

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>		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.
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>		Number of workshops would decrease and there would be delays in processing.

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Police Chief-City Manager Workshop		24-hour course; 3 presentations/year. 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.		
Field Management Training Program		Program provides financial assistance for law enforcement agency personnel to visit sites within California to review and observe programs identified as “best practices”. POST allows up to 40 hours travel/per diem per occurrence.		
Law Enforcement Records (Special Project)		Develop/update POST <i>Law Enforcement Records Management Guide</i> . Develop/update Basic Records Course curriculum. Develop/update Records Supervisor Course curriculum. Liaison with California Law Enforcement Association of Records Supervisors (CLEARs).		
Evidence/Property (Special Project)	1	Develop/update POST <i>Law Enforcement Evidence and Property Management Guide</i> . Develop/update the Evidence/Property Function. Liaison with California Association for Property and Evidence (CAPE).		

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<p>Supervisory Course (Mandatory Training)</p> <p>80-hrs/2-segments 15 presenters/45 presentations 1500 students</p>	1	<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>	1	<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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Executive Development Course (EDC) (Mandatory Training) 80-hrs/2-segments 1 presenter/4-6 presentations 120-180 students	.5	<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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Command College Course 18-month program 1 presenter/2-presentations 50 students		<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. 		Command College will be discontinued which will prevent law enforcement leaders from accessing this enhanced leadership course that focuses on a futures perspective.

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Executive Seminars/Police Chiefs' Regional Workshops 24-hr. avg. segments 15-20 annual presentations 400-450 students	1	<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. 		
Career Pipeline Project (Law Enforcement Recruitment Tool) (Special Project)		<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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Management Course (Mandatory Training) 104-hrs/3-segments 4 presenters/27 presentations 700 students		<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. 		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.
Bureau Secretaries	2.5	Provide staff support for all the above programs.		