



COMMISSION ON  
**PEACE OFFICER STANDARDS AND TRAINING**

# **Peace Officer Training Annual Report**

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*De-escalation, Crisis Mental Health, and Innovative Grants*

## **Introduction**

The Commission on Peace Officer Standards and Training (POST) was established by the Legislature in 1959 to set minimum selection and training standards for California law enforcement. POST consists of 118 staff members and functions under the direction of an Executive Director appointed by the Commission.

Participation in the POST Program is voluntary and incentive-based. Participating agencies agree to abide by the standards established by POST. More than 600 agencies participate in the POST Program and are eligible to receive the Commission's services and benefits which include, but are not limited to:

- job-related assessment tools
- research into improved officer selection standards
- management counseling services
- the development of new training courses
- reimbursement for training
- leadership training programs
- professional certificates to recognize peace officer and public safety dispatcher achievement and proficiency, and
- compliance and audits by POST staff for adherence to requirements and mandates

The vision of POST is to be the leading organization in establishing professional standards, assuring top-quality training, and providing effective services to develop and support the world's finest peace officers, dispatchers, and law enforcement organizations.

The mission of POST is to continually enhance the professionalism of California's law enforcement in serving its communities.

## **Law Enforcement Training**

Effective July 1, 2018, the Legislature provided POST with a one-time \$25 million General Fund budget augmentation to be allocated to the subject areas of De-escalation, Crisis Mental Health, and Innovative Grants. These funds are available for encumbrance or expenditure through June 30, 2021. This report is annual and will demonstrate the use of the funds until the funding is exhausted.

Beginning in October 2018, POST began to update and create curriculum, as well as to fund specific programs in these subject areas. In January 2019, POST released three different bulletins outlining the training course options and grant opportunities. Below is each subject area in detail.

### **De-escalation**

The Legislature provided POST with a one-time allocation of \$15 million. Furthermore, POST was granted authority to expend up to \$5 million of that amount for equipment. In order to expedite use of the allocated monies, POST staff prioritized the implementation of course work, and curriculum development to immediately provide the training to as many peace officers as possible. With respect to equipment, POST is researching available equipment to support and enhance training for peace officers and is doing so in a measured and thoughtful manner to make sure the technology provides the best return on investment. Since October 2018, POST has met with five manufacturers of force option simulators and virtual reality systems in an effort to identify the best equipment suited to deploy use of force and de-escalation training. POST has also consulted with Washington State University personnel doing work and research on the topic of de-escalation training. The Washington State University is testing its own cutting-edge de-escalation scenarios for use on law enforcement force option simulators, and the university is working closely with the National Institute of Justice, Defense Advanced Research Projects Agency, Seattle Police Department, and the Oregon Department of Public Safety Standards and Training.

To ensure the future equipment is available across the state, POST is exploring placement of the technology in the existing twenty-five (25) POST Regional Skills Training Centers (RSTCs). POST is also considering leveraging the RSTCs for deployment of mobile equipment which can be transported to the remote regions of the state. This will ensure availability of equipment and training, as well as controlled delivery of curriculum and instruction.

### **Basic Academy Instruction**

On October 9-11, 2018, POST held the first of two workshops to develop a de-escalation training block for the basic academy. The second workshop was held from December 4-6, 2018. The workshops included attendees from Confidential Recovery, Disability Rights California, PICO California, Museum of Tolerance, Allan Hancock College, Santa Rosa Community College, California Highway Patrol, Los Angeles County Sheriff's Department, Riverside County Sheriff's

Department, San Bernardino County Sheriff's Department, Sonoma County Sheriff's Department, Ventura County Sheriff's Department, and Redwood City Police Department. The purpose of the workshops was to create a stand-alone block of instruction on de-escalation for three police academies to pilot in 2019. The three POST academies participating in the pilot are follows: Allan Hancock College; Santa Rosa Community College; and the San Bernardino County Sheriff's Department. To develop the curriculum from a diversity of credible sources, the workshops leveraged research and best practices from the following:

1. "The 5 Basic Tips on De-escalation" - Force Science Institute, Des Plaines, Illinois
2. "Four-hour Basic Academy Core Course Addressing De-escalation" - Community Safety Institute, Midlothian, Texas
3. "Integrating Communication, Assessment and Tactics (ICAT)" - Police Executive Research Forum (PERF), Washington D.C
4. "Roadmap to Field Dynamics and Decision Making (R.O.A.R) Program" - Los Angeles County Sheriff's Department
5. "Eight-hour De-escalation and Tactical Communications Course" - Riverside County Sheriff's Department
6. "Strategic Communications Program" - California POST

As a result of the endeavor, a four-hour de-escalation instruction block was created for piloting in the POST basic academy. The instruction was incorporated into a revamped academy learning domain, "Learning Domain 20 – Use of Force and De-escalation," which requires a minimum of 16 hours of training, including a minimum of at least four hours of de-escalation instruction ("Learning Domain 20 – Use of Force" was previously comprised of 12 hours of instruction).

The de-escalation training block is currently being delivered as a voluntary pilot at the three academies enumerated above. A total of six separate academy classes, or approximately 300 police cadets, are expected to receive the training in 2019. POST is closely monitoring the training to ensure consistency and quality instruction. Lastly, POST expects to leverage the POST Quality Assessment Program in Fiscal Year 2019-20 to utilize independent de-escalation subject matter experts to audit the pilot instruction. The independent subject matter experts will provide third party validation/non-validation; will help refine the training curriculum; and will identify best practices. POST is considering incorporating this training into all academies across the state.

#### In-Service Instruction

On January 17, 2019, POST distributed bulletin 2019-07 to incentivize the development of new de-escalation training courses and fund existing POST certified courses. The bulletin was used as a vehicle to ensure the funds are promptly and effectively utilized implementing POST Plan V (reimbursement for presentation costs, travel, and per diem), should the de-escalation training meet specific criteria.

POST Bulletin 2019-07 can be seen here: [Link to POST Bulletin](#)

By way of example of required instruction, presenters seeking POST certification for de-escalation courses must minimally incorporate the below topics in the expanded course outline and must employ at least four learning activities. Each course must be a minimum of four hours in length.

### **De-escalation Defined**

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**

- 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

Since the release of POST bulletin 2019-07 on January 17, 2019, and at the time of this report, three entities have advised they will be submitting new de-escalation courses for Plan V consideration: California Association of Tactical Officers, Get Safe and the California Peace Officers Association.

POST is in the early planning stages for creation of a series of at least two POST legacy de-escalation courses: one course for peace officers, and one course for public safety dispatchers. POST expects to initiate the curriculum development for these courses during the first six months of FY 2019-20.

Lastly, and by way of background regarding POST local assistance funding to be utilized for in-service training, Penal Code 13523 authorizes the Commission to allocate aid to qualified cities, counties and districts. Pursuant to the legislative mandate, POST provides such aid for attendance in training courses, by means of various reimbursement plans to address different training needs. The current training plans are as follows:

**Plan NA**

- No Reimbursement

**Plan I**

- Subsistence
- Commuter Lunch
- Travel
- Tuition
- Back-Fill Salary

**Plan II**

- Subsistence
- Commuter Lunch
- Travel
- Back-Fill Salary

**Plan III**

- Subsistence
- Commuter Lunch
- Travel
- Tuition

**Plan IV**

- Subsistence
- Commuter Lunch
- Travel

### **Plan V**

- Subsistence
- Commuter Lunch
- Travel
- Training Presentation Costs

On February 21, 2019, the Commission approved the creation of Plan VI (Regional Training Plan) and Plan VII (Regional Training Plan with Back-Fill). These two new reimbursement plans will be processed through the Office of Administrative Law (OAL) rulemaking procedure in March 2019. The proposed plans will allow POST to fund and deploy training to regions in need of specific training. As approved by the Commission, Plans VI and VII have limits on presentation costs, as well as travel limitations to incentivize local cost-effective training, and dis-incentivize expensive cross-state travel. The proposed Plans VI and VII are as follows:

### **Proposed Plan VI (Regional Training Plan)**

- Subsistence
- Commuter Lunch
- Travel
- Training Presentation Costs (limited to \$25,000)

### **Proposed Plan VII (Regional Training Plan with Back-Fill)**

- Subsistence
- Commuter Lunch
- Travel
- Training Presentation Costs limited to (\$25,000)
- Back-Fill Salary

### **Online Training**

The funding will also be used to create two separate two-hour online de-escalation courses. Development of the first course started on December 4, 2018, and the release is tentatively scheduled for December 2019. The second course is scheduled for development starting April 9, 2019, and the release is tentatively scheduled for April 2020.

## Crisis Mental Health

The Legislature provided POST with a one-time allocation of \$5 million for crisis mental health training.

### In-service Instruction

On January 17, 2019, POST distributed bulletin 2019-02 to incentivize the development of new crisis intervention/mental health training courses and to fund existing POST certified courses. The bulletin was used as a vehicle to ensure the funds are promptly and effectively utilized implementing POST Plan V (reimbursement for presentation costs, travel, and per diem), should the training meet specific criteria, including minimum criteria enumerated in Senate Bill 11/Penal Code 13515.27(a) and/or Senate Bill 29/Penal Code 13515.28(a)(1).

POST Bulletin 2019-02 can be seen here: [Link to POST Bulletin](#).

Since the release of POST bulletin 2019-02 on January 17, 2019, POST has received requests for Plan V funding of twelve previously unfunded crisis intervention/mental health training courses. The following five entities are the presenters of the twelve courses: San Bernardino County Sheriff's Department; Sacramento County Sheriff's Office; California Peace Officers' Association; South Bay Regional, and Get Safe. POST has not yet received certification requests for new crisis intervention/mental health training courses.



## Innovative Grants Program

The Legislature provided POST with a one-time allocation of \$5 million for the purpose of distributing Innovative Grants. The Innovative Grants Program (IGP) was designed to grant funds on a competitive basis to qualified public and private entities for the purpose of fostering innovations in training and procedures for law enforcement officers, with the goal of reducing the number of officer-involved shootings statewide.

Training and workshops will address issues in one of the following five (5) program areas:

1. Implicit Bias
2. Use of Force and De-escalation
3. Cultural Diversity and Awareness
4. Community Policing
5. Wellness Programs for law enforcement officers.

Individual applicants may request up to a maximum of \$200,000.00. Grants will be restricted to qualified public or private entities and include community-based non-profit organizations (California registered, 501(c)(3) organizations), law enforcement agencies, educational or law enforcement training institutions, and private for-profit organizations.

On January 15, 2019, POST distributed bulletin 2019-06 announcing the launch of Request for Proposals (RFPs) under the IGP.

POST Bulletin 2019-06 can be viewed here: [Link to POST Bulletin](#)

The following items outline the process of developing the RFP and the selection process for the awarding of the grant. For a complete report on the IGP, including the RFP itself, please visit the following link: [POST Innovative Grant Program](#)

### IGP Process

POST held two public meetings to solicit input, feedback or comments on the development of the IGP. The first meeting took place at Golden West College in Huntington Beach on December 10, 2018. The second meeting took place at POST Headquarters in West Sacramento on December 12, 2018. Each meeting explained the IGP, discussed the proposed RFP contents and solicited public comment.

### Request for Proposal (RFP) Contents

The following RFP contents/components were reviewed and discussed during the public meetings and are posted on the POST website for reference:

1. There must be a demonstrated connection between proposed training or workshops and a reduction in officer involved shootings statewide.

2. The use of innovative strategies, concepts and methodologies is encouraged.
3. Courses will need to be POST certified prior to instruction.
  - a. Not required at the time of grant application.
  - b. POST will work with grant awardees to complete certification process.
4. Courses will need to demonstrate measurable outcomes.
  - a. Awardees will have to identify those measures and report to POST.
5. Provide training through community-based groups.
  - a. Should have a connection between training and officer involved shootings.

### **Grant Award Performance Period and Funding**

The Grant Award performance period is April 1, 2019 - March 31, 2021. Applicants may apply for a maximum of \$200,000. Regardless of the number of program topic areas, grant recipients shall be awarded no more than \$200,000 and no less than \$25,000 for the 24-month Grant Award performance period.

The number of grants awarded will be determined by a variety of factors including the number of qualified applicants, the amount of funds requested, and the score received on the rating criteria.

### **Selection and Finalizing the Grant award**

Eligible proposals received by the deadline will be evaluated by a three-member team. The rater scores are averaged and then ranked numerically. Proposals are only evaluated numerically. Final funding decisions are made by the Executive Director of POST. POST will make final funding decisions by April 1, 2019.

As of the date of this report, POST has received 46 individual grant applications.

## **Report of Expenditures**

POST exhausted significant personnel resources to develop the de-escalation pilot instruction for the basic academy, as well as for the development of a robust formal grant process. Conversely, this has resulted in limited expenditures during the first eight months of FY 2018-19. Expenditures are expected to increase rapidly during FY 2019-20 as training is deployed, equipment is purchased, and Innovative Grants Program monies are distributed. POST anticipates approximately \$10 million of the total \$25 million in funding will be expended during FY 2019-20.

As of February 1, 2019, POST has expended \$36,358 as follows:

- \$14,767 for two de-escalation workshops to develop a four-hour pilot training curriculum at three police academies
- \$21,591 towards video pre-production for online de-escalation training
- \$0 for the purchase of de-escalation equipment
- \$0 on crisis mental health training opportunities
- \$0 on the Innovative Grants Program

## **Conclusion**

When the Legislature provided POST with \$25 million General Fund to be allocated to the subject areas of de-escalation, crisis mental health, and Innovative Grants effective July 1, 2018, POST immediately initiated a vigorous action plan to ensure the funds were used efficiently and appropriately.

While expansive, the actions described in this report represent only a portion of the ongoing and innovative work occurring in law enforcement agencies. In less than eight months, POST has already provided funding to current courses, encouraged development of new courses and created a robust first-ever POST grant program. With funding available for encumbrance or expenditure until June 30, 2021, POST looks forward to the future outcomes of these programs.

POST remains committed to continually enhance the professionalism of California law enforcement in serving its communities.