

Memorandum

To : All Commissioners

Date : June 11, 1971

Executive Officer

From : **Commission on Peace Officer Standards and Training**

Subject: COMMISSION MEETING: 9:30 a. m., June 18, 1971
Camellia Room
Sacramento Metropolitan Airport

AGENDA

1. Call to Order
2. Introduction of Guests
3. Approval of Minutes
4. Project S. T. A. R. Progress Report
5. Visual Acuity Appeal
6. Financial and Budget Report
 - a. Monthly Activity Report and Fiscal Year 1970-71 Summary
 - b. Ways and Means Committee Recommendations
7. Certification of Courses
8. Education and Training Report
 - a. Course Evaluation and C. A. P. T. O. Assistance
 - b. Advanced Officer Course Development Study
9. Reports
 - a. Bureau of Police Standards
 - (1) Administrative Counseling
 - (2) Center for Police Management
 - (3) Personnel Standards - Upgrading of Requirements

- b. P.O.S.T. Advisory Committee
 - c. New Consultant Examination
10. Old/New Business
- a. P.O.S.T. May 1971 Reorganization
 - b. Penalty Assessment - Bail Issue
11. Date and Place of Next Meeting
12. Adjourn

Gene S. Muehleisen
GENE S. MUEHLEISEN

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State of California
Department of Justice

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

MINUTES

June 18, 1971

Sacramento Metropolitan Airport

The meeting was called to order at 9:30 a.m. by Chairman Cash. A quorum was present.

Present:

LYELL C. CASH	- Chairman
JOHN FABBRI	- Vice-Chairman
BEN CLARK	- Commissioner
DAN KELSAY	- Commissioner
ARTHUR R. MC KENZIE	- Commissioner
ROBERT S. SEARES	- Commissioner
L. C. WADDINGTON	- Representative of the Attorney General

Also Present:

GENE S. MUEHLEISEN	- Executive Officer
GEORGE H. PUDDY	- Assistant Executive Officer
CARL R. BALL	- Chief, Bureau of Police Education & Training
EDWARD M. TOOTHMAN	- Chief, Bureau of Police Standards
KENNETH W. SHERRILL	- Senior Consultant
GERALD E. TOWNSEND	- Project Coordinator, Project S.T.A.R.
IMOGENE KAUFFMAN	- Recording Secretary

Staff Training:

Eva Sordi	- Secretary, Project S.T.A.R.
Loretta White	- Account Clerk, Project S.T.A.R.

Absent:

Jack G. Collins	- Commissioner
Fred J. Morey	- Commissioner
Earl R. Strathman	- Commissioner

Visitors:

Captain Ed Grace	- Commanding Officer, L.A. Police Academy
Explorer Post 714 staff	- Mark Slaff, Post Commander
	- Grove Jenkins, Captain
	- Diane Weagly, Administrative Lieutenant

APPROVAL OF MINUTES

MOTION by Commissioner McKenzie, seconded by Commissioner Kelsay, motion carried that the minutes of May 12, 1971 be approved as presented.

PROJECT S. T. A. R. PROGRESS REPORT

The S. T. A. R. Project Coordinator, Gerald Townsend, reported on the progress of the Project, stating that both the California Council on Criminal Justice Action Grant and the L. E. A. A. Discretionary Grant for the Project had been approved effective March 31, 1971. Contract negotiations were completed between P. O. S. T. and the American Justice Institute. The Institute executed a subcontract with the Systems Development Corporation of Santa Monica and the Field Research Corporation of San Francisco which were subsequently approved by the Commission. The American Justice Institute has opened a project office at 4818 Lincoln Boulevard, Marina Del Rey, California, and has assembled its full complement of nine researchers.

An interim group composed of P. O. S. T. and the American Justice Institute staff has provided internal guidance and control pending the appointment of the Advisory Council. Communication to all concerned parties has been via the medium of periodic progress reports. The preparation of a comprehensive briefing document is being prepared for the first advisory council meeting. The meeting is tentatively scheduled for July 6-7, 1971.

Mr. Townsend stated that the project is proceeding very well; however, one impediment has been the inability to fill the vacancy of project director occasioned by a change in circumstance of the individual initially identified to fill this position. The associate director, C. D. Weller, and Mr. Townsend have been filling this void.

Participation by the other states of Texas, Michigan and New Jersey, in both local activities and meetings with the Advisory Council in California, is anticipated during the second quarter of the project.

VISUAL ACUITY APPEAL

Mr. Richard Hinkle, the appellant, failed to appear. The Executive Officer stated that Mr. Richard Hinkle had appealed to the Commission for a visual acuity waiver for a 20/400 uncorrected deficiency correctable to 20/20 with contact lenses. He has been refused employment at both San Francisco Police Department and San Carlos Police Department; both departments referring to the P. O. S. T. visual acuity requirement as reason for refusal.

At the time of adoption of the 20/100 requirement, the Commission stated it would periodically review the requirement to determine whether change was needed. The appeal was presented at this time to assist the Commission in considering whether the visual acuity requirement should again be reviewed. The Executive Officer stated the staff recommendation continues to be that if a state level visual acuity is retained, it would be no lower than 20/100 and the question to be re-examined is whether the regulations should be non-specific as was done with the color vision requirement, i. e., setting guidelines and leaving the decision up to local government.

Mr. Sherrill requested that consideration also be given to a situation which seems to be unfair and should be reviewed; e. g., instances of the applicant having one perfect eye and the other eye being below 20/100. What is his visual acuity? Would the Commission want the staff to examine this one segment of the visual acuity requirement?

Captain Grace stated that in the Los Angeles Police Department exceptional cases below 20/70 are reviewed on an appeal basis with 20/100 as the absolute minimum. After a discussion of the problem by various commissioners and the staff, the following action was taken.

MOTION by Commissioner Clark, seconded by Commissioner McKenzie, carried unanimously that the visual acuity requirement be left as it is until such time as the departments indicate this requirement is causing a recruitment problem.

FINANCIAL AND BUDGET REPORT

Mr. Puddy presented the financial report as of May 31, 1971, and stated the figures represented an estimate, as many claims were still outstanding. The estimated budgetary reimbursement for the year was \$5.1 million. A more comprehensive report will be presented at the next commission meeting. The financial report as of May 31, 1971 is set forth as Attachment "A".

The Monthly Activity Report and 1970-71 Fiscal Year Summary from the Records Unit was presented to the Commission. The Executive Officer stated this was presented to inform the Commission of the type of information and controls available from Records regarding course reimbursements, number of men and time for training in specific courses. The Monthly Activity Report is set forth as Attachment "B".

Commissioner Seares expressed his appreciation of this type of report, stating it was very helpful information.

WAYS AND MEANS COMMITTEE RECOMMENDATIONS

The Executive Officer reported that when the budget was set for hearing before the Ways and Means Committee, the Chairman, Willie Brown, held it up. There was some discussion within the Committee concerning what P.O.S.T. was doing; how effective was the program, and whether there should be an evaluation of the P.O.S.T. Program. Chairman Brown was particularly interested in the minority recruitment problem, and a letter was received from him in which he asked if P.O.S.T. would be willing to spend some money to help with this statewide problem. Upon the authority of the chairman, the staff replied affirmatively, stating that P.O.S.T. sponsored a two-year recruitment research project and program, that we continually counsel cities with recruitment problems and help sponsor an experimented recruitment program (POST-PORT). This is part of the function of the Personnel Standards Section. If P.O.S.T. was given sufficient budget augmentation for contractual services and was provided the staff required, we would be able to provide much greater local assistance in alleviating this problem.

The matter was referred to the Select Committee on Criminal Justice to ascertain what P.O.S.T. had specifically planned in this regard before anything was done on the budget. Because of the differential between what the Finance Committee recommended (full implementation of P.O.S.T.'s requested positions) and what Ways and Means recommended, the budget had to go to the Joint Committee. Miss Carol Crowther, consultant to the Select Committee, spent at least eight hours working with the Executive Officer on this matter, and certain suggestions from the staff were submitted. It was suggested that a budget augmentation of \$150,000 would be required in addition to our request for an administrative budget of \$831,000.

P.O.S.T. suggested that under contractual service, at least one Black and one Mexican-American highly-qualified policeman be hired to work with local police departments, upon request, helping in on-campus recruiting and other programs. It was pointed up that P.O.S.T. has an advisory committee that worked on the Community-Police Relations Leadership Program, and they could provide a sub-committee for the project. It was also pointed up that if the four consultant positions requested for Personnel Standards Section were restored, a percentage of their time could be spent on the minority recruitment problem. It was also felt that there should be a short-term research done by possibly two analysts and at least one clerical staff person to evaluate the California minority recruiting base, geographic distribution and impediments to minority recruitment. Reference was made to Bill Danielson's study, and apparently there has been no updating of the study.

The Ways and Means Committee staff, by way of Miss Crowther, had submitted a draft of recommendations and suggested that the P.O.S.T. budget be restored to the level requested by the Commission contingent upon agreement to their recommendations.

Recommendations for a P.O.S.T. - sponsored minority recruitment program to assist local departments were discussed in depth by the Commission. The basic recommendations and suggested resolution are set forth as Attachments "C" and "D".

CERTIFICATION OF COURSES.

The following courses were certified. A detailed resume covering each course description, hours, tuition and reimbursement plan is retained in P.O.S.T. files.

MOTION by Commissioner Clark, seconded by Commissioner Seares, motion carried that the course certification agenda be approved.

Pre-Service Course

College of the Canyons
(Newhall -- Los Angeles County)

Advanced Officer Course

California Highway Patrol
Ohlone College
San Diego County Sheriff's Academy
San Joaquin Delta College

Middle Management Seminar

University of California at Santa Cruz

Executive Development Seminar

Golden Gate College
University of California at Santa Cruz

Technical Course

Cal-State Los Angeles Administrative Analysis for Police Personnel

Continue Certification

Centro Obrero	Spanish Language Training Program
Southwestern College	Spanish for Peace Officers
University of California at Davis	Total Immersion Spanish
Chaffey College	Community-Police Relations
Cuesta College	Community-Police Relations
Diablo Valley College	Community-Police Relations
Long Beach City College	Community-Police Relations
Merced College	Community-Police Relations
Pasadena City College	Community-Police Relations
Santa Ana College	Community-Police Relations
FBI, Sacramento Field Office	Community-Police Relations

SPECIALIZED LAW ENFORCEMENT COURSE

State Specialized Law Enforcement Academy	Investigators' Course
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MOTION by Commissioner Clark, seconded by Commissioner Fabbri, carried unanimously for certification of the course with the stipulation that the academy be retitled, and it should be strongly stressed that any title should not be used which would indicate this was a state law enforcement academy.

EDUCATION AND TRAINING REPORTCourse Evaluation and C. A. P. T. O. Assistance

Mr. Ball reported that as a result of instruction from the Commission to evaluate the quality of existing certified courses and to present guidelines for quality control, toward that end and because of limited staff, the California Association of Police Training Officers (C. A. P. T. O.) had volunteered to assist in evaluating courses presently in progress. Through their training officers, P. O. S. T. will be provided a list of officers who will be attending these courses. By way of a letter to their department heads, these officers will be requested to use this opportunity to evaluate the course for P. O. S. T. by means of a pre-designed questionnaire. C. A. P. T. O. will act as a vehicle for communication between P. O. S. T. staff and the students selected to participate.

Advanced Officer Course Development Study

With the advent of the mandatory requirement that each officer below first level supervisor complete an Advanced Officer Course once every four years, it became necessary to review the Advanced Officer Courses as they presently exist in California. Mr. Ball reported that this is to be accomplished through contractual arrangements for a special consultant to be hired on a two-month basis. Negotiations are presently being made for this assignment with Professor Nat Trives, Cal-State Los Angeles, Department of Police Science and Administration.

Riverbank Chief of Police Request - Continuation of Spanish Course

A request was submitted to the Commission from the Chief of Police of Riverbank, Richard S. Bidwell, for approval of a course fee, reimbursable to the City of Riverbank, for a repeat attendance to a two-week Total Immersion Spanish Course. Chief Bidwell's request was unique in that the degree of fluency, that was necessary for everyday conversation with the large portion of Spanish-speaking residents in this city, had not been achieved during the previous attendance.

A request for approval for reimbursement more than once for the attendance by one individual to the same course was discussed.

MOTION by Commissioner McKenzie, seconded by Commissioner Seares, motion carried to approve one additional attendance on an individual request basis only. Approval of Chief Bidwell's request was made with the stipulation that, for purposes of future requests of this nature, an evaluation be made by P.O.S.T. following the completion of the second course.

In conjunction with the Education and Training Report, Mr. Waddington stated there was a large area of concern in the Attorney General's Office about the material pertaining to law that is being used as training material in California. He presented these suggestions:

1. A joint effort be made between P.O.S.T. and the Attorney General's Office to evaluate training material pertaining to law; e. g., recent decisions pertaining to search and seizure.
2. A grant proposal could be prepared whereby a member of the P.O.S.T. staff, a representative from the Attorney General's Office and training officers evaluate the law courses.
3. Law course proposals received be submitted to him for approval before certification.

4. Lesson plans from the Attorney General's Office should be made available to be used as resource material and that there be established a liaison on legal training with the education training association in California (P. E. A. C. and C. A. P. T. O) for the distribution of the materials.
5. Serious consideration should be given to the possibility of using P.O.S.T. reimbursement money to reimburse officers who attend televised legal training programs or who watch legal training films which are supplied by the Attorney General, in conjunction with Los Angeles County. He suggested there is no distinction between training on T. V. and training in a classroom. The T. V. training will soon become operational statewide and provide uniformity of understanding and update departments regarding legal matters much faster than can be accomplished presently through printed materials alone.
6. The Attorney General assign someone to the P.O.S.T. staff to put peace officer law training materials together to present to the Commission at a later date.

BUREAU OF POLICE STANDARDS REPORT

Administrative Counseling

Mr. Toothman gave a status report of the administrative counseling surveys to date and stated that since the inception of the program in February 1969, 29 surveys have been completed; the most recent completions being Sacramento Police Department, the Madera Police Department and the Santa Paula Police Department. The three law enforcement agencies in the County of Madera have been surveyed; Madera County Sheriff's Department, Chowchilla Police Department, and the City of Madera Police Department. Seven departmental surveys are now in progress and are in various stages of completion; Stockton, San Jose, Fairfield, Chula Vista, Siskiyou County, Eureka, and Angels Camp. There is a backlog of 31 departments awaiting surveys.

The Executive Officer reported that in October 1970 P.O.S.T. had received a request from the District Attorney of Madera County, who is the Chairman of the Law Enforcement Cooperation Study Committee, requesting a feasibility study to ascertain whether or not law enforcement agencies in Madera County could be combined, consolidated, or their functions shared. The committee is made up of representatives of the city councils, Board of Supervisors and the heads of the three law enforcement agencies.

It was the consensus of the Commission that the staff request individual resolutions from each representative body before the survey be undertaken.

Center for Police Management Proposal

Mr. Toothman reported that P.O.S.T. had received a request from L.E.A.A. for P.O.S.T. to submit a proposal to provide counseling service to state, regional and local police agencies to assist in the improvement of police management throughout the United States. This proposal amounting to \$186,000 was submitted. The proposal provided for two consultants and one support staff. It was indicated that at the end of the fourth month of the proposed service two additional personnel would be hired depending upon the volume of work.

To date, no response has been received from L.E.A.A. regarding this proposal.

Personnel Standards Upgrading of Requirements

Mr. Toothman stated that the Personnel Standards Section requests that the Commission consider shortening to 12 months the 18-month period (from date of hire) presently required for a recruit to complete the basic training. P.O.S.T. has noted that there are many men who are hired, and after 18 months, if they are found to be suitable, are then trained. If they are not suitable, the department has saved the training expenses. This practice appears to prevail, and certain small departments never reach a status where all entry level personnel are fully trained. Mr. Toothman urged that 12 months become the maximum time allowed with waivers granted for justifiable exceptions.

MOTION by Commissioner Clark, seconded by Commissioner McKenzie, carried unanimously that the next hearing agenda include an amendment to Section 1005 (b) (2) of the Regulations to read: "Each and every trainee must satisfactorily complete the prescribed Basic Course within 12 months from the date of his appointment as a regularly employed officer."

Commissioner Fabbri requested that when this amendment is discussed, the section should include a provision that a newly employed officer is not a full-fledged police officer until he has completed the basic training.

P.O.S.T. ADVISORY COMMITTEE

A roster of the Advisory Committee members as of this date was presented to the Commission. Mr. Puddy reported that the student representative had been selected. Mr. Matthew Hogan, a junior at the University of California

at Davis who was highly recommended by Dr. Richard Gable, head of the Political Science Department at the University, has been appointed by Chairman Cash. Mr. Hogan works in the Office of Student Affairs and is assigned as a liaison with the University of California at Davis Chancellor's Office.

At the June 11, 1971 meeting, W. Bert Ritchey, a lay member from San Diego, was elected Chairman for a one-year term, and Nathan Iannone, Coordinator of the Police Science Department at Fullerton Junior College, was elected Vice-Chairman.

At present, the Advisory Committee is working on an evaluation proposal for the Community-Police Relations Leadership Training Program. A request was made to the Advisory Committee for their opinion and advice on the Legislature's request that the Commission develop means to assist local law enforcement agencies in the recruiting of minority candidates. The Advisory Committee expressed wholehearted support and a willingness to assist in providing names of qualified persons from minority groups to serve on an Advisory Committee subcommittee on minority recruiting.

P.O.S.T. CONSULTANT EXAMINATION

Mr. Puddy stated that the announcement of the P.O.S.T. Consultant examination will be released within a few days and will be widely distributed. The written phase of the examination will include five topics calling for essay responses. Evaluation of responses will be graded on a pass/fail basis followed by a qualifications appraisal interview weighted at 100%. This examination will be offered in Los Angeles, Sacramento and San Francisco sometime in September.

REPORT ON LEGISLATION

Mr. Puddy presented a brief legislative report on the following bills:

AB 352 -- Crown

Provides added compensation to California Highway Patrol participants in P.O.S.T. Certification Program.

AB 602 -- Monagan

Permits aliens who are peace officers to have firearms.

AB 1400 -- Hayes

Redefines California court system; merges municipal and justice courts into superior courts.

AB 1401 -- Hayes

Changes provisions relating to disposition of fines and forfeitures, requiring transfer of such amounts into State Court Fund. Does not affect penalty assessments except that it may increase same.

ACA 45 -- Hayes

Vests judicial power of state in Supreme Court, courts of appeal and superior courts and eliminates municipal and justice courts.

AB 2311 -- Murphy

Allows ex-felons to be parole, probation, or state correctional officers; allows board of supervisors, among others, to appoint ex-felons as peace officers during disasters.

AB 2517 -- Miller

P.O.S.T. to require local community funds to insure peace officers against death and injury.

AB 2565 -- Warren

Fines collected for narcotic offenses to be used by Department of Education for drug education programs.

AB 2688 -- Crown

P.O.S.T. standards for local peace officer compensation.

AB 2886 -- Priolo

Requires peace officers to take P.O.S.T. approved arrest procedure and firearms courses in order to retain peace officer status; such courses to be satisfactorily completed by January 1, 1973, or lose peace officer status until such courses are completed. This bill was a product of ACR 55 Report.

Commissioner Clark recommended that the bill be amended to provide that 12 months be allowed departments to accommodate the requirements of this law.

AB 2992 -- Miller

Requires the Commission to develop and implement programs for developing local law enforcement community relations programs; P.O.S.T. authorized making special allocations to certain local agencies providing bonus pay for officers who establish residence in the community where they are assigned.

Changes P.O.S.T. Commission membership: Four sheriffs or chiefs of police, one member of Board of Trustees of California State Colleges, one representative of Board of Governors of California Community Colleges, one city official, one county official, and two members of minority races with experience in the field of human relations.

It was the consensus of the Commission that if the staff is called upon to testify, this bill should be opposed, and that it should be brought to the attention of the people presently involved for their opposition, i. e., the League of California Cities and the County Supervisors' Association. These concerned parties should be advised that the Commission has an Advisory Committee made up of representatives of the people being suggested to be added to the Commission.

SB 85 -- Grunsky

Adds coroners and deputy coroners as peace officers.

SB 365 -- Cologne

Sheriff of county with population over 250,000 must have P.O.S.T. Advanced Certificate.

SB 762 -- Harmer

Traffic violations payments to benefit Peace Officers' Training Fund.

SB 1383 -- Dills

Specific payments for local law enforcement officers completing P.O.S.T. training.

OLD/NEW BUSINESS

P.O.S.T. May 1971 Reorganization

The Executive Officer discussed briefly the new P.O.S.T. Organization Chart which establishes two bureaus, the Bureau of Police Standards and the Bureau of Police Education and Training, and sections on Administration and Special Projects. The Reorganization Chart is set forth as Attachment "E".

Penalty Assessment - Bail Issue

The Executive Officer reviewed the Commission's request of the March 1971 meeting that the staff seek the Attorney General's recommendations with

reference to the report of the San Francisco Crime Commission's recommendation that the State Legislature amend Penal Code Section 13521 to provide that, on forfeiture of bail, 25% be paid to the Peace Officers' Training Fund.

Deputy Attorney General Gloria F. DeHart was appointed to represent the State of California in the court hearings related directly or indirectly to this issue. Mrs. DeHart feels that the amendment of Penal Code Section 1275 would be preferable to any change of Penal Code Section 13521 and suggested the following addition to Penal Code Section 1275:

"The court shall also consider the amount of penalty assessment established by Penal Code Section 13521."

This legislative action was recommended by Mrs. DeHart as it is difficult at this time to predict the result which may be reached by the courts.

MOTION by Commissioner Seares, seconded by Commissioner McKenzie, motion carried that staff contact the League of California Cities and the County Supervisors' Association for their reaction to this issue for guidance and further consideration at the next commission meeting.

Request for Proposal for Background Investigation Study

At the March 1971 commission meeting, Commissioner Clark as acting Chairman was asked to appoint a committee to help develop a request for a grant proposal for the research to be conducted on the P.O.S.T. background investigation techniques as requested by the San Diego Police Department. Commissioner Clark requested that the regular Chairman, Lyell Cash, appoint this committee. Staff recommendation for the committee, upon confirmation of acceptance to serve, would be:

Tom Galloway, C.C.C.J.
 Ken Sherrill, P.O.S.T. Bureau of Police Standards
 Glen Fine, P.O.S.T. Bureau of Police Standards
 Bill Danielson, Personnel Officer, City of Sacramento
 Captain Gene Luther, Personnel, Los Angeles Police Department
 Lieutenant John A. McQueeney, San Diego Police Department

DATE AND PLACE OF NEXT MEETING

The Commission set the date of the next meeting to be September 16 and 17 in San Diego. September 16th meeting will be a formal business meeting, and a discussion meeting will follow on September 17th.

ADJOURNMENT

The meeting was adjourned at 2:30 p.m.

Respectfully submitted,

Gene S. Muehleisen
GENE S. MUEHLEISEN
Executive Officer



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

714 P STREET, ROOM 1508
SACRAMENTO, CALIFORNIA 95814

FINANCIAL REPORT
May 31, 1971

BALANCE OF FUND	\$12,467,848
Less Claims to 5-31-71	
Including C. R. L. T. P.	<u>4,466,000</u>
Actual Balance - 5-31-71	\$ 8,001,848

ESTIMATED FINANCIAL SITUATION

July 1, 1971

REVENUE

Balance P. O. T. F. 6-30-70	\$ 7,905,544
Revenue in Fiscal Year 70-71	<u>8,100,000</u>
Total	\$16,005,544
Less 70-71 Fiscal Year Administrative Expenditures and Encumbrances	<u>470,000</u>
Balance as of 6-30-71	\$15,535,544
Claims Received To Date and Expected to 6-30-71, including C. R. L. T. P.	<u>4,753,016</u>
Total Cash Resources Estimated 7-1-71	<u>\$10,782,528</u>

Memorandum

Mr. George H. Puddy
Assistant Executive Officer

Date : June 1, 1971

Records Unit

From : Commission on Peace Officer Standards and Training

Subject: MONTHLY ACTIVITY REPORT AND 1970-71 FISCAL YEAR SUMMARY
May 1, - May 31, 1971

The following activities occurred in the Records Unit for the month of May:

Course	REIMBURSEMENTS:			NO. OF MEN			MAN DAYS		
	*Prev. F.Y. Totals	AMOUNT May	Total F.Y. Amount	*Prev. F.Y. Totals	May	F.Y. Total	May	Total	
Basic	2,025,478.51	\$224,640.53	\$2,250,119.04	2,067	264	2,331	21,120	186,48	
Supervisory	147,953.87	10,270.26	158,224.13	517	35	552	455	7,17	
Adv. Officer	207,532.44	39,922.52	247,454.96	1,774	340	2,114	1,700	10,57	
Mid. Mngt. Crse.	115,756.26	8,469.40	124,225.66	257	18	275	216	3,30	
Mid. Mngt. Sem.	7,018.13	2,935.82	9,953.95	30	12	42	36	12	
Exec. Dev. Crse.	18,403.64	1,829.26	20,232.90	31	3	34	36	40	
Exec. Dev. Sem.	3,532.04	1,545.80	5,077.84	12	6	18	18	5	
	\$2,525,674.89	\$289,613.59	\$2,815,288.48	4,688	678	5,366	23,581	208,11	

Technical or Special Courses:

Accident Inv.	2,893.60	-0-	2,893.60	27	-0-	27	-0-	40
Acc. Inv. Wksp.	123.48	-0-	123.48	1	-0-	1	-0-	1
Adv. Crim. Inv.	4,062.00	477.60	4,539.60	35	5	40	25	20
Auto Theft	1,970.36	80.55	2,050.91	17	1	18	5	9
Baton Inst.	1,609.11	-0-	1,609.11	11	-0-	11	-0-	7
Breathalyzer	6,800.00	400.00	7,200.00	17	1	18	10	18
Comm. Police Rel.	166,752.92	-0-	166,752.92	1,170	-0-	1,170	-0-	7,99
Crim. Scene Inv.	19,629.80	4,864.60	24,494.40	32	7	39	84	46
Crowd Control	41,522.68	13,663.90	55,186.58	345	113	458	565	2,29
Dangerous Drugs	6,502.69	-0-	6,502.69	24	-0-	24	-0-	24
DCI	62,118.52	-0-	62,118.52	39	-0-	39	-0-	2,34
Det. School	20,339.38	3,721.80	24,061.18	174	29	203	145	1,01
Driver Trn.	7,892.08	1,911.52	9,803.60	168	46	214	138	64
Evid. Tech.	10,160.91	2,259.25	12,420.16	25	8	33	120	49
Fld. Mngt.	1,991.06	697.50	2,688.56	11	4	15	8	3

*Covers period from 7/1/70 - 4/30/71

REIMBURSEMENTS: Continued AMOUNT

Course	AMOUNT			NO. OF MEN			MAN DAYS	
	*Prev. F.Y. Totals	May	Total F.Y. Amount	*Prev. F.Y. Totals	May	F.Y. Total	May	Total
Field T/O	8,376.20	8,370.40	16,746.60	68	68	136	340	680
Helicopter	1,646.13	-0-	1,646.13	18	-0-	18	-0-	54
Human Dvlp.	7,500.00	6,000.00	13,500.00	47	48	95	240	475
Inform. Systems	3,257.50	241.65	3,499.15	15	1	16	3	48
Juv. Law	6,882.91	662.38	7,545.29	38	4	42	24	252
Juv. Mngt.	1,944.16	1,795.26	3,739.42	13	14	27	56	108
L/E Leg. Ed.	10,056.04	1,709.00	11,765.04	116	8	124	32	496
Motorcycle	23,082.36	1,510.23	24,592.59	72	6	78	60	780
P/O Law	1,819.05	-0-	1,819.05	10	-0-	10	-0-	50
Spanish	5,000.00	-0-	5,000.00	5	-0-	5	-0-	110
Tear Gas	164,567.01	6,796.14	171,363.15	7,234	273	7,507	273	7,507
T.V. Inst. Tech.	13,000.00	1,000.00	14,000.00	13	1	14	15	210
Trn. Off. Sem.	9,928.11	1,386.00	11,314.11	21	2	23	20	230
Vice School	16,961.16	-0-	16,961.16	141	-0-	141	-0-	705
	<u>628,389.22</u>	<u>57,547.78</u>	<u>685,937.00</u>	<u>9,907</u>	<u>639</u>	<u>10,546</u>	<u>1,823</u>	<u>27,499</u>
Subtotal other courses	<u>2,525,674.89</u>	<u>289,613.59</u>	<u>2,815,288.48</u>	<u>4,688</u>	<u>678</u>	<u>5,366</u>	<u>23,581</u>	<u>208,114</u>
TOTAL ALL COURSES	<u>\$3,154,064.11</u>	<u>\$347,161.37</u>	<u>\$3,501,225.48</u>	<u>14,595</u>	<u>1,317</u>	<u>15,912</u>	<u>25,404</u>	<u>235,613</u>

CERTIFICATES:

Certificate	General	Specialized	Totals	May	Total
Basic:					
Prev. F.Y. Report*	4,096	575	4,671		
May	238	21	259	259	
Total Basic Certs.	4,334	596	4,930		4,930
Intermediate:					
Prev. F.Y. Report*	1,903	165	2,068		
May	118	16	134	134	
Total Intern. Certs.	2,021	181	2,202		2,202
Advanced:					
Prev. F.Y. Report*	1,394	182	1,576		
May	80	20	100	100	
Total Advanced Certs.	1,474	202	1,676	493	1,676
					8,808
Certificates of Completion:					
Prev. F.Y. Report*					
Technical or Special	4,712		310		5,022
Advanced Officer	913		177		1,090
Middle Management	542		39		581
Supervisory	1,062		93		1,155
Executive Development	33		10		43
Totals	7,262		629		7,891
				629	7,891
				1,122	16,699

*Covers period from 7/1/70 - 4/30/71

Jennifer Petty
 Jennifer Petty, Supervisor
 Records Unit

MEMORANDUM

June 18, 1971
(Revised)

That the P.O.S.T. budget be restored to the level requested by the Commission, with these conditions:

1. The Commission should establish a special unit to intensify efforts to recruit and train minority persons.
 - a. The Commission shall determine the present percentage of minority policemen in California.
 - b. The Commission shall determine a goal percentage increase in eligible minority personnel as a result of the information gathered on available minority persons eligible.
 - c. The Commission shall, insofar as possible, recruit minority personnel to manage this program.
 - d. The Program shall include efforts to make available to minority police candidates federally funded scholarships to achieve the education and/or training required to achieve eligibility for police employment.
2. Legislative budget committees will increase to \$150,000 the amount of Contractual Services money in the Commission's Budget to hire temporary special consultants and supporting clerical staff.

3. Employ special consultants including at least one Black and one person of Mexican-American derivation, with appropriate clerical staff to work with local police recruiters in carrying out minority recruiting programs throughout the State. Provide two research analysts to provide continual research and program development data. Techniques would include the "challenging" of minority college students enrolled in various college disciplines, pointing up the exciting role they could play as a front-line, street-level "social problems solver". Other techniques will be implemented based upon the program's preliminary research.
4. Through management surveys and other methods, promote the community service officer concept.
5. To improve and upgrade the various services and programs offered by P.O.S.T., the Commission has been granted and has in operation a federal grant (S.T.A.R.) to determine the role of police. Following the police portion of S.T.A.R., that part of the P.O.S.T. Program not studied on S.T.A.R. shall be continually evaluated by an independent entity, such as:
 - a. Quality and effectiveness of teaching methods.
 - b. What direct or contractual services should be provided by P.O.S.T. to local and state agencies, and educational institutions.
 - c. What is the effectiveness of P.O.S.T.'s present training and education courses; what additional courses are needed;

what courses should be reconstructed and what courses shall be discontinued.

- d. How effective are the Commission's methods of "inquiry to determine adherence to standards" required under 13512 P.C., and what steps are necessary to improve effectiveness.
- e. Are modern management methods and techniques being used to do the work of the Commission, and what methods should be adopted to improve the operations and effectiveness of the Commission.
- f. How effective are P.O.S.T. management surveys in improving the operational effectiveness of police and sheriffs' departments, and how can implementation of survey recommendations be improved.

June 18, 1971
(Revised)

CALIFORNIA LEGISLATURE

PROPOSED ASSEMBLY CONCURRENT RESOLUTION

WHEREAS, Most cities are keenly aware of serious police-community relations problems, particularly in urban areas in which significant numbers of minority group persons reside, and

WHEREAS, In some of these areas conflicts between the police and the community interfere seriously with the ability of the police to deal more effectively with community problems, and

WHEREAS, Hostility or lack of confidence on the part of various segments of the public toward the police has serious implications which interfere with the ability of local government to recruit minority candidates for the police service, and

WHEREAS, There is a concomitant demand from a significant number of minority persons that there is a lack of representation on police agencies reflective of the minority population, and

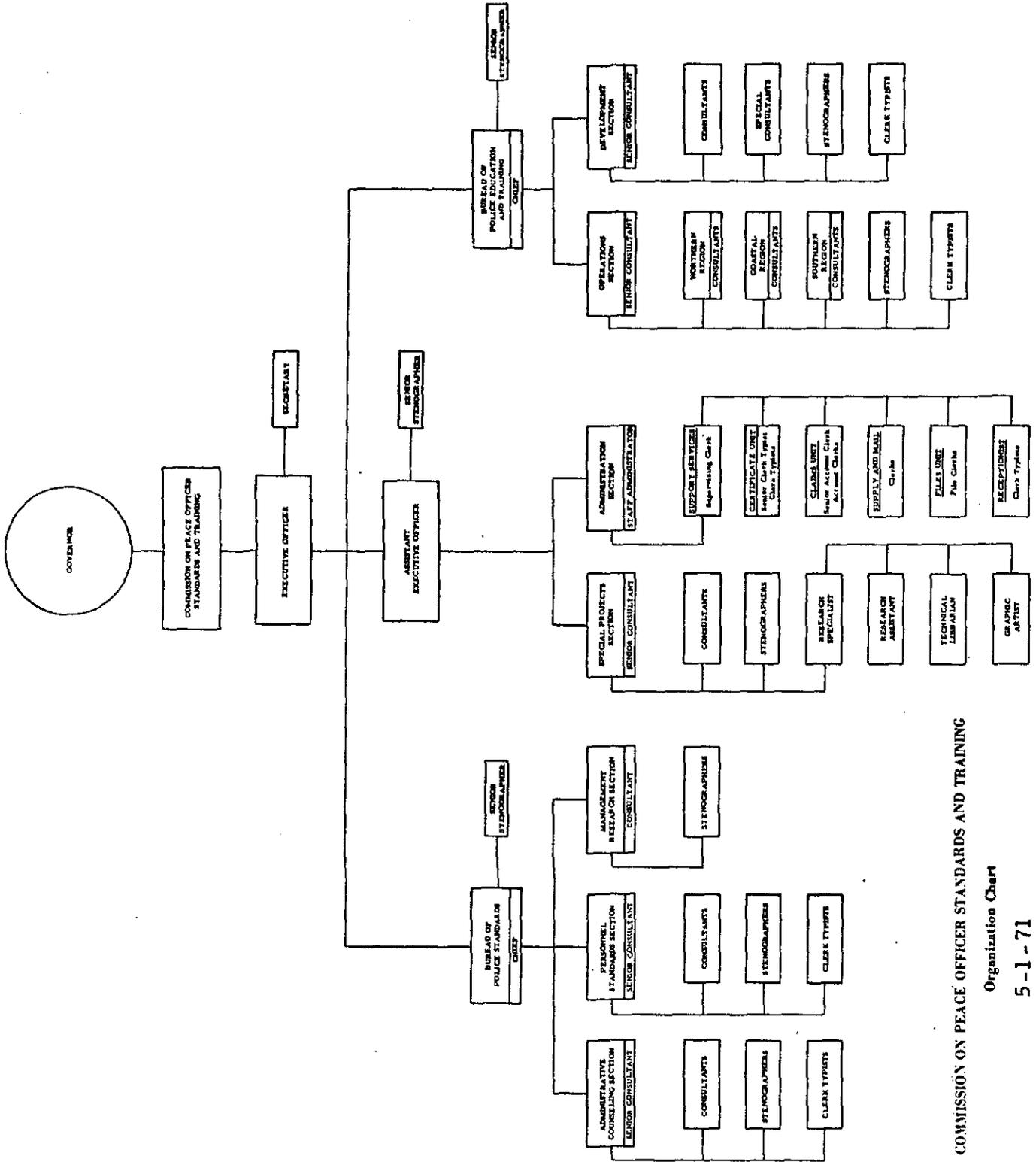
WHEREAS, Section 13510 Penal Code provides that the Commission on Peace Officer Standards and Training is responsible for the establishment of and adherence to regulations and standards governing the recruitment of police officers by local jurisdictions, and

WHEREAS, It is essential that these high standards of selection be retained and at the same time the ability of local government to recruit from minorities should be greatly increased, and

WHEREAS, The Commission on Peace Officer Standards and Training is also empowered to develop and implement programs to increase the effectiveness of law enforcement in California, and

WHEREAS, Police officials, local government officials and the general public are generally of the opinion that the effectiveness of California law enforcement will be increased with the addition of greater numbers of qualified minority members to the police rank; Therefore, be it

RESOLVED by the Assembly of the State of California, That the Commission on Peace Officer Standards and Training is requested to provide specific programs to assist local law enforcement agencies in the recruitment of minority police candidates; and be it further



COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

Organization Chart

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

714 P STREET, ROOM 1508
SACRAMENTO, CALIFORNIA 95814



ESTIMATED FUND CONDITION

June 30, 1973

Resources

Estimated Balance of Fund (6-30-71)	\$10,296,190		
Revenue (1972-73)	<u>9,000,000</u>		
TOTAL		\$19,296,190	\$19,296,190

Expenditures

Aid to Local Government	\$10,212,000		
Administrative Costs	<u>974,000</u>		
TOTAL @ 75%*		<u>11,186,000</u>	
TOTAL @ 100%* (add \$1,958,000)			<u>13,144,000</u>
ESTIMATED BALANCE OF FUND *@ 75% (6-30-73)		<u>8,110,190</u>	
ESTIMATED BALANCE OF FUND *@ 100% (6-30-73)			<u>6,152,190</u>

* Salary for Basic, Supervisory and
Advanced Officer