STANDARDS, EVALUATION AND RESEARCH BUREAU

PROPOSED FY 2015-16 BUDGET

Programs	Positions	Responsibilities	Mandates	Potential Impact to Program if Staff is Decreased
SELECTION REQUIREMENTS				
Standards/Requirements	2	Establish, maintain, and update selection standards for peace officers and public safety dispatchers.	PC 13510; GCs 1029, 1030, 1031; Commission Regulations 1950-1955 (Peace Officers) and 1956-1960 (Public Safety Dispatchers)	POST standards and regulations would become obsolete and/or in conflict with changes to relevant state and federal statutes, requirements and case law.
Guidance		Develop and maintain guidance documents in support of selection requirements, including:		Staff would be unable to provide law enforcement agencies with timely relevant guidance based on current laws, regulations, personnel assessment and equal employment requirements.
		Oral Interview.

Manage access to secure online question bank. | Regulations 1952-1958 | |
| | | Background Investigation.

Update Background Investigation Manual and associated forms and questionnaires. | Regulations 1953-1959 | |
| | | Medical Evaluation.

Revise medical screening protocols in response to medical advances. | Regulations 1954-1960 | |
| | | Psychological Evaluation.

Maintain Peace Officer Psychological Screening Manual. | Regulation 1955 | |
		Respond to inquiries about POST selection requirements from staff, stakeholders, adjudicators, and others.		
Training and Education		Maintain and administer the on-line Continuing Professional Education (CPE) program for screening psychologists.		Failure to implement the requirements of CGC 1031(f) and Regulation 1955(b).
		Oversee CPE course approval.		

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		Maintain information on approved courses and psychologists' CPE hours.		
		Update and manage the POST on-line CPE course.		
		Develop and present POST workshops on the conduct of peace officer psychological screening.		
		Provide consultation on practical implications of the U.S. Americans with Disabilities Act, California Fair Employment and Housing Act, and other equal employment statutes and requirements.		State and local agency law enforcement personnel practices would not be in compliance with federal and state equal employment laws.
Research and Development		Conduct research on issues relevant to peace officer and public safety dispatcher selection, such as:		Suspension of applied research in law enforcement personnel assessment, in direct conflict with PC 13510 and POST vision, mission and values
		Validation of a functional color vision test for peace officers.		
		Revisions to GC 1031(e) and Regulation 1953 relating to changes in education requirements.		
		Conduct literature research (e.g., legal, medical, personnel assessment) in response to inquiries and information needs within and outside of POST.		
SELECTION TESTING				
Job Analysis (Peace Officer)	1	523 completed job task surveys, 763 respondents from 208 agencies as of 1/14/2015.	GC 1031; PC 13510; POST Regulation 1951	This is the basis for the validity of ALL Peace Officer selection and training done by California Law Enforcement. The frequency of these studies would be reduced.
Proctor Training, On-line (Entry-Level Law Enforcement Test Battery)	1	1,336 proctors trained in 2014 (average of 111 per month).		Reduced ability to Schedule PELLETB proctor training.
Entry-Level Law Enforcement Test Battery Test Ordering, Results, Security Agreements, and General Questions	1	3,000 tests processed per month on average.	GC 1031; PC 13510; POST Regulation 1951	Failure to provide timely filling of PELLETB exam orders, receiving and scoring results.
Entry-Level Dispatcher Selection Test Battery Test Ordering, Results, Security Agreements, and General Questions		1,000 tests processed per month on average.	GC 1018 (c); PC 13510 (c); POST Regulation 1956, 1957	All PELDSTB exam ordering, receiving, and scoring would not meet the demands of hiring agencies.

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Entry-Level Dispatcher Selection Test Battery Development and Validation	1	Four test development workshops per year.	GC 1031; PC 13510; POST Regulation 1951	Selection exam development for PELLETB would be done less frequently or eliminated.
Entry-Level Law Enforcement Test Battery Development and Validation		Four test development workshops per year.	GC 1018 (c); PC 13510 (c); POST Regulation 1956, 1957	Selection exam development for PELDSTB would be done less frequently or eliminated.
BASIC ACADEMY COGNITIVE TESTING				
Basic Course Cognitive/Written Tests; Regular Basic Course (RBC) Testing	1	On Average, 54 LDs are tested / retested each month for an average of 11,161 cadets per month.	Regulations 1005(a), 1007(a), and 1018(d).v Regulations 1052 through 1056	Basic course cognitive test development would not keep pace with changes is curricula.
Basic Course Mid-term and Final Exams		On average, 314 midterm tests and 44 retests, 310 final tests and 2 final retests per month.		Basic course mid-term and final exam test development would not keep pace with changes in curricula.
Regular Basic Course - Modular Format Testing		Module 2 average tests=47, retests=4 per month; Module 3 average tests=77, retests=6 per month.		Basic course modular format cognitive test development would not keep pace with changes in curricula.
Specialized Investigations Basic Course (SIBC) Testing		On average 36 midterm and 33 final exams per class (2 per year)		SIBC cognitive test development would not keep pace with changes in curricula.
Basic Course Test Item Bank	1	Completely new test format and test questions under development; 5 LD's with 48 LD/LN/LO sections with new test questions in 2014.		The Basic Course item bank maintenance would not keep pace with changes in curricula.
Testing Management and Assessment System (TMAS) Management	1	Weekend / night user support for emergencies, system outages, system updates (average of 2 major issues per month; minor issues are daily routine task).		Weekend, night and emergency support of users would no longer be available.
Testing Management and Assessment System (TMAS) Maintenance		Data maintenance (daily task).		The performance of these duties would be significantly reduced.
T**esting Management and Assessment System (TMAS) Training**		System training (average of 5 per month).		The performance of these duties would be significantly reduced.
PC 832, Arrest and Firearms Proctor Training LD83	1	On average, 462 tests and 36 retests per month; proctor training average=4 per month.		Proctor training would be reduced or eliminated.
Security Agreements (Regular Basic Course, Modular, PC832)		Continuous updates.	PC 832	The test security agreements for all the regular basic courses would not be maintained.

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Basic Course Informational Website (BCIW)		Information updates; user access / security maintenance (daily task).		Updates of data on the BCIW would be delayed or eliminated.
New Basic Course Presenter Security Protocols Review		Review and check details of basic course security agreements.		Test security review for the regular basic courses would be substantially reduced.
Basic Course Certification Reviews		Participate in BCCRs to audit testing procedures.		On hold due to budget constraints.
Test Security Task Force		Manage and run meetings with the task force to create and training on Basic Course security protocols.		Meetings of the task force would be substantially reduced.
Basic Course Proctor Training		Assist new basic course test proctors in obtaining online training through the learning portal.		Function would be reduced or eliminated
Report Writing Course Materials Distribution		Distribute materials to basic academy trainers.		Meeting the needs of training presenters would be reduced.
TMAS Replacement Project	1	Acquire new online test system for RBCs.		Sign delays in software acquisition.
STANDARDS-RELATED TRAINING DEVELOPMENT AND DELIVERY				
Standards-Related Training Development and Delivery	1		Regulations 1005(a), 1007(a), and 1018(d).v Regulations 1052 through 1056	Response to inquiries regarding the Basic Academy Physical Training (WSTB) and physical ability testing would be reduced. Updating the Work Sample Test Battery Proctor Manual would occur less frequently. The PT Instructor's Course has been updated and outsourced to two academies; however, keeping the course current would occur less often.
Peace Officer Basic Academy Physical Training	1	Peace Officer Basic Academy Physical Training.		
Physical Ability Testing; Pre-Academy Physical Fitness Standards Project		Manage project to update/create a pre-academy physical ability testing procedure.		Currently on hold.
Basic Academy Work Sample Test Battery Proctor Manual		Maintain / update Manual.		Would be updated less frequently.
Physical Training: Instructors Course, Basic Academy		Coordinate and conduct training.		
Physical Training: Voluntary In-Service		Coordinate and conduct training.		Might be eliminated.
Report Writing		Conduct projects to maintain and update.		The development and validation of the report writing training program would occur less frequently.
Skills Testing (Arrest and		Conduct projects to maintain and update.		Only one employee maintains

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Control, EVOC, Firearms)				responsibility for the development and validation of skills testing in these areas.
Scenarios: Testing Information Questions	1			Response to inquires would be delayed.
Scenario Managers Website		Maintain information and manage user access.		Updates of the website would be delayed.
LIBRARY SERVICES				
Library Services			PC 13510	
Full Service Research library	2	Web-site; research services for staff and law enforcement agencies; fact-checking and referrals; online catalog; contracts, selection, access, and management of online research databases; journal subscriptions and access; resource sharing through interlibrary loan.		POST Library is the only full service law enforcement research center on the west coast that supports POST staff and the law enforcement community; POST staff would not be provided with the wide range of materials that support the needs of POST and law enforcement Lack of library staff with the right skills, experience and knowledge would mean gaps in coverage and service. Because law enforcement is so specialized, service would be adversely affected without access to outside resources such as universities and federal agencies.
Copyright of POST Publications and Software	1	Obtaining copyright certificates; tracking use of POST materials; advice to agencies (especially trainers) on copyright issues; presentations and instruction on copyright issues.		POST copyrights would not be consistently protected; POST would not know how our materials are used and by whom; students and trainers would remain unaware of copyright issues in their work.
Support for POST Educational Programs		Instruction on research and copyright issues; documentation for instructor development, Command College and other student networks.		No training in research for students of POST programs

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POST Archives	1	Collect, organize, preserve; Scan and maintain on server; over 125 interlibrary loans in the past year (requests to use from educational institutions and other govt. agencies); many requests from staff for books and articles from other libraries; obtain, maintain, and index POST institutional materials; fulfill requests (including scanning) to fulfill court subpoenas.		Defense of law enforcement practices would be difficult if archives are not readily available; law enforcement legislation and records of commission activities would be hard or impossible to track; potential legal ramifications if archival records and other information is not readily available for litigation.
LAW ENFORCEMENT TRAINING-RELATED RESEARCH				
Law Enforcement Training-Related Research	1		PC 13510	
Research Advisory Committee		Select researchers to conduct and review formal research on issues important to the training of California Law Enforcement Officers.		On hold due to budget constraints.
Research Projects		Conduct formal research on issues important to the training of California Law Enforcement Officers.		On hold due to budget constraints.
Library Research Help	1	40 separate library research projects in 2014 related to all aspects of formal research projects to advance POST's understanding of issue critical to California Law Enforcement.		Loss of a Librarian would mean that POST would only be able to perform the mandated programs related to PC 13503 and those related to basic course training issues. The remaining law enforcement training-related issues would only be researched by library staff as time permitted.