



Administrative Progress Report (APR) August 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.

TWO POST-INITIATED BILLS AFFECTING PEACE OFFICER SELECTION CONTINUE TO PROGRESS THROUGH STATE LEGISLATURE

Two proposals to amend laws involving the hiring of peace officers have cleared the legislature and are awaiting signature by the Governor. AB 2028, authored by Assemblyman Jose Solorio, Chair of the Assembly Public Safety Committee, and sponsored by POST, was unanimously approved by both houses. AB 2028 adds Government Code 1031.2 which allows for the collection of non-medical and non-psychological information, in accordance with a thorough background investigation required of all peace officers, to be deferred until after a conditional offer of employment is issued if the employer can demonstrate that the non-medical and non-psychological information could not reasonably have been collected prior to issuing the employment offer. As a result, background investigators will not need to bifurcate investigations into a pre-offer phase addressing non-medical issues, and a post-offer phase investigating “medical” (e.g., history of illegal drug use, alcoholism) concerns.

This statutory amendment is consistent with the written guidance to POST from the Equal Employment Opportunity Commission (EEOC) regarding the compliance with the Americans with Disabilities Act. Written expressions of support for this legislation can be faxed to the Governor at (916) 558-3160 with a copy faxed to POST Legislative Liaison Bob Stresak at (916) 227-2801.

SB 1241, the California District Attorneys’ Association omnibus crime bill, includes a provision developed by POST staff that broadens the criteria for judging the acceptability of United States private high schools to meet the peace officer educational standards described in Government Code Section 1031. Advanced United States college degrees (e.g., masters, doctorate), in addition to two-year and four-year degrees, would also be accepted.

Questions about either of these legislative proposals 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. Feedback on either bill should be directed to Legislative Liaison Bob Stresak at (916) 227-2085 or Bob.Stresak@post.ca.gov.

INTERNATIONAL HOMICIDE INVESTIGATORS' ASSOCIATION SYMPOSIUM ATTENDED

POST staff recently attended the International Homicide Investigators' Association Annual Symposium in St. Louis, Missouri. The week-long symposium included numerous presentations including: services and resources for crime victims; Internet predators; forensic entomology; avoiding missteps in death investigations; interviewing and interrogation; leveraging public records; understanding serial murder; geographic profiling and geographic aspects of violent crime; the John Robinson "Slavemaster" case; the five phases of the active shooter; public safety technology tools, techniques, and assistance; the human dynamics of deadly force encounters; forensic video analysis; violent crime and the mafia; resources and services of the National Center for Missing and Exploited Children; cold case resources for missing persons; courtroom psychology; the Zabiullah Alam kidnapping investigation; the VICAP Web; and the Mickey and Trudy Thompson homicide investigation. The Thompson homicide discussion included a presentation by POST Commissioner Collene Campbell and distribution of the POST "Victims of Violence: A Guide to Help Bring Justice" telecourse DVD to all 350 Symposium attendees.

Questions about the International Homicide Investigators' Association Annual Symposium may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or Patricia.Chisum@post.ca.gov.

POST TEMPORARILY SUSPENDS DISTRIBUTION OF THE POST ENTRY-LEVEL DISPATCHER SELECTION TEST BATTERY

On August 19, 2008, agencies that use the POST Entry-Level Dispatcher Selection Test Battery were advised of a temporary suspension of test order processing due to the lack of an 2008/09 State of California budget. As a result of this suspension, many agencies had to cancel test sessions, which involved contacting candidates, cancelling test site reservations, and seeking testing services from private vendors. These cancellations were time-consuming and costly for many of POST's user agencies. Cooperative Personnel Services (CPS)—the vendor that normally processes such orders—will resume the processing when the budget is signed and POST can execute the 2008/09 contract with CPS.

Questions about test orders may be directed to Test Validation and Development Specialist Tammura Brown, Standards and Evaluation Services Bureau, at (916) 227-2810 or Tammura.Brown@post.ca.gov.

INSTRUCTOR DEVELOPMENT INSTITUTE LAUNCHES WEBSITE

The Instructor Development Institute (IDI) now has its own website – www.postidi.com. The site includes a history of the IDI concept, staff contact information, a complete schedule of courses, and provides information on how to join the secure IDI extranet (also just launched).

The website was recently demonstrated for the Instructor Standards Advisory Council. The website will be maintained by Webmaster Jim Fraser as part of POST's instructor development contract with the San Diego Regional Training Center.

Questions about the Instructor Development Institute or the new website may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

POST UPDATES CALIFORNIA BACKGROUND INVESTIGATOR ASSOCIATION

The second quarterly meeting of the California Background Investigator Association (CBIA), attended by over 140 members, featured a presentation on POST's recent accomplishments and efforts associated with peace officer background investigations. Presenters included POST Supervising Personnel Selection Consultant Shelley Weiss Spilberg, Ph.D., and background investigator Sid Smith.

The presentation provided updates on several current POST efforts that have a direct impact on conducting background investigations: (1) the revision of POST Selection Standards for Peace Officers and Public Safety Dispatchers; (2) AB 2028 (which allows the background investigation to be conducted post-offer); (3) SB 1241 (which revises the educational requirements of GC 1031(e), and (4) new medical history and examination forms for both Peace Officers and Dispatchers.

Questions about the peace officer background investigations presentation 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.

ANNUAL RESERVE PEACE OFFICERS CONFERENCE

The California Reserve Peace Officers' Association held its annual training conference in Sacramento on August 21-23, 2008. Approximately 500 reserve officers and coordinators from throughout the state were in attendance. The training consisted of 27 different classes covering a variety of subjects.

As part of the conference, Bureau Chief Frank Decker and Senior Consultant Robert Ziglar presented an eight-hour update on the Reserve Peace Officer Program to approximately 100 attendees. The subjects covered included reserve levels, peace officer selection, entry-level and in-service training requirements, requalification, and compliance reviews.

Questions about the reserve coordinator update may be directed to Bureau Chief Frank Decker, Basic Training Bureau, at (916) 227-4261 or Frank.Decker@post.ca.gov.

BASIC COURSE WEBSITE ENHANCED

The POST Basic Course Informational Website, which allows presenters of POST basic courses to access testing and training information and material, has been enhanced for easier access. The changes include the addition of Quick Links which allow access to Consortium minutes, testing issues, curriculum updates, the availability of new workbooks, and training information.

The changes also include the modification of the Scenarios section, the addition of the new exercise evaluation forms for LD35: Firearms and LD19: Vehicle Operations for download, and an extension of the password expiration from 90 days to one year.

Questions about the Basic Course Website may be directed to Jennifer Imlay, Test Security Coordinator, Standards and Evaluation Services Bureau, at (916) 227-3917 or Jennifer.Imlay@post.ca.gov.

INTEGRATION OF THE TERRORISM INTELLIGENCE CYCLE AND THE CRIMINAL INVESTIGATIVE PROCESS STUDIED

POST has entered into discussion with subject matter experts to determine the crossover elements between the Terrorism Intelligence Cycle and the modern Criminal Investigative Process. In 2006, POST conducted a job analysis of the investigative function. An outcome of that effort led to the development of decision guidelines utilized by expert investigators in conducting investigations. The guidelines are being incorporated into the Robert Presley Institute of Criminal Investigation. The guidelines may also be adapted for use in terrorism training.

Experts are considering the use of terminology, processes, and communication between the disciplines to optimize operational efficiencies. Concepts involving collaboration, information sharing, threat assessment, and risk management are being addressed and the potential for training to address these issues is under consideration.

Questions about the Integration of the Terrorism Intelligence Cycle and the Criminal Investigative Process may be directed to Senior Instructional Designer Sven Blomberg, Learning Technology Resource Center, at (916) 227-4547 or Sven.Blomberg@post.ca.gov, or to Senior Consultant Don Lane, Homeland Security Training Program, at (916) 227-5562 or Don.Lane@post.ca.gov.

POST OFFERS EXTRADITION PROCEDURES UPDATE TELECOURSE ONLINE

POST's 2008 *Extradition Procedures Update* telecourse has been converted to an online format and is now accessible via the POST Learning Portal. This video-based training program addresses procedures and skills training for extradition procedures as well as current guidelines for law enforcement officers flying armed.

The content of this telecourse trains law enforcement officers in the proper procedural planning and transport of a prisoner while flying armed. Training points are presented as step-by-step instruction for planning and carrying out an extradition, including moving through the airport, interfacing with airline personnel/airport security, and controlling the positioning and in-flight time with a prisoner. The telecourse includes federal flying armed guidelines that satisfy the flying armed training required by the TSA/DHS for law enforcement officers. DVD copies of this program were mass-mailed in May 2008 to training managers and supervisors at law enforcement agencies and academies in the POST Program.

The POST Learning Portal is an online resource for California peace officers, dispatchers, and training instructors and is available anytime at no cost to users. The POST Learning Portal provides Web-based training for California law enforcement personnel and provides a central location where California law enforcement personnel can share current information, resources, and other learning opportunities.

With automated tracking features built into the POST Learning Portal, the online version of the *Extradition Procedures Update* telecourse program will offer two hours of CPT credit to users. The convenient access and automated granting of CPT credit is expected to increase the popularity of this and future video-based training programs presented online.

Questions about the *Extradition Procedures Update* may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov. Questions about the POST Learning Portal may be directed to 1-877-ASK-LTRC or askltrc@post.ca.gov.

INSTRUCTOR STANDARDS ADVISORY COUNCIL MEETS

The Instructor Standards Advisory Council (ISAC) met August 5-6, 2008, in San Diego. The agenda focused on the Instructor Development Institute (IDI) and e-Learning. Specific discussion topics included:

- Instructor Symposium 2009
- POST/Chancellor's Office grant on "Learning Outcomes"
- Blended Learning for AICC
- Advanced Instructor Certification Course (AICC) presenter's workshop Sept. 9-10
- Total Training Package for AICC
- Preview of "Target Your Training" (coming soon to the Learning Portal)
- Motor Learning in the AICC and elsewhere
- AICC audit team report
- New IDI website – www.postidi.com
- Training needs assessment for incoming Master Instructor students
- Assessment of POST courses by IDI (Master Instructor) students

The next meeting of the ISAC meeting is tentatively scheduled for February 2009. Questions about the Instructor Standards Advisory Council may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

POST EMPLOYEE HIGHLIGHTS

Featured Employee - Chau Nguyen, Senior Test Validation and Development Specialist



Chau Nguyen's family immigrated to the United States from Vietnam in 1990 when she was eight years old. Her family (parents, 1 brother, and 3 sisters) settled in Sacramento where she attended Florin High school. She is fluent in both English and Vietnamese.

Chau has a B.A. in Psychology from CSUS and is currently finishing her M.A. in Industrial/Organizational Psychology, also at CSUS. Prior to being hired by POST in June 2007, she worked for the State Personnel Board, Cooperative Personnel Services, and with Therapeutic Pathways, an agency that provides behavior therapy to autistic children. Chau is currently a Senior Test Validation and Development Specialist in the Standards and Evaluation Services Bureau at POST. Current projects include the validation of test forms for perishable skills taught in Basic Course. She is also a member of the Basic Course Certification Review Team.

Outside of POST, Chau enjoys outdoor activities such as running, swimming, river rafting, scuba diving, and hiking. She also enjoys various craft projects, reading, listening to music, and spending time with family.

Chau is engaged to be married in September in a unique ceremony consisting of traditional practices from the Vietnamese, Chinese, and American cultures. Chau's fiancé, Joe Chan, is a California Highway Patrol officer. POST staff and the Commission join in wishing Chau and Joe a happy future together.

Introducing New POST Employee – Anne Brewer, Law Enforcement Consultant



Anne Brewer started working for POST as a Law Enforcement Consultant on July 28, 2008, and has been assigned to the Training Program Services Bureau. Her law enforcement career started in 1991 when she began work as a Deputy Probation Counselor with the Orange County Probation Department, after obtaining her Bachelor's degree in Psychology from CSU, Fullerton.

Anne was hired by the California Highway Patrol (CHP) in 1995 and worked in various assignments throughout the state, including the field, vehicle theft, and the Governor's Protection Detail. She promoted to sergeant in early 2001 and went into the commercial field. The last three years of her time with the CHP was spent at the academy in West Sacramento as the statewide training coordinator/liaison with POST. Anne left the CHP at the end of 2005 for an opportunity to purchase and run her own business — a restaurant/bar/catering company — in South Lake Tahoe.

After selling her business this summer, Anne decided to return to state employment and tested to become a POST consultant. Anne said that she was grateful to have been selected to work for an organization for which she has always had great respect. Anne looks forward to continuing to serve law enforcement on behalf of POST. Anne can be reached at (916) 227-4829 or Anne.Brewer@post.ca.gov.

Introducing Reinstated POST Employee – John Hardester, Senior Law Enforcement Consultant



John Hardester is a recently reinstated Senior Law Enforcement Consultant with POST. He is currently assigned to the Training Delivery and Compliance Services Bureau as the consultant for Region 4 in California. Prior to that assignment, John worked at POST as a consultant in the Basic Training Bureau, with specific assignments in the Field Training Program, Specialized Investigator Basic Course, Campus Law Enforcement Course, Aviation Security Course, Public Safety Dispatcher Basic Course, Investigation and Trial Court Preparation Course, and the Recruit Training Officer Course.

Prior to his employment at POST, John served 26 years as a sworn member of the Alameda County Sheriff's Office. He worked in a variety of assignments during his career, including in detentions and corrections, patrol, criminal investigations, and various administrative positions, including serving as the Accreditation Manager for the agency's law enforcement accreditation efforts through the Commission on Accreditation for Law Enforcement Agencies (CALEA), and as the Training Manager and Accreditation Manager for the agency's successful Training Academy accreditation through CALEA in 2006.

John retired from the Alameda County Sheriff's Office in 2007 as a Division Commander, with command-level responsibility for the agency's Human Resources, Worker's Compensation, Payroll and Finance, Entry Level and In-Service Training, Planning and Research, and Law Enforcement and Training Academy Accreditation through CALEA.

John has a Master's Degree in Public Administration from the California State University, East Bay and worked as an instructor at the University of Phoenix, teaching Criminal Justice courses, Theory of Management, Critical Thinking, and Organization Behavior.

John can be reached at (916) 227-4869 or John.Hardester@post.ca.gov.

Introducing New POST Employee – Linda Sabella, Assistant Information Systems Analyst

Linda Sabella began working for POST's Computer Services Bureau on July 31, 2008. Linda says she first recognized her "inner geek" in 1983 when she bought a home computer. Things have never been the same since. Linda is fascinated with all things computer-related and brought that passion into her previous work place – the Center Unified School District. Soon, she was running a computer lab and teaching computer skills to K-6 grade students. Linda sought out more challenges and eventually worked in the district office at CUSD, maintaining the many servers and workstations.

Still seeking new challenges, Linda went to work for CBS Television, managing the IT needs of KOVR and KMAX TV. She learned a great deal about the industry and worked with a variety of broadcast equipment. After more than 10 years in the industry, Linda felt it was time to explore new horizons.

Linda has always enjoyed showing others how to make technology work for them, so working at the POST Help Desk is a perfect fit for her. She is excited to be part of the POST team and can be reached at (916) 227-6882 or Linda.Sabella@post.ca.gov.

Introducing New POST Employee – Don Shingara, Law Enforcement Consultant

Don Shingara began working for POST as a Law Enforcement Consultant I in the Basic Training Bureau on August 18, 2008. His law enforcement career covers approximately 21 years of service. Most recently, Don was the senior sergeant at the Roseville Police Department, where he was employed for the past 16 years. Prior to the Roseville Police Department, Don worked just over four years with the El Dorado County Sheriff's Department. He also worked eight months as a Correctional Officer at New Folsom Prison.

During his career, Don's assignments included working as a: hostage negotiator, patrol supervisor, street crimes supervisor, report writing instructor, bicycle patrol instructor, and a Youth Services Officer. Don also helped to develop and implement the Roseville Police Department's first Crime Scene Investigations team.

Don's formal education includes a master's degree in Organizational Management from the University of Phoenix, a bachelor's degree in English from California State University, Sacramento, and an associate's degree in General Studies from Sierra Community College in Rocklin, CA. Additionally, he attended the FBI National Academy (Class 214), and the Supervisory Leadership Institute (Class 109). Don also attended numerous training and leadership courses in the USAF Reserves where he served five years enlisted, and one year as a second lieutenant.

Don's current POST assignments include the FTO/PTO programs, the Basic Dispatcher Course, and the Specialized Investigator Basic Course. He will also handle the Campus Law Enforcement Officer School, the Aviation Security Course, and the District Attorney Investigator Course. Don's secondary duties will include assisting with the Basic Course Certification Review.

Don is looking forward to new opportunities and challenges at POST and is eager to learn his new duties. Don can be reached at (916) 227-3935 or Don.Shingara@post.ca.gov.

ROBERT PRESLEY INSTITUTE OF CRIMINAL INVESTIGATION PRESENTERS MEETING CONDUCTED

POST staff recently conducted a three-day meeting with the presenters and course administrators of the ICI Core Course and foundation specialties courses which include homicide, sexual assault, child abuse, and gangs. The meeting was held on August 19-21, 2008, in Folsom. Several significant items were discussed: the impact of budget cuts, updating course topics and materials, monitoring student evaluations, promoting instructor training, and maintaining course consistency throughout the state.

Additionally, POST Executive Director Paul Cappitelli made an appearance to discuss introduction of blended learning elements into the ICI Program. POST staff provided demonstrations and solicited input from the attendees.

Questions about the Institute of Criminal Investigation meeting may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or Patricia.Chisum@post.ca.gov

POST LAUNCHES LEARNING PORTAL ACCESS SERVICE

POST has begun offering access to some online training to agencies outside the POST program for a fee. Agencies see this service as a low-cost method to access quality training. California law enforcement agencies continue to access this training at no cost.

Various individual agencies and state organizations have expressed interest in accessing POST training. In fact, \$8,000 was received this month for this service. POST sees the service as a cost recovery mechanism where any monies received will be used to support the development of new online courses for California law enforcement.

Questions about the Learning Portal's subscription service may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@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	Held in Enrollment 8/12/08
<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	Held in Enrollment 8/7/08
<u>SB 1770</u> (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