

INITIAL STATEMENT OF REASONS
Amend Regulation 1005(d) to Establish a CPT Anniversary Date

Current POST regulations require peace officers and dispatchers to complete Continuing Professional Training (CPT) to maintain or enhance job-related skills. Twenty-four hours of specified training is required every 24 months. In August 2005, POST established the 24-month training cycle based on the anniversary date determined by POST as one year from an individual employee's date of original entry into the POST program.

Since the implementation of the anniversary system date compliance program, the overwhelming majority of training managers, chiefs of police and sheriffs have indicated that this system is cumbersome and does not effectively mesh with their agency training schedules. In addition, the compliance reporting system for reserve peace officers and dispatchers has not been updated to reflect the change to the individual employee's anniversary date.

The following problems exist with the anniversary date system for tracking CPT compliance:

The method requires training managers to potentially track up to 365 individual dates in order to establish an agency training plan. The majority of agencies currently train on a consistent quarterly or monthly schedule that allows them to work around the employee work schedule versus the employee anniversary date. This can mean that an employee will meet the minimum training requirement; but, by virtue of their anniversary date, records will reflect him or her out of compliance.

The POST compliance reporting system for reserve peace officers and dispatchers has not been updated to reflect the change to the individual employee's anniversary date. POST is holding agencies accountable; but does not provide them easy access to the anniversary date information.

POST agencies are often confused with the current language and view it as lacking clarity and being incomplete.

Changing from the individual anniversary dates to a single statewide anniversary date would accommodate most quarterly or biennial training schedules in use throughout the state. It would also allow POST staff to have a clear window to track CPT hours for the purpose of compliance audits.

When POST begins the statewide start date of January 1, 2009, then agencies know that all employees in the POST program must complete their 24-hour training mandate by December 31, 2010. This is easier on the agencies and also allows the POST staff a clear window to track CPT hours for the purposes of compliance audits.

In discussions with chiefs, sheriffs, and training managers, the proposed change to one date for the state has been enthusiastically supported.

Therefore, POST proposes to establish a single statewide CPT anniversary date. It is further recommended that this date be January 1, 2009