



Administrative Progress Report (APR) December 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.

2009 IN REVIEW

All POST staff sends sincerest wishes for a happy Holiday Season and a healthy, prosperous New Year to the Commissioners, Advisory Committee members, and all POST Client Agencies. The year 2009 was a busy and productive year for POST.

In 2009, five POST employees retired following long careers with the State of California. They include:

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| 1. John Barry | 30 years |
| 2. Vicki Nygren | 32 years |
| 3. Ken Krueger | 27 years |
| 4. Karen Hightower | 30 years |
| 5. Jackie McGovern | 30 years |

Another seven employees resigned to pursue other opportunities, either with the state or other employers.

POST welcomed 12 new employees during the year.

In February, due to the state's continuing budget shortfall, POST staff, along with thousands of other state employees, were directed to take two furlough days per month. In July, a third furlough day was ordered. Since July, POST has been closed for business the first three Fridays of each month. Since the first Friday of January is a national holiday (New Years Day), POST will be closed on the second, third, and fourth Fridays of January 2010.

The compressed work weeks caused by the furloughs have resulted in POST staff scrambling to meet workload demands. Some professional meetings have been missed due to the mandated furloughs, and the Commission opted to meet three times per year due to the state's budget problems and the furlough's impact on staff work schedules.

In spite of the fiscal problems plaguing all of state government, POST staff continues to be highly productive.

In 2009, POST staff prepared and the Commission acted on 75 agenda items at four public meetings held during the year. The Reimbursement Unit processed \$18,666,305 in reimbursement claims during the 2008-2009 Fiscal Year (FY). The Certificate Unit reviewed 12,600 applications and issued over 11,450 professional certificates during the year. The Records Unit processed 1,008 notices of appointment/termination during FY 2008-2009.

Training Program Services Bureau staff completed 12 telecourses, and the new Learning Technology Resources Bureau launched 3 courses on the Learning Portal: 1) Search Warrant Fundamentals, 2) Target Your Teaching, and 3) Environmental Crimes Investigations Overview. The Learning Portal itself has a new look, and the number of users grew to 32,760, of which 9,522 were new users (an increase of 40%). The number of on-line Course Completions increased over 100% to 47,118.

Over 634 new courses were approved for presentation and 56 courses were decertified through the Training Delivery and Compliance Bureau. The Training Delivery and Compliance Bureau also conducted 132 compliance audits and met monthly with executive and training manager associations throughout the state.

In July, POST celebrated its first 50 years of service to California law enforcement. Due to health reasons, POST's first Executive Director, Gene Muehleisen, was unable to attend. Regrettably, POST staff has learned that Mr. Muehleisen passed away on Thanksgiving Day. He was one month shy of his 94th birthday. The Muehleisen family cordially invites former associates and friends to a celebration of Gene's life, to be held at Fremont Presbyterian Church, 5770 Carlson Drive, Sacramento, California, on Saturday, January 9, 2010, at 2:00 p.m. A reception will follow the service.

In October, the Department of Finance (DOF) contacted all state agencies to inform them that a biennial operational audit has been replaced with a new accountability measure known as a Financial Integrity and State Manager's Accountability Act (FISMA) audit. The new FISMA process calls for all departments to conduct an internal risk assessment, report findings to DOF, then develop a mitigation plan. The due date for all departments was December 31, 2009. POST staff identified eight areas of risk and returned the report to DOF on December 15. Staff is presently working on the corrective action plan, due to DOF by January 31, 2010. Copies of the report will be provided to the Long Range Planning Committee and to the Commission, under the Finance Committee tab, in February.

POST DRIVING SIMULATOR TEAM TRAVELS TO ANN ARBOR, MICHIGAN

POST staff led a team of subject matter experts to Ann Arbor, Michigan in December for a driving simulator pre-construction meeting. The meeting included approval protocols and tours of the FAAC, Inc., production facilities and subcontractor facilities to ensure production capability. Discussions included the “two-simulator” trailers, review of drawings, and fine tuning of the simulator prototype. This is a complicated acquisition and will push capabilities and features beyond what was previously marketed in the Law Enforcement Driving Simulator (LEDS) market.

The POST team will return to Ann Arbor in January 2010 to examine the “product proof.” This critical phase of the purchase will set the pattern for all of the simulators to be delivered. The team will do a detailed examination of the product to make certain POST is getting exactly what was ordered and to determine the best settings of each feature that will provide optimum performance in all of the simulators. The team must also confirm that all administrative protocols in the bid are met.

POST anticipates deliveries to the field will begin in March of 2010 and be completed in October of 2010.

Questions about the LEDS project may be directed to Senior Consultant Gary Sorg, Training Program Services Bureau, at (916) 227-4887, or Gary.Sorg@post.ca.gov.

SAFE DRIVING CAMPAIGN INTRODUCED TO WASHINGTON, DC, STAKEHOLDERS

In conjunction with Driver Training Study (DTS) and Vehicle Operations Training Advisory Council (VOTAC) activities, Executive Director Paul Cappitelli and members of the research team met with national law enforcement stakeholders in Washington, DC, during December. The POST contingent met with representatives of the International Association of Chiefs of Police (IACP), the National Law Enforcement Officers Memorial Fund (NLEOMF), the National Institute of Justice (NIJ), the National Highway Traffic Safety Administration (NHTSA), and Senator Diane Feinstein’s staff.

The meetings introduced POST’s ongoing work to reduce law enforcement traffic collisions and called on national stakeholders to raise awareness and take action. The DTS, which began in October 2007, is being re-conceptualized as the SAFE (Situation-Appropriate, Focused, and Educated) Driving Campaign. Details of the campaign and recent stakeholder meetings will be reported to the Long Range Planning Committee (LRPC) in January and the Commission in February.

Questions about the Driver Training Study, VOTAC, DC meetings, or the new SAFE Driving Campaign may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902, or Bryon.Gustafson@post.ca.gov.

POST'S FUTURE VISION TEAM AND LEADERSHIP TEAM MEET JOINTLY

Recently, pursuant to Strategic Plan Objective D.2.08, “Establish a futures planning capability within POST,” a Future Vision Team was formed within POST. The Team constitutes a core work group and will draw upon external subject matter resources as needs require. During December 2009, the Future Vision Team and the Leadership Team met in a workshop. The purpose of the workshop was to: 1) provide an explanation of the strategic foresight process, 2) demonstrate how strategic foresight can enhance POST’s strategic planning, 3) gain consensus about the focus for the strategic foresight process (i.e., identify emerging trends that may impact peace officer standards and/or training in 2020), 4) identify and discuss assumptions from a survey of POST staff, and 5) discuss the integration of the Future Vision Team and the Leadership Team.

Dr. Peter Bishop, internationally recognized futurist and author of *Thinking about the Future*, provided an explanation of the background and purpose of strategic foresight and offered examples of its successes. Dr. Bishop expressed his belief that POST can be a model to the law enforcement profession and similar organizations by embracing strategic foresight. Merle Switzer, former POST Management Fellow and a Command College graduate, provided an overview of the six stages comprising the strategic foresight process.

Assumptions gathered from the survey were reviewed and categorized as internal or external. Some prominent external concerns included potential funding deficits and maintaining pace with technological advances. The survey responses suggested that online delivery of resources could offset funding decreases to some degree.

At various points in the strategic foresight process, the Future Vision Team will meet with the Leadership Team to report on outcomes and receive input. Strategic foresight is designed to provide decision makers with insight into alternative futures. With the insights gained, decision makers are better prepared to make decisions to bring about a better future for the organization. Strategic foresight initiatives frequently result in change, and the direction of change must align with executives’ visions and stakeholders’ expectations.

Command College will be a partner in the futuring process. Staff believe a number of class projects will yield trend data that will be of value to the POST futuring process.

Questions about POST’s establishment of a futures planning capability may be directed to Bureau Chief Mike Hooper, Center for Leadership Development Bureau, at (916) 227-4805, or Mike.Hooper@post.ca.gov.

SCHOOL-BASED LAW ENFORCEMENT CURRICULUM GROUP CONVENED

In December 2009, members of a subject matter resources group reconvened at the San Bernardino Public Safety Academy, an award-winning charter school program for grades 6 through 12. A number of existing public safety school programs at all grade levels were reviewed. A conclusion of the group was that in order to maximize outcomes students, needed to be reached early in their school programs, preferably in grade school. Reaching students at this early juncture would better provide for foundational reading and writing skills as well as for character development.

The work group also reached consensus that a “career pipeline” from grade school through college was essential. An immediate goal of the group is production of a program guide (inclusive of a curriculum) that can be used by individual agencies, or by agencies in affiliation with the local county sheriff/chiefs associations, to establish school-based programs. An anticipated result is an expanded pool of candidates eligible for positions in law enforcement.

Questions about the school-based law enforcement program may be directed to Senior Consultant Greg Kyritsis, Center for Leadership Development Bureau, at (916) 227-2822, or Greg.Kyritsis@post.ca.gov.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

There is no legislative update at this time due to the Legislature being in recess.

REPORT DATE: December 31, 2009