].

[1011(a)(9) through 1011(a)(9)(B) continued]

Regulation 1011(a)(9)(C), (10)(C), and (11)(C) added “or possess an accredited degree (i.e., AA, BA, MA, etc.)” to simplify the process by allow applicants to submit a copy of their accredited degree instead of having to submit college transcripts to prove they have the minimum of 60 semester units.

- (C) Complete a minimum of 60 semester units or possess an accredited degree (i.e., AA, BA, MA, etc.).

[1011(a)(9)(D) through 1011(a)(10)(B) continued]

- (C) Complete a minimum of 60 semester units or possess an accredited degree (i.e., AA, BA, MA, etc.).

[1011(a)(10)(D) through 1011(a)(11)(B) continued]

- (C) Complete a minimum of 60 semester units or possess an accredited degree (i.e., AA, BA, MA, etc.).

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[1011(a)(11)(D) through 1011(a)(12)(5)(A) continued]

Regulation 1011(a)(12)(B) added “Requirements” in title for clarification. Reworded to correct non-substantive errors and language. Corrected text to “An applicant (or an applicant’s employing department) shall submit a completed” for consistency with 1011(a)(4)(D) *Certificate Award Requirements – All Levels* . An applicant’s employing department has always been able to submit certificate application forms for all certificates and is being added for clarity for the Reserve Officer certificate.

(B) Application **Requirements**

~~The certificate application for – reserve peace officer shall be submitted on an Application for Award of POST Reserve officer Certificate~~ An applicant (or an applicant’s employing department) shall submit a completed Certificate Application - Reserve Officer form, POST 2-256 (Rev 10/2010) ~~form, herein incorporated by reference.~~ If the training required in 3. above is not reflected on the applicant’s POST Profile, the application shall include supporting documentation that verifies the training has been completed, i.e., a certificate of completion.

Regulation 1011(a)(13), (14), (15) deleted as unnecessary.

~~(13) Reserve Peace Officer Certificate Requirements~~

~~Refer to Regulation 1011(b).~~

~~(14) Certificate Replacement~~

~~Refer to Regulation 1011(f).~~

~~(15) Certificate Cancellations~~

~~Refer to Regulation 1011(g).~~

[1011(b) through 1011(b)(1)(B) continued]

Regulation 1011(b)(1)(C) deleted “subdivision” as unnecessary and delete “sub” in *subsection* for consistency in the language throughout the regulations.

(C) After January 1, 2004, been convicted of a crime based upon a verdict or finding of guilt of a felony by the trier of fact, or upon the entry of a plea of guilty or nolo contendere to a felony. This paragraph shall apply regardless of whether, pursuant to ~~subdivision~~ Penal Code section 17(b), the court declares the offense to be a misdemeanor or the offense becomes a misdemeanor by operation of law. [Note: when this ~~sub~~section applies, also review text in Government Code section 1029(b).]

[1011(b)(1)(D) through 1011(c)(1) continued]

Regulation 1011(c)(2) added “(or an applicant’s employing department)” for clarity and consistency with 1011(a)(4)(D) and 1011(a)(12)(5)(A). An applicant’s employing department has always been able to submit certificate application forms for all certificates and is being added for clarity for the Dispatcher certificate. Revision date for POST 2-289 updated “~~10/2010~~06/2014” due to changes made to this form to add Dispatcher Supervisory

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certificate and other non-substantive changes. Added text to show this form is “hereby incorporated by reference”. Deleted “in subsection (4) below” as unnecessary.

(2) Application Requirements

An applicant (or an applicant’s employing department) shall submit a completed Certificate Application - POST Public Safety Dispatcher form, POST 2-289 (Rev ~~10/2010~~06/2014), herein incorporated by reference. The application’s attestation must be signed by the department head. If the training required ~~in subsection (4) below~~ is not reflected on the applicant’s POST Profile, the application shall include supporting documentation that verifies the training has been completed, i.e., a certificate of completion.

[1011(c)(3)(A) through 1011(c)(3)(E) continued]

Regulation 1011(c)(4) deleted “for the current position” as unnecessary. Education “points” have been changed to education “units” to correctly reflect the manner in which college credits are measured.

(4) Dispatcher Intermediate Certificate Award Requirements

Applicants for the award of a Dispatcher Intermediate Certificate shall:

- (A) Satisfy the requirements specified in Regulation 1011(c)(3) for all certificates.
- (B) Possess or be eligible to possess the Dispatcher Basic Certificate ~~for the current position~~.
- (C) Satisfy one of the following eligibility **combinations**:

Degree or Education <u>Points</u> <u>Units</u> *		Dispatcher Experience		Training Points
Bachelor Degree	and	3 years	plus	0
Associate Degree	and	5 years	plus	0
45 Education <u>Points</u> <u>Units</u>	and	5 years	plus	12
30 Education <u>Points</u> <u>Units</u>	and	7 years	plus	11
15 Education <u>Points</u> <u>Units</u>	and	9 years	plus	10

*Excess education points units may be applied towards training points on a point unit-for-point basis [reference _____].

Added “Dispatcher” to Advanced Certificate for consistency and corrected non-substantive language error.

(5) Dispatcher Advanced Certificate Award Requirements

Applicants for the award of an Dispatcher Advanced Certificate shall:

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- (A) Satisfy the requirements specified in Regulation 1011(c)(3) for all certificates.
- (B) Possess or be eligible to possess the Dispatcher Intermediate Certificate.
- (C) Satisfy one of the following eligibility **combinations**:

Degree or Education <u>Points</u> <u>Units</u> *		Dispatcher Experience		Training Points
Master Degree	and	5 years	plus	0
Bachelor Degree	and	7 years	plus	0
Associate Degree	and	9 years	plus	0
45 Education <u>Points</u> <u>Units</u>	and	9 years	plus	12
30 Education <u>Points</u> <u>Units</u>	and	11 years	plus	11

*Excess education points units may be applied towards training points on a pointunit-
for-point basis [reference _____].

Regulation 1011(c)(6) deleted “Certificate Replacement” and “Refer to Regulation 1011(f).” as unnecessary. Replaced with the new language that states the provision for a Dispatcher Supervisory Certificate and the award requirements.

(6) ~~Certificate Replacement~~ Dispatcher Supervisory Certificate Award Requirements

~~Refer to Regulation 1011(f).~~ Applicants for the award of a Dispatcher Supervisory Certificate shall:

Regulation 1011(c)(6)(A) added to specify satisfaction of Regulation 1018 Public Safety Dispatcher Program which raises the level of competence of public safety dispatchers having primary responsibility for providing dispatching services for local law enforcement agencies listed in subsection (a) of Penal Code section 13,510. Regulation 1018 includes minimum training standards for Public Safety Dispatcher, the probation period, and the award of Public Safety Dispatcher Certificates.

(A) Satisfy the requirements specified in Regulation 1018.

Regulation 1011(c)(6)(B) added requirement of Dispatcher Intermediate Certificate as a prerequisite to the Supervisory Certificate.

(B) Possess or be eligible to possess the Dispatcher Intermediate Certificate.

Regulation 1011(c)(6)(C) added education requirement to be consistent with the education requirement for a Supervisory Certificate.

(C) Complete a minimum of 60 semester units or possess an accredited degree (i.e., AA, BA, MA, etc.)

Regulation 1011(c)(6)(D) added requirement for completion of Supervisory Course to develop the necessary skills and knowledge for the supervisor.

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D. Successfully complete a POST-certified Supervisory Course. (The Dispatcher Supervisory Course is highly recommended.)

Regulation 10119c)(6)(D) added experience requirement to be consistent with the experience requirement for a Supervisory Certificate.

E. Possess a minimum of two years experience as a permanent first-level Dispatcher Supervisor or higher.

Regulation 1011(c)(7) deleted as unnecessary language.

~~(7) Certificate Cancellations~~

~~Refer to Regulation 1011(g).~~

Regulation 1011(d) added “s” to correct the title to *Certificates*.

(d) Professional Certificates – Records Supervisor

[1011(d)(1) through 1011(d)(2) continued]

Regulation 1011(d)(3) Added “(or an applicant’s employing department)” for clarity and consistency with 1011(a)(4)(D), 1011(a)(12)(5)(A) and 1011(c)(2). Revision date for POST 2-117 updated “(Rev 10/201006/2014)” due to change made to this form to delete item 13 “Contact Information” as unnecessary. Added text to show this form is “hereby incorporated by reference” Deleted “in subsection (4) below” as unnecessary information.

(3) Application Requirements

An applicant (or an applicant’s employing department) shall submit a completed Certificate Application – Records Supervisor form, POST 2-117 (Rev 10/201006/2014), herein incorporated by reference. The application’s attestation must be signed by the department head. If the training required ~~in subsection (d) below~~ is not reflected on the applicant’s POST Profile, the application shall include supporting documentation that verifies the training has been completed, i.e., a certificate of completion.

[1011(d)(4)(A) through 1011(d)(4)(F) continued]

Regulation 1011(d)(5) and (6) deleted as unnecessary language.

~~(5) Certificate Replacement~~

~~Refer to Regulation 1011(f).~~

~~(6) Certificate Cancellations~~

~~Refer to Regulation 1011(g).~~

[1011(e) though 1011(e)(1) continued]

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Regulation 1011(e)(2) corrections for non-substantive errors in capitalization.

(2) Peace Officer Powers

The combination of an appointment to a peace officer position by a law enforcement agency authorized to appoint peace officers, and the possession of a ~~C~~certificate of ~~C~~course ~~C~~completion for certain basic courses, e.g., PC 832 Arrest and Firearms, may bestow peace officer powers to an individual (reference _____).

[1011(e)(3) continued]

Regulation 1011(e)(4) deleted unnecessary language and added “the” for proper grammar. Regulations 1011(e)(4)9A) – (E) non substantive change in capitalization to lower case to keep with style format.

(4) Certificate Content Requirement

A Certificate of Completion issued by the training institution shall include ~~the following on the certificate:~~

- (A) Name of ~~the T~~training ~~i~~institution
- (B) POST ~~T~~title of the ~~C~~course
- (C) Ending ~~D~~date of the ~~C~~course
- (D) Number of ~~H~~ours ~~C~~completed by the ~~i~~individual
- (E) POST ~~C~~course ~~C~~control ~~N~~umber

Regulation 1011(f) the title in (1) is redundant. Delete “by completing” as unnecessary and add “on” for clarity. Revision date for POST 2-250 updated “10/201006/2014” due to changes made to this form to add Dispatcher certificates and other non-substantive changes. Added text to show this form is “hereby incorporation by reference”. Mailing is no longer a valid statement as the certificates are submitted online.

(f) Certificate Replacement

~~**(1) Requests for Certificate Replacement**~~

Individuals who have lost or misplaced a professional certificate or who possess a damaged professional certificate may request a replacement. The request must be submitted ~~by completing on~~ a Request for Reissuance of POST Certificate form, POST 2-250 (Rev ~~10/201006/2014~~), ~~herein incorporated by reference and mailing it~~ to the POST Certificates Unit.

[1011(g) through 1011(g)((1)(B) continued]

Regulation 1011(g)(2) reworded from “the Commission” to “POST” for consistency in format.

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(2) Notification Requirement

Department personnel who possess information that a certificate was obtained through misrepresentation, fraud, or administrative error shall notify ~~the Commission~~ POST immediately.

[1011(g)((3) through 1011(g)(6) to end]

Correction to Authority sited to deleted code no longer applicable and added commas for style consistency.

Authority sited: Sections 1029, Government Code; Sections 13503, 13506, ~~13510(e)~~, 13510.1, 13510(e), 13510.2, 13510.7, and 13510(c), Penal Code.
Reference: Sections 1031, Government Code; and Sections 832.4, 13503, 13506, 13510(c), 143510.1, 13510.1(e), 13510.3, and 13510.7(a)-(b), Penal Code.

Attachment B-1

CERTIFICATE APPLICATION – PUBLIC SAFETY DISPATCHER, Form POST 2-289, revised as follows to add Dispatcher Supervisory certificate.

Revision date updated in form's header at top of page 1 and page 2 – (Rev ~~10/2014~~06/2014)

SECTION 1. TYPE OF CERTIFICATE, 1. –

Added a check box for DISPATCH SUPERVISORY for the new type of certificate.

SECTION 3. PREVIOUS EMPLOYMENT AS A FULL-TIME, PAID PUBLIC SAFETY DISPATCHER 9. –

Added “/” and deleted “-“ between FROM /- TO

Deleted “DD” in date (MM/~~DD~~/YYYY). The day of the month is unnecessary.

SECTION 4. TRAINING/EDUCATION – NOT REQUIRED FOR BASIC CERTIFICATE, 15. –

Deleted written words “~~MONTH/YEAR~~” and replaced with “MM/YYYY” to keep consistent with formatting.

Deleted ~~18. BTC UNITS~~ as no longer applicable.

SECTION 5. ATTESTATION – corrected numbering to adjust to the deletion of Section 4, 18. –

~~19.18.~~ 19.18. APPLICANT SIGNATURE₁

~~20.19.~~ 20.19. DEPARTMENT/AGENCY COORDINATOR

~~21.20.~~ 21.20. DEPARTMENT HEAD/AUTHORIZED DESIGNEE SIGNATURE

Page 2, INSTRUCTIONS, SECTION 2: IDENTIFICATION/CURRENT EMPLOYMENT

Deleted Box 7 as no longer applicable ~~Box 7. Date Appointment: Enter the date the applicant was appointed or promoted to Public Safety Dispatcher.~~

SECTION 5: ATTESTATION, corrected box numbering to adjust to the deletion of Section 4, 18.

~~19.18.~~ 19.18. APPLICANT SIGNATURE

~~20.19.~~ 20.19. DEPARTMENT/AGENCY COORDINATOR

~~21.20.~~ 21.20. DEPARTMENT HEAD/AUTHORIZED DESIGNEE SIGNATURE

Deleted “Note” below Box 20 paragraph ~~NOTE: Box 18 is for POST USE ONLY. All other boxes must be filled in. Incomplete forms will NOT be processed.~~ as no longer applicable.

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Attachment B-2
CERTIFICATE APPLICATION, Form POST 2-116

Revision date updated in form's header at top of page 1 and page 2 – (Rev ~~10/2010~~06/2014).

SECTION 5. ATTESTATION, 28

Deleted "POST" added "DEPARTMENT/AGENCY" ~~POST~~DEPARTMENT/AGENCY for clarity and accuracy of the coordinator's title.

Page 2, SECTION 5; ATTESTATION, Box 28.

Deleted "POST" added DEPARTMENT/AGENCY" ~~POST~~DEPARTMENT/AGENCY for consistency with title in Section 5, 28 of page 1.

Attachment B-3
CERTIFICATE APPLICATION – RECORDS SUPERVISOR, Form POST 2-117

Revision date updated in form's header at top of page 1 and page 2 – (Rev ~~10/2010~~06/2014).

SECTION 3. ATTESTATION, 13.

Deleted "CONTACT INFORMATION" as unnecessary.

13. DEPARTMENT/AGENCY COORDINATOR ~~CONTACT INFORMATION~~

Attachment C
REQUEST FOR REISSUANCE OF POST CERTIFICATE, Form 2-250

Revision date updated in form's header at top of page – (Rev ~~10/2010~~06/2014).

SECTION 2. CERTIFICATE REQUESTED

Added new 14. DISPATCHER and check boxes for Basic, Intermediate, Advanced, and Supervisory certificates.

Deleted old 14 and replace with 15 to correct numbering sequence ~~14-15~~.

Deleted check box and title ~~Public Safety Dispatcher~~ as no longer necessary as it is covered in the new 14.

~~SECTION 3.~~ POST USE ONLY – deleted for clarity as this is not a section that must be completed by the applicant.

CERTIFICATE/Basic – added line for DISPATCHER,

ORIGINAL CERTIFICATE/OLD NUMBER – added initial for dispatcher basic DB,

REISSUED CERTIFICATE/NEW NUMBER – added initial for dispatcher basic DB

CERTIFICATE/Intermediate – added line for DISPATCHER

ORIGINAL CERTIFICATE/OLD NUMBER – added initial for dispatcher intermediate DI

REISSUED CERTIFICATE/NEW NUMBER – added initial for dispatcher intermediate DI

CERTIFICATE/Advanced – added line for DISPATCHER

ORIGINAL CERTIFICATE/OLD NUMBER – added initial for dispatcher advanced DA

REISSUED CERTIFICATE/NEW NUMBER – added initial for dispatcher advanced DA

CERTIFICATE/Supervisory – added line for DISPATCHER

ORIGINAL CERTIFICATE/OLD NUMBER – added initial for dispatcher supervisory DS

Reissued CERTIFICATE/NEW NUMBER – added initial for dispatcher supervisory DS

ORIGINAL CERTIFICATE/OLD NUMBER and REISSUED CERTIFICATE/NEW NUMBER

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~~PUB SAFETY DISPATCHER~~ and initial “D” under – deleted as no longer necessary since they are in the new additional dispatcher certificates.

Business Impact/Small Businesses

The Commission has made an initial determination that this regulatory proposal would have no significant statewide adverse economic impact directly affecting California businesses, including the ability of California businesses to compete with businesses in other states. The proposal does not affect small businesses, as defined by Government Code section 11342.610, because the Commission sets selection and training standards for law enforcement and does not have an impact on California businesses, including small businesses.

Cost Impacts on Representative Private Persons or Businesses

The Commission on Peace Officer Standards and Training is not aware of any cost impacts that a representative private person or business would necessarily incur in reasonable compliance with this proposed action.

Assessment

The adoption of the proposed regulation amendments will neither create nor eliminate jobs in the State of California and will not result in the elimination of existing businesses or create or expand businesses in the State of California.

Consideration of Alternatives

The Commission must determine that no reasonable alternative considered by the Commission or that has otherwise been identified and brought to the attention of the Commission would be more effective in carrying out the purpose for which the action is proposed, would be as effective, and less burdensome to affected private persons than the proposed action, or would be more cost-effective to affected private persons and equally effective in implementing the statutory policy or other provisions of the law.

Economic Impact Analysis

Impact of Jobs/New Business:

Because the Commission on Peace Officer Standards and Training sets selection and training standards for law enforcement, adoption of the proposed amendments of regulations will neither create nor eliminate jobs in the state of California nor result in the elimination of existing businesses or create or expand businesses in the state of California.

Assessment:

The adoption of the proposed amendments to the regulation will neither create nor eliminate jobs in the State of California. This will not result in the elimination, creation, or expansion of new or existing businesses in the State of California.

Benefits of the Regulation:

The benefits of proposed amendments will raise the level of professionalism of Public Safety Dispatch Supervisors by establishing benchmarks for training, education, and experience. Thus, the law enforcement standards are maintained and effective in preserving peace, protection of public health and safety; and welfare of California residents. The proposed amendments will not benefit the worker safety or the State's environment.