

MANAGEMENT COUNSELING, LEADERSHIP DEVELOPMENT BUREAU

Proposed FY 2015-16 Budget

Programs	Positions	Responsibilities	Mandates	Potential Impact to Program if Staff is Decreased
Management Studies	3	<p>Management studies are requested by police chiefs or sheriffs for the purpose of improving the administration, management or operations of their law enforcement agency. A typical management study focuses on organizational structure/staffing, evidence/property function, patrol workload, dispatch function, or the records function.</p> <p>As of January 2015, the MCLD Bureau is actively working twelve (12) management studies.</p> <p>An additional thirteen (13) studies are pending with many of the requests having been submitted over 9-months ago.</p>		<p>Management counseling services will be greatly decreased causing a serious delay in agencies having workload analysis, property and evidence reviews and peace officer feasibility studies. Agencies could have up to a one-year wait for these services.</p>
Peace Officer Feasibility Studies	1	<p>California State agencies wishing peace officer powers for any of their staff members must have undergone a study or review by POST prior to obtaining approval by state legislators.</p> <p>Feasibility Studies Pending:</p> <p>California Board of Equalization – estimated at 200 hours of staff work to begin in February 2015.</p>	Penal Code sections 13540-42	
Team Building Workshop Program	1	<p>Program designed to assist law enforcement agency’s management team with problem solving, development of organizational goals and objectives, through team building.</p> <p>Up to 65 workshops coordinated by POST annually.</p> <p>POST oversees approximately 25 certified presenter.</p>		<p>Number of workshops would decrease and there would be delays in processing.</p>

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Police Chief-City Manager Workshop		<p>24-hour course; 3 presentations/year.</p> <p>Topics include: Understanding the Roles/Challenges of the Chief and City Manager, Keys to a Successful Relationship, Communication, Risk Management, Measuring Police Performance, Future and Emerging Issues, Challenges/Threats to Funding.</p>		
Field Management Training Program		<p>Program provides financial assistance for law enforcement agency personnel to visit sites within California to review and observe programs identified as “best practices”.</p> <p>POST allows up to 40 hours travel/per diem per occurrence.</p>		
Law Enforcement Records (Special Project)		<p>Develop/update POST <i>Law Enforcement Records Management Guide</i>.</p> <p>Develop/update Basic Records Course curriculum.</p> <p>Develop/update Records Supervisor Course curriculum.</p> <p>Liaison with California Law Enforcement Association of Records Supervisors (CLEARs).</p>		
Evidence/Property (Special Project)	1	<p>Develop/update POST <i>Law Enforcement Evidence and Property Management Guide</i>.</p> <p>Develop/update the Evidence/Property Function.</p> <p>Liaison with California Association for Property and Evidence (CAPE).</p>		

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<p>Supervisory Course (Mandatory Training)</p> <p>80-hrs/2-segments 15 presenters/45 presentations 1500 students</p>	<p>1</p>	<ul style="list-style-type: none"> • Mandatory core course for all new sergeants (supervisors) that must be completed within 1-year of promotion. • Course addresses a standardized 80-hr curriculum delivered in two presentation modules (40 hrs each), over a two-month period. • Course is delivered by 15 POST certified presenters who offer approximately (45) presentations annually, a total of (90) 40-hr blocks of instruction offered statewide. • Approximately 1500 sergeants are trained annually. • This course is also a prerequisite for the POST Supervisory Certificate • Course needs to be overseen by a POST Consultant Project Manager with extensive law enforcement experience. • In order to maintain consistency/quality in presentations, the Consultant will regularly visit and monitor the (90) statewide 40-hour presentations. • The Consultant is also responsible for overseeing the recruitment of quality instructors and the related instructor training program, which is currently 56 hours and offered once or twice per year. 		<p>Mandatory supervisory and management courses will be maintained, however, may be at a decreased number of presentations causing a delay in training to newly appointed supervisors and managers.</p>

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<p>Supervisory Leadership Institute (SLI) – Advanced Supervisory Leadership Training</p> <p>192-hrs/8-segments 1 presenter/15-18 presentations 400 students</p>	<p>1</p>	<ul style="list-style-type: none"> • Advanced supervisory leadership course for sergeants who have served as supervisors for at least two-years. • This is a highly desirable law enforcement leadership course. • Course addresses a 192-hour standardized curriculum and is delivered in eight 24-hour modules over an eight month period. • 15-18 courses are offered annually that overlap multiple fiscal years for 360-432 students, which requires the delivery of (120 to 144) 24-hour blocks of instruction. • The program also conducts annual instructor/facilitator training. • The program is delivered by a contract provider (CSULB Foundation) and is overseen by a POST Consultant Project Manager with extensive law enforcement experience. • In order to maintain consistency/quality in presentations, the Consultant will regularly visit and monitor these statewide presentations. 		<p>Supervisory Leadership Institute (SLI) will be discontinued which will make this highly sought after and relevant training not accessible to the field. This course currently has a six to eight month waiting list.</p>

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<p>Executive Development Course (EDC)</p> <p>(Mandatory Training)</p> <p>80-hrs/2-segments 1 presenter/4-6 presentations 120-180 students</p>	<p>.5</p>	<ul style="list-style-type: none"> • This course is mandatory for all chiefs of police seeking a POST Executive Certificate. • Course can be taken by other managers/executives who have completed the Management Course. • Course addresses an 80-hour standardize course offered in two sessions (40 hrs each) and presented over a two-month period. • Course is provided by a contract provider and is usually offered 6 times annually, (twelve 40-hour instructional blocks) for approximately 200 students. • Course is overseen by a POST Consultant with extensive law enforcement experience, who also has a collateral duty of the Command College. • In order to maintain consistency/quality in presentations, the Consultant will regularly visit and monitor these statewide presentations. 		

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<p>Command College Course</p> <p>18-month program 1 presenter/2-presentations 50 students</p>		<ul style="list-style-type: none"> • Seven 40-hour sessions with standardized curriculum offered over an 18-month period which requires multiple reading and writing assignments. • Two courses offered annually for 50 students that overlap fiscal years. • Focus of training is to prepare managers/executives (lieutenants up to chiefs of police) to prepare for future issues that will or could impact their law enforcement communities. • Instructors are subject matter field experts presenting multiple topics on future issues. Instructors are not law enforcement officers. • The program is delivered by a contract provider and is overseen by a POST Consultant Project Manager with extensive law enforcement experience, who has a collateral duty assignment of the EDC course. • In order to maintain consistency/quality in presentations, the Consultant will regularly visit and monitor these statewide presentations. 		<p>Command College will be discontinued which will prevent law enforcement leaders from accessing this enhanced leadership course that focuses on a futures perspective.</p>

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<p>Executive Seminars/Police Chiefs' Regional Workshops</p> <p>24-hr. avg. segments 15-20 annual presentations 400-450 students</p>	<p>1</p>	<ul style="list-style-type: none"> • Chiefs' regional workshops offered to approximately 400-450 chiefs of police and elected sheriffs annually. • Approximately 15-20 regional workshops delivered annually with each averaging 24-hours. • Workshops are coordinated and overseen by POST Consultant Project Manager, who also has collateral duties for the Management Course • In order to maintain consistency/quality in presentations, the Consultant will regularly visit and monitor these statewide presentations. 		
<p>Career Pipeline Project (Law Enforcement Recruitment Tool)</p> <p>(Special Project)</p>		<p>Consultant assists law enforcement agencies in the development of Career Pipelines (school based programs - elementary school through college) to address the high applicant failure rates being experienced by law enforcement statewide. Applicant failure rate is currently running 90%-95% statewide.</p> <p>POST staff has worked with a number of such programs and has identified a number of best practices that are excellent references.</p> <p>Consultant provides presentations to law enforcement chief executives and their affiliated school superintendents. Once they commit to considering the development of such programs, Consultant will coordinate a visitation to the identified model program for further reference.</p> <p>POST provides a number of program resources to assist law enforcement agencies with the development of Career Pipelines.</p>		<p>Career Pipeline support will be discontinued making it more difficult for schools and agencies to establish collaborative partnerships to establish public safety oriented school programs. The long-term effect on law enforcement is to delay the increase of prepared and qualified candidates for public safety and peace officer positions.</p>

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<p>Management Course (Mandatory Training)</p> <p>104-hrs/3-segments 4 presenters/27 presentations 700 students</p>		<ul style="list-style-type: none"> • Mandatory course for all new lieutenants (managers) that must be completed within 1-year of promotion. • Course addresses a standardized 104 hour curriculum delivered in three modules (A, B, and C), spread over a three month period. • Approximately 700 lieutenants are trained annually. • Currently overseen by a POST Consultant Project Manager with extensive law enforcement experience, who also has a collateral duty for the Chief Executive Workshops. • The course is currently presented by four contract providers for a total of 27 presentations (each offered in 3 modules), which equates to 81 actual course sessions. • This course is a prerequisite for the POST Management Certificate. • In order to maintain consistency/quality in presentations, the Consultant will regularly visit and monitor these (81) statewide presentations. 		<p>Mandatory supervisory and management courses will be maintained, however, may be at a decreased number of presentations causing a delay in training to newly appointed supervisors and managers.</p>
<p>Bureau Secretaries</p>	<p>2.5</p>	<p>Provide staff support for all the above programs.</p>		