



Commission on Peace Officer Standards and Training

860 Stillwater Road, Suite 100
West Sacramento, CA 95605-1630
www.post.ca.gov

Date: May 6, 2019

Bulletin: No. 2019-20

Subject: **Reimbursement Plan I, II, or V for De-Escalation Courses**

The Legislature has provided POST with a one-time allocation of \$10 million for de-escalation training. To ensure the funds are promptly and effectively utilized, POST will implement **Plan I (reimbursement for travel, tuition, per diem, and backfill)**, **Plan II (reimbursement for travel, per diem, and backfill)**, or **Plan V (reimbursement for presentation costs, travel, and per diem)** for de-escalation courses which meet the criteria below. When funding has been exhausted, POST will revert the courses to Plan N/A.

This bulletin is an invitation for presenters of de-escalation courses to submit for POST course certification.

Interested presenters must meet the following criteria:

Course Content

See attached document.

Students

- Students must be active duty peace officers or public safety dispatchers employed by POST-reimbursable agencies.
- Course presentations must be open to all POST-reimbursable agencies.
- POST reserves the right to review enrollment lists prior to course presentation.

Travel and Per Diem

- Travel is available to students when the distance between the course presentation address and their employing agency address is between 0 and 49 miles.
- Travel and per diem are available to students when the distance between the course presentation address and their employing agency address is between 50 and 150 miles.
- No per diem is available to students when the distance between the course presentation address and their employing agency address is between 0 and 49 miles.

Backfill Pay

- \$500,000 backfill pay is available on a first-come, first-served basis. Presenters interested in providing this option to students, may have course certifications as a Plan I (reimbursement for travel, tuition, per diem, and backfill) or Plan II (reimbursement for

travel, per diem, and backfill). When funding has been exhausted, POST will revert the courses back to the applicable plan.

Invoicing and Funding

- For Plan V courses, POST will refund full costs of presentation when student enrollment is between 15 and 25. There will be no additional funding for additional students, but presenters may enroll up to 30 students.
- For Plan V courses, POST may refund full costs of presentation for fewer than 15 students when training is delivered to an underserved law enforcement community. Prior POST approval is required.
- For Plan V courses, presenters must submit Form 2-243 “Presenter Reimbursement Request (PRR)” to POST within 45 days of the presentation. PRRs can be obtained on the [POST Website Forms webpage](#).
- For Plan V courses, Invoices must be accompanied by receipts for travel and facility costs to be reimbursed on these items.
- Courses may not receive any other source of funding.
- Agencies must submit Form 2-273 “Training Reimbursement Request (TRR)” to POST within the same fiscal year the training was completed. POST will accept agency TRRs up to 60 days after the end of the fiscal year. (11 CCR § 1015) TRRs can be obtained on the [POST Website Forms webpage](#).

Presenter travel

- Presenters are encouraged to travel courses to reach underserved law enforcement communities as determined by POST. Presenter travel must be pre-approved.

Additional

- Courses must be advertised in the POST Course Catalog.
- Course must be POST certified.

Interested presenters of courses who meet the above criteria, please contact your POST Training Delivery and Compliance Bureau [Regional Consultant](#).

MANUEL ALVAREZ JR.
Executive Director
MA:jv

De-Escalation Plan V Criteria Minimum Course Content

Presenters seeking POST certification for De-escalation courses must minimally incorporate the following topics in the expanded course outline and at least 4 learning activities. 4-hour minimum.

De-Escalation

De-escalation is the process of using strategies and techniques intended to decrease the intensity of the situation.

Learning Need: Peace officers must understand how the principles of de-escalation can provide effective tools during contacts with the Public and result in improved decision-making, reduction in situational intensity, and outcomes with greater voluntary compliance.

Core concepts of de-escalation

- Self-control
- Effective communication
- Scene assessment and management
- Force options
- Time

Areas of peace officer performance where de-escalation concepts may assist

- Gaining voluntary compliance
- Defusing
- Mitigating unintended consequences
- Officer and public safety
- Police legitimacy

Exploration of a critical decision-making model which includes;

- Information collection
- Threat and risk assessment
- Law and policy
- Consideration of options
- Planning
- Action and reassessments
- Respect for human life and dignity

Time

- Effects on the decision-making process

Officer Safety

- Situational Awareness
- Tactical Repositioning

Documentation