

STATE OF CALIFORNIA
PEACE OFFICER STANDARDS AND TRAINING

POST COMMISSION
ADVISORY COMMITTEE MEETING



TIME: 1:00 p.m.

DATE: Wednesday, June 24, 2015

PLACE: Sheraton Universal Hotel
Starview Room
333 Universal Hollywood Drive
Universal City, California



REPORTER'S TRANSCRIPT OF PROCEEDINGS



Reported by:

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A P P E A R A N C E S

POST ADVISORY COMMITTEE MEMBERS PRESENT

MARIO A. CASAS
Acting Committee Chair (Committee Vice Chair)
California Coalition of Law Enforcement Associations

ELMO BANNING
Public Member

ALEX BERNARD
Public Member

MARCELO A. BLANCO
Peace Officers' Research Association of California

JAMES BOCK
California Specialized Law Enforcement

JAMES DAVIS
California Academy Directors' Association

SANDRA SPAGNOLI
California Peace Officers' Association

RANDALL WALTZ
California Association of Police Training Officers

BRADLEY YOUNG
California Association of Administration
of Justice Educators



POST COMMISSIONERS PRESENT

SANDRA HUTCHENS
(Commission Chair)
Sheriff-Coroner
Orange County

LAI LAI BUI
Sergeant
Sacramento Police Department

A P P E A R A N C E S

POST COMMISSIONERS PRESENT

JOYCE DUDLEY
Santa Barbara District Attorney
Santa Barbara County

PETER KURYLOWICZ, JR.
Deputy Sheriff
Riverside County Sheriff's Department

SYLVIA MOIR
Chief
El Cerrito Police Department

JETHROE MOORE II
Public Member

LAURIE SMITH
Sheriff
Santa Clara County



POST STAFF PRESENT

per participation and sign-in sheet

ROBERT STRESAK
Executive Director
Executive Office

JANICE BULLARD
Assistant Executive Director
(Standards and Development Division)
Executive Office

ALAN DEAL
Assistant Executive Director
(Field Services Division)
Executive Office

STEPHANIE SCOFIELD
Assistant Executive Director
(Administrative Services Division)
Executive Office

A P P E A R A N C E S

POST STAFF PRESENT

per participation and sign-in sheet

ALEXIS BLAYLOCK
Legislative Liaison
Executive Office

MARIE BOUVIA
Executive Assistant
Executive Office

DAVID CHENG
Associate Governmental Program Analyst
Training Program Services Bureau

RON CROOK
Training Video Coordinator
Learning Technology Resources Bureau

LARRY ELLSWORTH
Senior Consultant
Learning Technology Resources Bureau

CONNIE PAOLI
Administrative Assistant to the Director
Executive Office



ALSO PRESENT

per participation and sign-in sheet

PAUL BROWN
Sacramento Police Department

MARK BRUNET
Chief
California Highway Patrol

TIM HOGLE
digital OutPost

BRAD OLANDER
digital OutPost

A P P E A R A N C E S

ALSO PRESENT

per participation and sign-in sheet

DANE WYGAL
digital OutPost

PUBLIC TESTIMONY

JACKLYN CAULFIELD
(Public Comment)

VICKIE SHOWMAN
(Public Comment)



POST Advisory Committee Meeting, June 24, 2015

I N D E X

<u>Proceedings</u>	<u>Page</u>
A. Call to Order and Welcome	8
B. Flag Salute and Pledge of Allegiance.	8
C. Moment of Silence	8
Officer Michael Johnson San José Police Department	
D. Introductions	8
Advisory Committee, POST Commissioners, and Members of Audience	
E. Roll Call	10
F. Announcements and Correspondence	12
G. Approval of Action Summary and Meeting Minutes of February 18, 2015	13
H. Review of Commission Meeting Agenda	14
I. Advisory Committee Member Reports	
- California Association of Police Training Officers (CAPTO), Waltz	55
- California Association of Administration of Justice Educators (CAAJE), Young	55
- California Peace Officers' Association (CPOA), Spagnoli	55

POST Advisory Committee Meeting, June 24, 2015

I N D E X

<u>Proceedings</u>	<u>Page</u>
I. Advisory Committee Member Reports <i>continued</i>	
- California Academy Directors' Association (CADA), Davis	55
- California Specialized Law Enforcement, (CSLE), Bock	55
- Public member, Bernard	56
- Peace Officers' Research Association of California (PORAC), Blanco	56
- California Coalition of Law Enforcement Associations (CCLEA), Casas	56
J. Commissioner Comments	56
K. Old and New Business	57
L. Next Meetings	65
M. Adjournment	66
Reporter's Certificate	67



POST Advisory Committee Meeting, June 24, 2015

Wednesday, June 24, 2015, 1:02 p.m.

Universal City, California



ACTING COMMITTEE CHAIR CASAS: I'm going to go ahead and call the Advisory Committee meeting for June to order.

(Gavel sounded.)

ACTING COMMITTEE CHAIR CASAS: And we will start by all standing, please.

And Mr. Alex Bernard will lead us in the flag salute, please.

(The Pledge of Allegiance was recited.)

ACTING COMMITTEE CHAIR CASAS: If you would remain standing, please, and have a moment of silence for officers that have been killed in the line of duty to date.

And that is Officer Michael Johnson of the San José Police Department.

(Moment of silence.)

ACTING COMMITTEE CHAIR CASAS: Thank you.

Please be seated.

Okay, I am standing in for our chairman for this meeting, who had a bigger name on the other line, I think. So I will do my best to fill Mr. Beitey's shoes.

We're going to start with Item D, Introductions.

POST Advisory Committee Meeting, June 24, 2015

1 I'd like to call for the introductions from the
2 Advisory Committee, starting with Randy.

3 MEMBER WALTZ: Randy Waltz of the California
4 Association of Police Training Officers.

5 MEMBER YOUNG: Brad Young with California
6 Association of Administration of Justice Educators.

7 MEMBER SPAGNOLI: Sandra Spagnoli, California Peace
8 Officers' Association.

9 MEMBER DAVIS: James Davis with CADA.

10 MEMBER BOCK: Jim Bock, Specialized Law Enforcement.

11 MEMBER BERNARD: Alex Bernard, public member.

12 MEMBER BLANCO: Marcelo Blanco, PORAC.

13 MR. FELDHAUS: Dan Feldhaus, the hearing reporter.

14 MS. BOUVIA: Marie Bouvia, POST staff.

15 EXECUTIVE DIRECTOR STRESAK: Bob Stresak, POST.

16 MS. BULLARD: Jan Bullard, POST staff.

17 ACTING COMMITTEE CHAIR CASAS: And I am Mario Casas,
18 representing the California Coalition of Law Enforcement
19 Associations.

20 Welcome, everyone. Thank you for being here.

21 I'd like to pass the introductions over to our
22 audience, starting with Stephanie.

23 MS. SCOFIELD: Stephanie Scofield, POST staff.

24 COMMISSIONER BUI: Lai Lai Bui, Commissioner.

25 COMMISSIONER DUDLEY: Joyce Dudley.

POST Advisory Committee Meeting, June 24, 2015

1 COMMISSIONER HUTCHENS: Sandy Hutchens,
2 Commissioner.

3 MR. BRUNET: Mark Brunet with Highway Patrol.

4 MR. DEAL: Alan Deal, POST staff.

5 COMMISSIONER SMITH: Laurie Smith, POST
6 Commissioner.

7 COMMISSIONER MOORE: Jethroe Moore, Commissioner.

8 MS. PAOLI: Connie Paoli, POST staff.

9 MS. CAULFIELD: Jacklyn Caulfield.

10 MS. SHOWMAN: Vickie Showman.

11 COMMISSIONER MOIR: Good afternoon. Sylvia Moir,
12 POST Commissioner.

13 COMMISSIONER KURYLOWICZ: Pete Kurylowicz, POST
14 Commission.

15 MR. ELLSWORTH: Larry Ellsworth, POST staff.

16 MR. WYGAL: Dane Wygal, digital OutPost.

17 MR. OLANDER: Brad Olander, digital OutPost.

18 MR. HOGLE: Tim Hogle, digital OutPost.

19 ACTING COMMITTEE CHAIR CASAS: Thank you very much.
20 Commissioners, thank you for being here.

21 Okay, we'll move into Item Number E.

22 Roll call.

23 MS. BOUVIA: Banning?

24 *(No response)*

25 MS. BOUVIA: Beitey?

POST Advisory Committee Meeting, June 24, 2015

1 *(No response)*

2 MS. BOUVIA: Bernard?

3 MEMBER BERNARD: Here.

4 MS. BOUVIA: Bidou?

5 *(No response)*

6 MS. BOUVIA: Blanco?

7 MEMBER BLANCO: Here.

8 MS. BOUVIA: Bock?

9 MEMBER BOCK: Here.

10 MS. BOUVIA: Bonner?

11 *(No response)*

12 MS. BOUVIA: Casas?

13 ACTING COMMITTEE CHAIR CASAS: Here.

14 MS. BOUVIA: Davis?

15 MEMBER DAVIS: Here.

16 MS. BOUVIA: King?

17 *(No response)*

18 MS. BOUVIA: McFadon?

19 *(No response)*

20 MS. BOUVIA: Spagnoli?

21 MEMBER SPAGNOLI: Here.

22 MS. BOUVIA: Waltz?

23 MEMBER WALTZ: Here.

24 MS. BOUVIA: Young?

25 MEMBER YOUNG: Here.

POST Advisory Committee Meeting, June 24, 2015

1 ACTING COMMITTEE CHAIR CASAS: Thank you, Marie.

2 Moving on to Item G, hopefully, you've all had an
3 opportunity to review the minutes from our last meeting.

4 And I would love to entertain a motion -- I'm sorry,
5 did I pass something -- oh, yes, I'm sorry. I passed
6 Item F.

7 Go back to Item F, Announcements and Correspondence.

8 I'd like to call for any at this point.

9 MS. BULLARD: Thank you, Mr. Vice Chair, Members of
10 the Committee. Your correspondence is under Tab J. It
11 includes:

12 A letter from Executive Director Stresak to Chief
13 Larry Esquivel of San José Police Department, expressing
14 sympathy over the tragic on-duty death of Officer Michael
15 Johnson.

16 A letter was received from David Bejarano, President
17 of California Police Chiefs Association, recommending
18 Chief Greg Garner with Selma Police Department, to
19 replace Chief Andrew Bidou as the CPCA representative on
20 the POST Advisory Committee.

21 A letter was received from Director Michael
22 Grabowski, President of California Association of
23 Administration of Justice Educators, recommending the
24 reappointment of Bradley Young as their representative
25 on the POST Advisory Committee.

POST Advisory Committee Meeting, June 24, 2015

1 A letter was received from Commissioner Joe Farrow,
2 California Highway Patrol, recommending Chief Mark Brunet
3 to replace Captain Charles King as the CHP representative
4 on the POST Advisory Committee.

5 And the following correspondence was sent to the
6 California Governor's office, expressing concern
7 regarding the proposed reductions to POST budget for
8 fiscal year 2015-16:

9 A letter from Natasha Minsker, Director, and Steven
10 Meinrath, Advocate, from ACLU of California.

11 A letter from Sheriff Adam Christianson, President,
12 and Sheriff Robert Doyle, Legislative Committee Chair,
13 of California State Sheriffs' Association.

14 A letter from Chief Mark Yokoyama, President,
15 California Peace Officers' Association.

16 And a letter from State Attorney General Kamala
17 Harris.

18 ACTING COMMITTEE CHAIR CASAS: Thank you, Jan.

19 We'll move on to Item G, which is the approval of
20 our minutes from the last meeting.

21 I'd like to entertain a motion, if you're ready to,
22 if there's any questions about the minutes.

23 *(No response)*

24 ACTING COMMITTEE CHAIR CASAS: If not, then I would
25 entertain a motion.

POST Advisory Committee Meeting, June 24, 2015

1 MEMBER BLANCO: I have a correction. It shows me
2 under CADA, so if that can be changed. It still shows
3 Joe Flannagan for PORAC, and so if that could be made,
4 please.

5 Other than that, I'll move to approve the minutes.
6 Blanco.

7 MEMBER BOCK: Second. Bock.

8 ACTING COMMITTEE CHAIR CASAS: All in favor, signify
9 by saying "aye."

10 *(A chorus of "ayes" was heard.)*

11 ACTING COMMITTEE CHAIR CASAS: Opposed?

12 *(No response)*

13 ACTING COMMITTEE CHAIR CASAS: Abstain?

14 MEMBER DAVIS: Abstain, because I wasn't at the last
15 meeting.

16 ACTING COMMITTEE CHAIR CASAS: Okay, Mr. Davis will
17 abstain.

18 Okay, thank you. It is approved.

19 We'll move on to H, review of Commission meeting
20 agenda; and I will defer to Ms. Bullard for that.

21 MS. BULLARD: Thank you.

22 You have before you the Commission agenda for
23 tomorrow. And I know you've all had a chance to review
24 it, and you've asked for some of the reports on the
25 items. And staff has also selected some of the items

1 that we felt were of particular interest to you.

2 We are going to start with the consent calendar,
3 which is Item B, which is the implementation of Strategic
4 Plan. And this is referring to the original Strategic
5 Plan, the 2008 document.

6 There are 12 objectives. Eight are in progress,
7 three are on hold. And we are recommending the deletion
8 of completion of one of those items that we felt was
9 completed during the Strategic Plan update process. This
10 will be covered in Item E, which is the approval for the
11 new updated Strategic Plan.

12 Item B.5 is a report on the progress to changes to
13 Peace Officer First-Aid/CPR Training requirement, and
14 Assistant Executive Director Alan Deal will be reporting
15 on this item.

16 MR. DEAL: Mr. Chair, Advisory Committee Members,
17 good afternoon.

18 This is an update report. As many of you are
19 familiar, the Emergency Medical Services Authority made
20 some substantial changes as to the first-responder
21 requirements for first-aid. And it clearly impacts our
22 first responders, which are the peace officers that are
23 in the field, that need the training in order to satisfy
24 the requirements that EMSA has in their regulations.

25 Effort has been underway to incorporate those

1 changes. We've had a number of meetings with
2 subject-matter experts and representatives from EMSA and
3 various subject-matter experts that have been assisting
4 us.

5 The issue is that when you have such substantial
6 changes like we have had in the regulation where there
7 are considerably more requirements being added to the
8 first-responders' repertoire of how they handle
9 first-aid, there are things that we have to factor in,
10 such as bridge courses.

11 At this point, most of the work is really centered
12 around looking at the basic course. And there are a
13 couple things that I'll walk you through very quickly.

14 In the present condition of the regulations, both
15 for EMSA and the POST Commission, is that first-aid was
16 focused solely on the standard first-aid that we're all
17 familiar with, and CPR. There were 15 hours of first-aid
18 in the existing requirements, six hours of CPR.

19 The AED was the only optional skill that officers
20 could be trained in if approved by their local EMSA;
21 and that required four hours of training. And that the
22 refresher training was 12 hours every three years. The
23 instructor course, to be approved as an instructor of
24 first-aid, was 40 hours in length.

25 As of April 1st, 2015, when the regulations were

1 implemented, everything changed. Surprisingly, though,
2 the number of hours to complete basic first-aid, CPR,
3 and now AED as a standard part of basic training for
4 first-aid does not increase the number of hours. So it
5 would still be 21 hours.

6 And in many instances, in talking with the
7 subject-matter experts who have been instructors for a
8 considerable length of time, this has not been
9 problematic. Some of the downtime associated with having
10 a limited number of resources and some of
11 the tools that are required in order to complete the
12 first-aid course, you have people who are standing
13 around, waiting. So the feeling was that they could
14 expedite the process and still function within the
15 21 hours to satisfy those requirements.

16 As you can appreciate, there will be some officers
17 who will have recently completed the training associated
18 with 12 hours every three years; and so there will be a
19 gap. It will require staff to develop a gap refresher
20 course that will be, instead of 12 hours, it would be
21 16 hours. That would occur one time, until the normal
22 cycle of every two years kicks in.

23 The same thing is true relative to instructors.
24 With the addition of all of the requirements that have
25 been added over and above the standard first-aid course

1 that we're all familiar with, it now will require us to
2 develop a 48-hour course, which will be one time only.
3 And that's just to fill in the gap area, to ensure that
4 the instructors have had the required training.

5 There are also five additional optional skills.
6 This is a unique area in first-aid, in that the local
7 EMSAs, of which there are 33 throughout the state, are
8 the ones that actually determine whether or not they will
9 authorize first-responders to apply these particular
10 forms of first-aid. And they are:

11 Administration of epinephrine by auto injector.
12 That's generally for anaphylaxis or bee stings, as most
13 of us are familiar with.

14 Supplemental oxygen therapy, typically for people
15 with COPD or emphysema.

16 Administration of atropine or pralidoxime chloride,
17 which is a nerve agent -- nerve-agent exposure.

18 Administration of naloxone, used typically -- the
19 trade name is Narcan, used for people who have overdosed
20 on an opiate or heroin and its derivatives.

21 And then finally, the oropharyngeal airway and the
22 nasopharyngeal airway.

23 So those are optional skills that would have to be
24 requested by the law-enforcement agency through their
25 local EMSA to determine whether or not the local EMSA

1 would authorize those as optional skills to be trained
2 in.

3 Initially, we had thought we would develop the five
4 stand-alone training courses associated with those areas.
5 But as we're learning from some of the participants that
6 are from the local EMSA, this is not as simple as it may
7 sound. We find that some of the standards that have
8 been increased -- for example, some of the means by
9 which you stop the flow of blood includes other tools
10 and techniques, where in some counties, you have
11 emergency-room doctors that are adamantly opposed to
12 those because of some of the scarring issues that they
13 have some problems with.

14 So it's one of those things where I think each of
15 the chiefs or the sheriffs will actually be the ones that
16 will need to determine through their local EMSA those
17 things that the particular local EMSA is willing to add
18 as optional skills for which training then would be
19 required.

20 And so we're still assessing whether we'll build
21 the courses and provide those as a standard, or whether
22 to allow the local EMSAs to be the ones that set the
23 training standards and the instructor standards for those
24 areas. So that is work yet to be done.

25 And, as you know, since this is a consent item, the

1 work is still underway.

2 At this point, we have updated all of the training
3 and testing specifications in the first-aid Learning
4 Domain. And we have begun the process, and nearly
5 completed the process of updating all of the workbook
6 content to incorporate the new areas.

7 If you go to Attachment A that is included in this
8 particular item, you have the entire listing of the
9 regulation that was changed. And it will take effect
10 again in 2017.

11 We had been successful in negotiating a two-year
12 window of opportunity to allow staff to complete the
13 development of all of the training that needs to be
14 developed, as well as getting the changes into the hands
15 of all the instructors and the local agencies, so that
16 they would have time in which to gear up, obtain any of
17 the equipment that's necessary, both for training, as
18 well as any other resources that they will need to
19 continually supply their officers with the tools to be
20 able to provide the first-aid under the new standards.

21 The only thing that is still of concern, and as you
22 can see at the end of the last paragraph in the analysis,
23 is that there is no additional funding associated with
24 the increased responsibilities for law enforcement to
25 rise to this higher level of first-aid standing -- or

1 first-aid delivery. And so we do anticipate that there
2 will be additional expenses incurred by local law
3 enforcement in the area of the supplies and resources
4 necessary. So we call that to your attention so that
5 you can be prepared in the event that you're also a
6 training provider of first-aid and if you're going to
7 equip your officers with the equipment.

8 Nothing in the change in the law actually requires
9 you to provide any of the items that are contained in
10 the optional skills; but your own agencies will have to
11 assess those things, that you'll make the decisions
12 whether or not to provide the other resources that are
13 new to this area -- to the areas of first-aid that are
14 identified in the statute.

15 So any questions?

16 ACTING COMMITTEE CHAIR CASAS: Alan, I think you
17 may have touched on it, but what are the ramifications
18 to an agency if they choose to not follow the EMS changes
19 and stick with the Red Cross or Heart Association
20 guidelines for training?

21 MR. DEAL: There are some elements of both first-aid
22 and the Heart Association, Red Cross -- there are a
23 couple places if you go through the actual regulations,
24 you will see that, for purposes of providing instructors,
25 some of those courses will satisfy the requirement.

1 Our intent, though, is to develop the standing
2 first-aid course for the patrol officers; and to ensure,
3 though, that we have developed a course of instruction
4 to assist the agencies, so that it makes it easier that
5 they don't have to reinvent the wheel. So that was our
6 intent.

7 In terms of what would happen if they choose to go
8 with others, I think that's really a question that is a
9 legal question and we really wouldn't answer that. I
10 think the local agency would really need to answer that
11 question in working with their local EMSA.

12 MEMBER BLANCO: Does part of the update also include
13 the Portal?

14 MR. DEAL: I'm sorry?

15 MEMBER BLANCO: Does part of the update include the
16 training that's on the Portal online as well?

17 MR. DEAL: Yes, that's one element, as far as our
18 subject-matter expert group. We have one of our staff
19 members who is an instructional designer participating
20 in all of the workshops to develop the training. And
21 the intent is that she will then develop the course of
22 instruction that would be posted on the Learning Portal.

23 And the benefit of having that is that the academic
24 part, or the cognitive part, could be satisfied through
25 the Learning Portal; and that the hands-on portion would

1 then be validated through your instructors.

2 MEMBER BLANCO: Okay.

3 MEMBER DAVIS: Well, is there anything -- one of the
4 concerns on this -- one of several -- was this --
5 especially around the oro- and nasopharyngeal airway, and
6 the number of times that that would be something that
7 would actually be practical for many regions to do, and
8 the lack of practice and, therefore, not doing enough to
9 be very good at it.

10 Is there anything, with any of the discussions of
11 any of the experts, about how often we're going to
12 actually need to do more training to make these people
13 who have -- the agencies that have chosen to do this,
14 some guidance on how frequent that training should occur?

15 MR. DEAL: There are a couple places where there
16 are standards where it specifies the frequency with
17 which the training has to occur. Certainly, we would
18 set the minimum standard, which is what POST does. And
19 the agencies or the presenters can make a determination
20 if they want to increase that. It's our belief, as you
21 point out, that some of these things do require a lot
22 more practice than once every two years.

23 MEMBER DAVIS: Right.

24 MR. DEAL: So the issue for us, though, and what
25 was emphasized throughout the regulations, is the

1 concentration on competency-based learning. So at least
2 for during that two-year window, our belief is that in
3 order to satisfy that you've met the requirement for
4 the initial training, is that you have to be able to
5 demonstrate it to an instructor at a level of competency
6 that satisfies that requirement.

7 I think the frequency issue is an excellent one.
8 There was a lot of debate around that in some of these
9 areas; and that's clearly one of those. Because it's
10 not a simple matter the first time as you think you're
11 choking the person to death and you're shoving that tube
12 down their nose, and even with the lubrication, it's
13 interesting.

14 MEMBER DAVIS: It's difficult. That and the
15 application of the Narcan are two of the most problematic
16 that I've heard from other people who are paramedics
17 and others who have expressed concern about the lack of
18 practice, or maybe the lack of other background
19 information in the administration of the Narcan and then
20 the use of this oro/nasopharyngeal airway.

21 MR. DEAL: And there was a lot of discussion about
22 that. Because at the paramedic EMSA regulation standard,
23 they are aware that in most instances, when you apply
24 sort of the epinephrine for some of the anaphylaxis where
25 you're doing the auto injector, typically, you give them

POST Advisory Committee Meeting, June 24, 2015

1 one injection, and then thereafter, sometime within the
2 next 20 to 30 minutes, they'll need a second one. And
3 that's an issue that comes with experience. You need to
4 know that. And so officers are typically going to need
5 to be deployed, if that's allowed within your agency,
6 to administer that, that's just something that additional
7 education and training will need to be provided.

8 MEMBER DAVIS: Thank you.

9 ACTING COMMITTEE CHAIR CASAS: Any other questions
10 for Mr. Deal on this subject?

11 *(No response)*

12 ACTING COMMITTEE CHAIR CASAS: None?

13 Thank you, Alan.

14 MS. BULLARD: Thank you, Alan.

15 Our next Item is B.10, which is report on the study
16 of feasibility of instituting fees for POST products and
17 services. And Assistant Executive Director Stephanie
18 Scofield will be reporting on this item.

19 MS. SCOFIELD: Good afternoon, Mr. Chair, Committee
20 Members. At the February 2015 meeting, the Commission
21 approved the study to examine the feasibility of
22 instituting fees for some POST products and services.

23 For a POST participating agency there, there are
24 many products that historically have been free of charge.
25 And as we reported this morning at the Finance meeting,

1 due to a continued decline of revenue from the State
2 Penalty Fund, it is now time to analyze the concept of
3 charging some fees for some of our products.

4 The feasibility study focused on four main products
5 provided by POST.

6 The first is the POST Entry-Level Law-Enforcement
7 Test Battery, or the PELLETB. This test is required to
8 be administered to peace-officer candidates pursuant to
9 Commission Regulation 1951.

10 The second item is the POST entry-level dispatcher
11 selection test battery. This test is required to become
12 a public safety dispatcher pursuant to Commission
13 Regulation 1957.

14 The third item is the POST background investigation
15 tabs. These tabs are used by agencies to organize a
16 peace officer's or dispatch candidate's background
17 investigation file.

18 And Number 4 is the POST professional certificates.
19 These are our certificates that are issued to
20 law-enforcement personnel who achieve increasingly higher
21 levels of experience, education, and training.

22 Staff first conducted an analysis as to the cost to
23 POST for these products. A price range was calculated
24 based on this cost, as well as potential fees to POST
25 when examining payment methods.

POST Advisory Committee Meeting, June 24, 2015

1 POST currently only accepts checks. And we have to
2 learn -- we have to allow agencies to be able to use
3 credit cards if we begin down this road.

4 Potential price ranges are notated in your agenda
5 item.

6 Two surveys were drafted to seek input from
7 law-enforcement stakeholders, to include all of POST
8 participating law-enforcement agencies, as well as basic
9 academies and modular format presenters.

10 A nine-question survey was sent to all
11 law-enforcement agencies in the POST program. And that
12 is attached in your agenda item as Attachment A.

13 And a six-question survey was sent to all basic
14 academies and modular format presenters. And that is
15 attached as Attachment B to your agenda item.

16 A total of 595 surveys were sent to agencies. And
17 as of this report, we've only received 95 responses,
18 which is a 16 percent return rate from our surveys,
19 and a total of 104 surveys were sent to the academies
20 and modular format presenters, and we've received
21 24 responses.

22 High-level overview of these responses to date:

23 Of the academies and modular-format presenters that
24 administer the peace-officer and dispatcher entry-level
25 exam, 73 percent would continue to administer both exams

1 and pay POST for the exam through academy or college
2 funds, or pass the cost on to the student.

3 Of the law-enforcement agency responses, 44 percent
4 would continue to administer both exams and pay POST
5 through agency resources.

6 For the POST tabs, the majority of respondents,
7 43 percent indicated they would create their own tabs to
8 use in their files.

9 And for the POST professional certificates, the
10 majority of respondents, 41 percent indicated they would
11 order the certificates on behalf of their personnel.

12 Committee Members, this remains a multifaceted
13 project. While a fee-based structure is being assessed,
14 staff is also working to further technology and automate
15 some POST products which may impact overall cost.

16 Staff is reviewing payment-collection methods such
17 as PayPal or state-based collection methods, and
18 obviously impact to staff workload is defined.

19 Staff is also assessing some viable ideas that
20 were received from the surveys. And we remain cautious
21 and conscientious to the impact to law-enforcement
22 stakeholders when considering a fee-based structure.
23 And as we progress, continued reports will be made to the
24 Commission.

25 May I answer any questions on this?

POST Advisory Committee Meeting, June 24, 2015

1 ACTING COMMITTEE CHAIR CASAS: And, Stephanie,
2 95 responses received. How many did we send out?

3 MS. SCOFIELD: 595.

4 ACTING COMMITTEE CHAIR CASAS: And the 41 percent of
5 responses saying that they would bear the cost of this,
6 with agencies that -- only 41 percent, huh?

7 MS. SCOFIELD: Yes.

8 ACTING COMMITTEE CHAIR CASAS: Thank you.

9 MEMBER BLANCO: On the fee itself, I mean, it seems
10 for me entry-level tests, \$3 to \$5, and along with peace
11 officers and dispatchers, that's going to be borne by
12 the applicant. Why such a negligible fee for that, and
13 not -- is that what some of the respondents were saying,
14 that that is going to deter individuals? Charge it on
15 \$30, \$40 to take a test, versus \$3 to \$5?

16 MS. SCOFIELD: Well, we calculated that range based
17 on costs to POST.

18 MEMBER BLANCO: Okay.

19 MS. SCOFIELD: And the fact that some fees we would
20 incur because of this automated system we would have to
21 do for a payment method.

22 The Commission on POST is not a revenue-generating
23 agency. We're looking to cover our costs as potentially
24 be able to reallocate funds between our programs of our
25 budget. So the \$3 to \$5 range was determined based on

1 cost to POST to administer the test currently.

2 MEMBER BLANCO: Okay, but aren't we heading in that
3 direction of trying to see? And maybe that's a question
4 for Mr. Stresak -- that we're trying to make POST
5 self-sustainable, if you will. Since we're losing funds
6 through other means, I think this would be a great area
7 to look at, as far as bringing in revenue for POST and
8 trying to offset some of those other monies that we're
9 losing.

10 EXECUTIVE DIRECTOR STRESAK: Thank you for your
11 comments.

12 The question before this board and the question
13 before the Commission, in the context of the fact that
14 we do have a structural flaw in our budget and we are
15 seeking revenue is: Number one, is this a good idea?
16 Is this something that we should pursue? Which leads to
17 the secondary question: Then what would the cost be
18 deemed reasonable?

19 And so there are two ways of looking at that.

20 From Perspective Number 1 is, do we just try to
21 recoup our operating costs? Which I believe appears to
22 be somewhat of a short-term solution. I don't think that
23 really provides some relief for us.

24 And then the second question -- or the next question
25 would be then, if we were trying to recoup costs plus

1 accrue some revenue, then what would be a reasonable fee
2 at this point? Stephanie raises the question about
3 revenue-generating agency. I'm not sure that -- I think
4 we have to look at that, and explore that a little
5 further. And I think the Commission has to have a little
6 further dialogue on that. I'm not sure that the fees
7 that we're proposing up to -- not the minimum suggested
8 here, but should we go higher to accrue some kind of,
9 for lack of a better word, profit, are necessarily
10 unreasonable.

11 And I've used the examples recently, that my wife
12 had to be fingerprinted to work at a school district,
13 and the State charged her \$45. And, you know, I paid
14 \$33 to have my driver's license renewed. And we pay fees
15 all over for the state.

16 So, once again, just to go circle back, is this a
17 good idea? And then open for dialogue for the Commission
18 would be, what would be reasonable fees, should this
19 Committee and the Commission support the initial plan.

20 MEMBER BLANCO: Well, I think this is an excellent
21 idea that we're starting. But I also need -- you know,
22 we need to consider expanding. And I realize that
23 avenue. But I do think we need to look at a means to
24 make it a revenue-generating source for POST.

25 ACTING COMMITTEE CHAIR CASAS: Any other questions?

POST Advisory Committee Meeting, June 24, 2015

1 Comments?

2 MEMBER WALTZ: I recall that in the previous
3 meeting, that there were other items that were on the
4 feasibility study, such as management studies, and I
5 don't remember what else.

6 Is this what it's been narrowed down to?

7 MS. SCOFIELD: Yes, the feasibility study really
8 focused on these four products, to begin with, as a place
9 to start, just to get a sense from the field in terms of
10 the impact.

11 We'd like to start -- staff would like to start with
12 these four, because these are our highly used products,
13 and then work out the implications in terms of payment
14 methods, costs to the field, costs to the Commission, as
15 well. And then potentially look, as you said, expanding
16 into other products and services.

17 MEMBER WALTZ: Excellent.

18 ACTING COMMITTEE CHAIR CASAS: Stephanie, how are
19 the LDs distributed out now? Are they on disk or still
20 on hard cover to academies when --

21 MS. SCOFIELD: They can be purchased through our
22 FedEx/Kinko's contract or they can be printed out. A
23 lot of the academies put them on CDs and give them to
24 the students.

25 ACTING COMMITTEE CHAIR CASAS: Do we currently

1 charge for that?

2 MS. SCOFIELD: The Agency pays FedEx/Kinko's to
3 download those products.

4 MEMBER DAVIS: So with regard to charging a fee,
5 it's interesting -- I appreciate Mr. Stresak's comments
6 about the DMV and so forth. For colleges, it would be a
7 little dicier in terms of charging a fee for
8 a service like this; but I don't think it's unreasonable.
9 And there are some precedents for this as well, as long
10 as you offer some alternatives.

11 It would be interesting to see a projection of how
12 much we actually would see as a result of these
13 increases. I think that certainly the PELLETB seems
14 like a real bargain at \$10. \$10 is what I think is the
15 maximum we can currently charge. Double that would not
16 seem unreasonable. And I think, in many cases, you have
17 people taking it more than one time. So we have to see
18 what that total is. And I appreciate that you want to
19 only do a few at a time.

20 But the other part -- I know there's a lot of
21 agencies that are looking for some professional
22 assistance on organizational structure. Staffing is a
23 big one. And I know that they are paying -- many
24 agencies are paying a lot of money to private
25 organizations. And if POST could offer a product based

1 on all of the background and everything that POST has
2 and the people who work with POST have, that might be an
3 avenue where you might see some greater revenue
4 generation faster than on these.

5 MS. SCOFIELD: Staff currently does conduct
6 organizational studies at the request of chiefs and
7 sheriffs; and that would be a product that we would
8 eventually look at.

9 EXECUTIVE DIRECTOR STRESAK: I think this became
10 the starting point because one of the things that are
11 ancillary, that have to be worked out, is a collection
12 process. How does that work? Is it PayPal? Is it --
13 Stephanie mentioned checks. I think in 2015, we should
14 be past checks; but we'd have to work out all those
15 procedures.

16 And secondarily, or the next issue would be, would
17 the applicant or user pay directly to POST and then take
18 a receipt to a different location to show proof of
19 purchase? Or would there be some secondary structure,
20 just as you alluded to, through the community colleges
21 or outside agencies?

22 The desire, at least the way I see this, is not for
23 agencies or organizations to absorb this cost, but for
24 this to be passed directly to the users.

25 ACTING COMMITTEE CHAIR CASAS: I guess there's a

1 future for a T-shirt, I guess: "I'm a California POST
2 graduate."

3 I'm sorry, I just had to bring that up.

4 MEMBER SPAGNOLI: A question on the actual costs:
5 So if you implemented, maybe by line, each item or,
6 collectively, all those things, what is the revenue that
7 you would gain from it?

8 And the second piece is, on the professional
9 certificates, why not just do those electronically?
10 Because, really, that seems -- when somebody gives you
11 a copy of something, they're not giving you their
12 original certificates. You're already distributing a
13 copy. Now, we have color printers, and we could print
14 that ourselves, saving \$20 --

15 MS. SCOFIELD: To answer your first question -- I'm
16 sorry.

17 MEMBER SPAGNOLI: Saving \$20 to \$30 per certificate.

18 MS. SCOFIELD: Right.

19 To answer your first question, projections right now
20 are approximately \$500,000 in intake in revenue for all
21 of those products combined.

22 To answer your second question, that's exactly
23 what we're looking at, is to further our automation,
24 and looking at automating POST profiles, as well as
25 automating our certificates as well.

1 So, again, it's multifaceted in terms of if we
2 automate the certificates, do we want to charge for that?
3 That's a question we have to consider.

4 MEMBER SPAGNOLI: And then I'll add, from an agency
5 perspective, passing on user fees to an applicant for
6 preemployment I think would be problematic.

7 So we send an applicant -- many of our officer
8 applicants or dispatch applicants to an academy. And I
9 think that there's a waiver process if they can't afford
10 it. And I would recommend that you consider to have some
11 sort of waiver for applicants that cannot afford a fee
12 if that fee is passed on. But as an agency, if we
13 delivered the services, we would be unable, I would see,
14 to charge a fee for a preemployment testing. It would
15 be like charging for a polygraph, or something that we
16 wouldn't pass those fees on to an applicant.

17 And then I would just comment that the revenues that
18 are declining on your end, are also declining for
19 agencies as well. So although some agencies may be able
20 to afford it, it would be challenging to start having to
21 pay for a fee, when our revenues are declining for the
22 same reasons.

23 So I don't know if there's been consideration to
24 look at other revenues to offset whether it's half a
25 million dollars you're trying to recover, rather than

POST Advisory Committee Meeting, June 24, 2015

1 passing on user fees.

2 MS. SCOFIELD: Thank you.

3 ACTING COMMITTEE CHAIR CASAS: Any other comments?

4 EXECUTIVE DIRECTOR STRESAK: So, once again, this
5 foray into this realm of revenue collection, is the issue
6 that will be before the Commission. And it will be their
7 decision whether this is a good idea to pursue or not,
8 based on our last meeting, where we had requested -- or
9 we were directed to draft a report on this issue. So at
10 that point, should the Commission decide to support
11 this, then, once again, you've heard me say over and
12 over again, the devil is in the details, and they will
13 have to continue to work through the issues one by one.

14 MEMBER DAVIS: I'm sorry. Just one more question,
15 just out of curiosity.

16 Are there other states that have done anything
17 similar to this?

18 MS. SCOFIELD: If there are other state agencies
19 that charge for products?

20 MEMBER DAVIS: No, other states -- other POST
21 programs in other states, that have done anything.

22 MS. SCOFIELD: I am unaware.

23 ACTING COMMITTEE CHAIR CASAS: Like, Arizona, maybe,
24 or --

25 MEMBER DAVIS: Yes, Nevada.

POST Advisory Committee Meeting, June 24, 2015

1 ACTING COMMITTEE CHAIR CASAS: -- Nevada POST.

2 MEMBER DAVIS: Yes, wherever.

3 MS. SCOFIELD: We can look at that, absolutely.

4 MEMBER DAVIS: I'd just be curious to see what
5 someone else's experience has been.

6 ACTING COMMITTEE CHAIR CASAS: Now, currently, the
7 community colleges that are tied to police academies,
8 if I'm not mistaken, are they still -- I believe they
9 put together some time ago a course -- some of them --
10 of a pre-academy course, where they charge a lot of these
11 fees, and in those courses is the actual preentry-level
12 testing for a police officer and so forth.

13 Is that still going on, do you know?

14 MS. SCOFIELD: What I do know, is our survey came
15 back with that some of the academies do charge a fee to
16 take the PELLETB test prior to entry into the academy,
17 their academy. But as far as the pre-academy, I don't
18 have specifics on that.

19 ACTING COMMITTEE CHAIR CASAS: And that practice has
20 been going on for some time now?

21 MS. SCOFIELD: Yes.

22 ACTING COMMITTEE CHAIR CASAS: Okay, any other
23 comments or questions for Stephanie?

24 *(No response)*

25 ACTING COMMITTEE CHAIR CASAS: Thank you, Stephanie.

POST Advisory Committee Meeting, June 24, 2015

1 MS. SCOFIELD: Thank you.

2 EXECUTIVE DIRECTOR STRESAK: Thank you, Steph.

3 MS. BULLARD: Are there requests for any other
4 reports from the consent calendar?

5 *(No response)*

6 MS. BULLARD: Then moving on into the regular
7 agenda. And we are at Item E, as in "Edward," which is
8 a report to request the approval of the 2015 Strategic
9 Plan.

10 You've all been given a hard copy of the Strategic
11 Plan, and it is also included as Attachment A to your
12 agenda item.

13 The 2015 Strategic Plan update process was very long
14 and it was arduous. But I also think that it was really
15 pretty incredible; and it has allowed us to focus both
16 externally on how we are going to effectively meet the
17 needs of our clients and really serve the law enforcement
18 of California.

19 It had a broad representation of POST staff that
20 was involved in the creation of this document from the
21 very beginning, which means that this document has
22 organizational ownership. And I guarantee you, we have
23 organizational commitment to this document.

24 At the two-day workshop where the Advisory Committee
25 and members of the Commission met with the design team,

1 the group was able to really identify the areas that
2 POST needed to focus its resources, its energy for the
3 next three to five years. And from that meeting and the
4 internal meetings that happened with our POST staff, we
5 were able to identify four major overarching goals. And
6 those were identified as: maintain leadership in
7 emerging issues in law enforcement, increase efficiency
8 in POST systems and operations, increase awareness and
9 access to POST services and products, and to enhance law
10 enforcement's abilities to serve their communities.

11 Now, under those goals, what you are going to see
12 are the objectives. And those are the things that we
13 want to try to accomplish in pursuit of those goals.

14 And on the side of those, you see "Strategies,"
15 which are sort of the steps that we're going to be taking
16 in order to accomplish those goals.

17 Now, a lot of thought was given to how this document
18 was actually going to be integrated into the daily
19 operation of our organization because we wanted to keep
20 it at the forefront and the focus and guide for all of
21 our efforts. We did not want it to get lost.

22 To that end, the design team developed a second
23 document; and this is called the "Implementation Plan."
24 And that is in Attachment B to your agenda item.

25 And the Implementation Plan goes kind of into the

1 weeds, where it actually looks at tasks and action items
2 under each of the strategies.

3 Now, we're asking the Commission to approve the
4 Strategic Plan, and that's the goals and objectives and
5 strategies. And the Implementation Plan is going to be
6 the working plan. It will be kept at the operational
7 level; and the task and the action items will be governed
8 and directed by POST staff.

9 The design team is not going to go away. They are
10 going to stay in force, and they're going to meet
11 regularly in order to facilitate collaboration and
12 communication between the bureaus, so that we are all
13 one as we move forward to meet the needs of the Strategic
14 Plan.

15 Also, during the workshop, the Advisory Committee
16 said they thought it would be a very good idea if they
17 met annually with POST staff in order to review the
18 progress that we've made as an organization, but also
19 to see if they were going to need any changes to the
20 Strategic Plan because we want it to be a living
21 document. And there may need to be some changes, if
22 there are changes in our law enforcement environment or
23 to the needs of law enforcement.

24 So our plan is to have that meeting in July of 2016,
25 which will be our one year. A report will be generated

POST Advisory Committee Meeting, June 24, 2015

1 from the work from that meeting and be presented to the
2 Commission at the October 2016 meeting. But the
3 Commission is still going to be able to be kept apprised
4 of our progress; because when we go to them with our
5 agenda items for our new projects or for contracts, we
6 are going to be able, in that item, to draw a nexus of
7 how that supports the objectives and the goals that we
8 have all agreed upon in our Strategic Plan.

9 And finally, any of the unfinished or incomplete or
10 open Strategic Plan objectives from the 2008 Strategic
11 Plan document have been incorporated into the 2015. So
12 nothing is going to fall through the cracks or get left
13 behind.

14 Are there any questions regarding the Strategic Plan
15 for 2015?

16 ACTING COMMITTEE CHAIR CASAS: Was anybody else
17 there besides myself?

18 Randy, were you there?

19 MEMBER WALTZ: Yes.

20 *(Show of hands: Blanco, Bernard, and Waltz)*

21 ACTING COMMITTEE CHAIR CASAS: Okay, good. We had
22 a good representation from the Advisory Committee.

23 I'll have to say -- and I'll entertain any comments
24 from you guys -- this was by far the best and effective
25 collaborative process I've ever been a part of with POST.

POST Advisory Committee Meeting, June 24, 2015

1 And I've been at POST since 2003.

2 CCP and POST did an outstanding job -- Bob, I really
3 want to commend the staff on this -- in bringing together
4 this third-party group that played obviously a big part
5 in setting this up and going through all the analysis and
6 the information. But they made it very, very
7 understandable for us. It was presented very well, very
8 interactive as far as the ideas that were brought
9 to the flip chart.

10 I just enjoyed it. It was a great, great
11 collaboration.

12 So my hat's off to staff on this one, Bob. They
13 did a great job.

14 EXECUTIVE DIRECTOR STRESAK: Thank you, Mario. I
15 appreciate that.

16 And I would just like to reinforce the positive
17 results from the strategic planning process, the
18 introspection that occurred, the open and honest and
19 sometimes raw, but needed dialogue that was received
20 in an environment that, while we were allowed to speak
21 openly and honestly, we were able to address external
22 concerns, internal concerns, and bring it together in
23 what I believe is just a report written at the proper
24 level; a report that's easy to read; and a report that
25 succinctly identifies a road map for POST.

POST Advisory Committee Meeting, June 24, 2015

1 And with that said, I want to commend Jan. I know
2 there were other staff members involved, but Jan really
3 took the reins of this project, and she shepherded it
4 through from alpha through omega and just did an
5 outstanding job.

6 So kudos to you, Jan. Thank you so much for your
7 efforts.

8 MS. BULLARD: Thank you.

9 And I'd also like to recognize law-enforcement
10 Senior Consultant Joe Sampson. He was the project
11 manager. And I know you've met him at the meeting.
12 And a lot of this is also his work and his diligence.
13 And he's a very brilliant man, and we reap the benefits
14 of that.

15 MEMBER BOCK: I have one comment, if I could.

16 I thought that it was an amazing process. One of
17 the things that I got out of it, actually, in speaking
18 with some of the staff members, was how impressed they
19 were with the process.

20 One of the comments made was, we have all these
21 people on the Advisory, we have all these people on the
22 Commission; and they wouldn't recognize them except for
23 pictures that are in the hallway. And the fact that
24 they are able to interact with them on such a personal,
25 yet professional level in this collaborative process,

POST Advisory Committee Meeting, June 24, 2015

1 was something that I believe they felt gave even greater
2 meaning to what they do at POST.

3 So it was a fabulous experience just all the way
4 around.

5 MS. BULLARD: Thank you.

6 EXECUTIVE DIRECTOR STRESAK: Thank you.

7 MS. BULLARD: I absolutely agree. It was pretty
8 awesome.

9 ACTING COMMITTEE CHAIR CASAS: I think it is
10 historic as to what went on there. And then the end
11 result, I think we're going to have one heck of a
12 document that's going to really lay the road down for us
13 in the next five or so years. So I'm really impressed
14 with it.

15 MEMBER BLANCO: I'm going to echo Jim's -- well,
16 everybody's but Jim's thoughts in specific, because
17 I think that if in speaking with POST staff, that was
18 one of the things that there is -- I don't want to say
19 a disconnect, but you have the Advisory, and then you
20 have the Commission. And, you know, there's just this
21 wide body.

22 And this was an opportunity for everybody to just
23 sit down and be members and work together towards
24 creating this document. It was a great opportunity for
25 me. And I believe from speaking with POST staff, that's

POST Advisory Committee Meeting, June 24, 2015

1 one of the parts that they enjoyed, that we were all
2 actually just sitting there, you know, in a sense,
3 racking our brains, trying to figure out what we're going
4 to do, how we're going to make this work, and all of us
5 going in the same direction towards the benefit of law
6 enforcement in the future. So thank you.

7 EXECUTIVE DIRECTOR STRESAK: Thank you,
8 Commissioner.

9 ACTING COMMITTEE CHAIR CASAS: Any other comments?

10 MEMBER DAVIS: Actually, I'm sorry, I missed that
11 opportunity. It sounds like you all did a wonderful job.
12 And I'm sure we are confident that we have Cal Chiefs and
13 Cal Sheriffs' input in that. That's good.

14 Well, one thing, as I read through the document,
15 which was very well done -- and I like the idea of the
16 implementation process as well, that's one of the things
17 that is usually left out of these kinds of things, is
18 the actual action portion of it -- but the one thing that
19 I would like to, maybe as we move forward and during our
20 first year of reviewing this, take a look and see if we
21 want to enhance the concept of incorporating continuing
22 education into all of our -- and by that, I mean formal
23 education -- into all of our leadership programs.

24 A recent white paper by the Harvard Business Review
25 also identified what they have found during some of their

1 studies as the importance of getting this leadership
2 training and leadership education out even before you
3 get to the executive levels, out to the line-officer
4 programs. And continuing that emphasis on association
5 with institutions of higher learning, so that we help
6 our police officers who have a far more complicated job
7 than I ever had in the late sixties and early seventies.
8 They have a far more complicated job. We assist them
9 in getting a broader review of society and what everybody
10 else is thinking.

11 MS. BULLARD: I think one of the beauties of the
12 document being set up with the separate implementation
13 plan at the staff level, is when those type of things
14 are identified, they can easily be added in as an action
15 item or as a task without it having to be redone and
16 come for approval.

17 And so this gives us the fluidity to take that, to
18 create a task or an action item out of it. And as long
19 as it fits under the strategies or objectives -- and I
20 think that absolutely fits under, so easily, our goals --
21 it makes it quickly -- we can quickly respond to that.

22 MEMBER DAVIS: And we've recently been successful
23 in incorporating -- in structuring an agreement with the
24 local accredited college in San Diego -- our university
25 in San Diego, to accept all of our academy units, which,

1 as you may know, is no small task. So I think if we can
2 do that for all of our leadership programs, that will be
3 very helpful.

4 EXECUTIVE DIRECTOR STRESAK: I appreciate those
5 comments. Thank you so much for that, for bringing that
6 forward.

7 The concept of perishable skills training has been
8 around for a while. And we've identified core issues
9 that we define as perishable, if not renewed. Recently,
10 in light of the national dialogue on policing in America,
11 the term "recalibration" was used in a couple meetings
12 that I had attended. And I like that term. I like --
13 I think what you're talking about, in terms of continuing
14 education, and oftentimes, just a recalibration or a
15 refresher on various topics of leadership, and the
16 multiplicity of topics that are out there. There's only
17 4,000 of them out there and growing, you know and I know.

18 But your point is well taken. I think little by
19 little, we have to look to the future, to see where can
20 we continue to reinforce, where necessary, and also allow
21 the opportunity to grow.

22 We recently did an experiment. We recently had a
23 watershed moment with the police psychologist. We
24 instituted a regulatory change that would require a
25 police psychologist to come back on an ongoing basis for

POST Advisory Committee Meeting, June 24, 2015

1 retraining, refresher training and updating. And we had
2 60 psychologists show up to POST for a three-day session,
3 of which was well received by their assessment -- not
4 ours, but by their assessment.

5 So this concept is good. I think it needs to be
6 continually looked at and evaluated, and to just
7 identify, where do you triage that? Where do you begin
8 reinforcing and then creating those continuing education
9 programs?

10 ACTING COMMITTEE CHAIR CASAS: Okay, Item E does
11 require some action by the Advisory Committee. So I
12 would like to have someone make a motion to approve the
13 2015 Strategic Plan and to approve the deletion of the
14 2008 Strategic Plan objective under D.4.10, update of the
15 Strategic Plan as completed.

16 MEMBER BERNARD: So moved. Bernard.

17 MEMBER DAVIS: Second. Davis.

18 ACTING COMMITTEE CHAIR CASAS: All those in favor,
19 indicate by saying "aye."

20 *(A chorus of "ayes" was heard.)*

21 ACTING COMMITTEE CHAIR CASAS: Opposed?

22 *(No response)*

23 ACTING COMMITTEE CHAIR CASAS: Abstain?

24 *(No response)*

25 ACTING COMMITTEE CHAIR CASAS: Okay, Item E passes.

1 Thank you.

2 MS. BULLARD: Item F is a report on the revision to
3 Commission regulation relating to core certification.
4 And as an ongoing process, staff is now reviewing all of
5 our regulations to ensure that they are clear, they're
6 concise, they're user-friendly, they are consistent with
7 what our actual practices are, or if they need revisions
8 in any way, based on procedural changes that have come
9 about.

10 Historically, 1052 and 1053 were designed to create
11 and designate a certification process for instructor-led
12 courses. And with the development of the self-paced
13 courses, the Commission approved an amendment to these
14 regulations back in August of 2006, which gave us some
15 structure for the procedures for looking at self-paced
16 course certification.

17 At that time, we were pretty much the only
18 developers of that type of training for law enforcement.
19 But since then, we've had many inquiries and requests
20 to submit for certification self-paced courses,
21 instructor-led courses that are delivered online, and
22 webinars.

23 So what we found was that the language, although
24 amended in 2006, it was lacking, and it was causing
25 confusion with course developers and course presenters.

1 So in looking at both of these regulations, we determined
2 that it would be clearer to the user if we were to
3 separate them completely. To dedicate 1052 to
4 instructor-led course certification, and 1053 to
5 self-paced course certification, and separate those
6 completely.

7 And then the purpose of the course -- just for
8 purposes of course certification, if we are getting a
9 course that is presented online but there is instructor
10 interaction, either synchronously or asynchronously,
11 we are considering those as instructor-led for the
12 purposes of certification. And that is being covered
13 in 1052. And this would also be a live broadcast of a
14 webinar.

15 In addition, of note, we've added a procedure for
16 the certification of training conferences. We have not
17 had that in regulation, and yet we often certify training
18 conferences.

19 We've also added one requirement that a presenter
20 must add their learning activities within the body of the
21 expanded course outline.

22 Now, we've always asked them to tell us when they
23 are using learning activities, but it was a check-off
24 on the administrative page that said, "Yep, I use this."
25 By having it incorporated into the expanded course

1 outline, it is going to give more information to the
2 consultant who is certifying that course, how that
3 learning activity is going to be utilized to actually
4 enhance the training itself.

5 We also added the definition of "*learning*
6 *activities*" to 1001, and it had not been in there
7 previously. And as a result, we edited or revised the
8 self-paced training course certification form; and we
9 developed a new form, which is for subject-matter
10 experts, who are developing self-paced types of courses,
11 because they do not have an instructor, so to speak,
12 but they do have subject-matter experts that develop the
13 courses.

14 All of the revisions of the regulations and of the
15 forms were reviewed and approved by ISAC and various
16 stakeholders and training managers. And all of the
17 revisions are in Attachment A to your agenda item and the
18 forms are Attachment B-1 and C-1 to your agenda item.

19 Are there any questions regarding the revision to
20 the course-certification regulations?

21 *(No response)*

22 MS. BULLARD: Item G is a report of revision to
23 Commission regulation pertaining to reimbursement for
24 training.

25 And revisions have been made to 1001, 1014, and

1 1015, pertaining to reimbursement of reimbursable
2 qualified agencies, and also training presenters under
3 the Plan V.

4 Again, the majority of these changes are really
5 language clarification and simplification. And what
6 we have also done is, we took the procedures that were
7 included separately in section E, and moved them into
8 the regulations itself. So now there is one place where
9 people have to go to find the information regarding
10 reimbursement. It makes it a lot clearer and easier.

11 Subsequently, we had to make revisions to the
12 training reimbursement request form, the TRR, and the
13 presenter request form, which is the PRR, so that they
14 met and were consistent with the revisions.

15 One of the substantive changes that we made was to
16 add language that allowed -- clarified POST's ability
17 to reimburse for the intensive modular format for the
18 regular basic course. Now, 1015 has always allowed for
19 us to reimburse the regular basic course. But it was not
20 clear and did not delineate between a standard format and
21 the intensive modular format.

22 And at the October 2014 Commission meeting, staff
23 received approval to do a pilot reimbursement for the
24 modular forum and to make any adjustments to the
25 regulations that it needed to, to accommodate this.

POST Advisory Committee Meeting, June 24, 2015

1 Those changes and revisions are a part of this report.

2 All of the recommended changes, again, were reviewed
3 by the Consortium of Academy Directors, the Advisory
4 Council, the Administrative Services Bureau. And all of
5 the revisions are Attachment A to your agenda item. And,
6 again, the forms that were revised are B.1 and C.1, also
7 attached to your agenda item.

8 Are there any requests or questions regarding the
9 reimbursement regulations?

10 *(No response)*

11 MS. BULLARD: Are there requests for reports on any
12 other items from the regular agenda?

13 *(No response)*

14 MS. BULLARD: Then thank you very much.

15 ACTING COMMITTEE CHAIR CASAS: Okay, and then we're
16 going to go ahead and move an action on the items that
17 Jan covered.

18 We'll move with the Committee with the
19 recommendation to support the items on the regular
20 agenda.

21 So I can entertain a motion for that, please.

22 MEMBER BOCK: Bock. Move.

23 MEMBER BLANCO: Second.

24 ACTING COMMITTEE CHAIR CASAS: All in favor,
25 indicate by saying "aye."

POST Advisory Committee Meeting, June 24, 2015

1 *(A chorus of "ayes" was heard.)*

2 ACTING COMMITTEE CHAIR CASAS: Opposed?

3 *(No response)*

4 ACTING COMMITTEE CHAIR CASAS: Abstained?

5 *(No response)*

6 ACTING COMMITTEE CHAIR CASAS: Thank you.

7 The motion passes.

8 I'll go ahead -- this is Item I we're going to
9 address now. And I'll call for any Committee member
10 reports.

11 Randy?

12 MEMBER WALTZ: I have no report.

13 MEMBER YOUNG: Young. No report.

14 MEMBER SPAGNOLI: No report.

15 MEMBER DAVIS: No report.

16 MEMBER BOCK: For me, just more of some
17 correspondence that I had with a few of the specialized
18 police officers.

19 With the new legislation that has come about
20 requiring school employees to receive annual training
21 as mandated reporters, I've received several comments
22 requesting that POST develop curriculum that is
23 law-enforcement specific and separate from the
24 non-law-enforcement employees that are required as well.

25 That's all.

POST Advisory Committee Meeting, June 24, 2015

1 ACTING COMMITTEE CHAIR CASAS: Thank you, Jim.
2 Alex?

3 MEMBER BERNARD: No report.

4 ACTING COMMITTEE CHAIR CASAS: Marcelo?

5 MEMBER BLANCO: No.

6 ACTING COMMITTEE CHAIR CASAS: I have no report,
7 either, from CCLEA.

8 We'll move over to Item J.

9 Any comments from our guest commissioners?

10 Yes? Jethroe.

11 COMMISSIONER MOORE: Excuse me, I'd just like to
12 address the Committee if I could.

13 As we come out of the strategic planning meeting,
14 we talked about getting possibly more community
15 involvement and some letters that I have. I've got one
16 letter that the one gentleman sent me from POST from out
17 in the Sacramento area. And I did bring a constituent
18 from my neighborhood that would like to address POST at
19 this time, if it's okay for Ms. Showman to come up and
20 address POST with some of her concerns.

21 EXECUTIVE DIRECTOR STRESAK: Commissioner, that
22 would be probably more productive to address before the
23 Commission, unless there's a time restraint or --

24 COMMISSIONER MOORE: No, she'll be here tomorrow as
25 well.

POST Advisory Committee Meeting, June 24, 2015

1 EXECUTIVE DIRECTOR STRESAK: She'll be here then?

2 Okay.

3 COMMISSIONER MOORE: I believe -- Ms. Showman, will
4 you be here tomorrow?

5 She'll be here tomorrow morning. So we just wanted
6 to know what would be the proper time for her to address
7 the Commission.

8 EXECUTIVE DIRECTOR STRESAK: Yes, during the initial
9 public comment period, she'll be given the opportunity
10 to speak at that time.

11 COMMISSIONER MOORE: Okay, thank you. That will be
12 my report. Thank you.

13 ACTING COMMITTEE CHAIR CASAS: Thank you,
14 Commissioner.

15 Any other comments from the Commissioners?

16 *(No response)*

17 ACTING COMMITTEE CHAIR CASAS: Okay, having heard
18 none, we'll move to K, Item K, Old and New Business.

19 Any old business that needs to be discussed or
20 addressed?

21 *(No response)*

22 ACTING COMMITTEE CHAIR CASAS: New business?

23 EXECUTIVE DIRECTOR STRESAK: Mr. Chair, I have a few
24 comments, if no one else does.

25 ACTING COMMITTEE CHAIR CASAS: Certainly, Bob. Go

1 ahead.

2 EXECUTIVE DIRECTOR STRESAK: Okay, I would like to
3 take the opportunity to address a few issues here before
4 the Advisory Committee.

5 Beginning with the best of news is that POST, under
6 the leadership of Jan Bullard and Learning Technology,
7 received a second Emmy in as many years for a video
8 production on school violence.

9 So last Saturday, Jan was there to receive an Emmy;
10 and it is proudly displayed in the POST Executive office
11 and for all to see.

12 So kudos to Jan.

13 *(Applause)*

14 EXECUTIVE DIRECTOR STRESAK: And I'd like to take a
15 couple moments just to talk about the state of POST,
16 for those who are new here and those who have not been
17 caught up.

18 Recently, we just completed our budget issue. And
19 as you are all aware, it was a significant issue for us
20 beginning back in January. So into month 6 of
21 negotiation, multiple meetings, I think we came out not
22 too bad compared to what we were. So our budget has at
23 least been defined, and we know what direction we can
24 take given those parameters.

25 The Strategic Plan has been completed. It has been

1 over a year-long process. And as the comments have
2 reflected here, I think it was a productive project, and
3 it will help this organization down the road.

4 In the last six months, we completed a three-year
5 effort to relocate to a newer, more professional
6 building. That is now being also used for training for
7 organizations to come to.

8 We are now, as an organization, in a better position
9 for succession planning. We have managed to stabilize
10 our personnel practices, some of our policies, improve
11 some of our recruitment efforts, and ultimately, leading
12 to what I believe is the hiring of some very, very
13 competent people that will lend themselves to a very
14 healthy organization in the future, given a little time
15 and experience.

16 Fiscal policing internally: We've engaged in some
17 significant fiscal policing over the last year, some out
18 of necessity and some out of -- mostly out of necessity,
19 to take a look at where we are and how we spend our
20 money.

21 We've standardized our contract processes, and all
22 with the goal of stabilizing and providing some modicum
23 of consistent service to the field.

24 We've had some innovation in our Basic course. We
25 have consolidated at least two learning domains, put

1 them together. That's an experiment that's been ongoing.

2 When you talk to personnel at Basic Training Bureau,
3 they're not only lending a critical eye to curriculum
4 development, but they are also lending a critical eye to
5 what type of product do our academies produce.

6 So in the past, we've looked at process and
7 procedure, and at the same time, we've often failed to
8 see -- evaluate in some scientific manner how the academy
9 produces a recruit, or what type of recruit they produce.

10 So there's some critical thinking, critical eyes
11 pointed towards that goal. So that's good work.

12 I think the relationships with our stakeholders
13 remains strong at this point.

14 I am very grateful for the advocacy and support that
15 we receive, especially in times of the budgetary fight,
16 and the dialogue that we can openly and honestly discuss
17 between all our key stakeholders and major organizations.

18 We've made significant traction in our technical
19 Strategic Plan in terms of consolidating some of our
20 internal processes. We've talked today about automating
21 certificates. We've talked about the new Pass Project
22 that will allow officers to have one key password for
23 multiple accesses to our Learning Portals and other
24 information.

25 We've begun a dialogue with Stanford University

1 to begin to develop and take advantage of some of the
2 research resources they have. We've begun a dialogue
3 on data collection. That is an ongoing dialogue with
4 all law enforcement. Some of it, conversations and
5 concerns; and some of it sends hope that perhaps
6 empirically, we can collect information to evaluate where
7 we've been, where we need to go, what our baselines are,
8 what's working and what isn't working.

9 So we have a lot of that going on in the mill right
10 now. Many plates are spinning, in addition to the
11 ongoing dialogue regarding procedural justice, the
12 body-worn cameras, and the ongoing issue of mental-health
13 training.

14 So I just wanted to take a moment with this to let
15 you know that based on the extraordinary efforts of staff
16 and under the leadership of Al Deal, Jan Bullard, and
17 Stephanie Scofield, this organization is much stronger
18 and much healthier than it was a year ago or perhaps even
19 a little bit farther into the past.

20 So we're making inroads, we're making good strides;
21 and I appreciate your support in our efforts.

22 Thank you so much.

23 MS. BULLARD: I have some new business also.

24 Nominations are opening July 1st, believe it or not,
25 for the 2015 Excellence in Training and "Bud" Hawkins

POST Advisory Committee Meeting, June 24, 2015

1 awards. And we are going to follow the same advertising
2 strategy that we did this year, because I think it
3 warranted us a lot of submissions. So we will have the
4 rack cards and will be re-upping our figures on our
5 Web site.

6 A reminder that the 2014 Excellence in Training
7 awards will be held tomorrow at the beginning of the
8 Commission meeting.

9 Also, just before the Commission meeting begins,
10 our vendors of digital OutPost are going to be doing
11 some videotaping of what's called B-roll or background
12 roll. There will be no audio, but they just want to kind
13 of get a quick turnaround and look-over of the Commission
14 to put into a video that we are producing called, "This
15 is POST."

16 So they will be doing it about 15 minutes before
17 the meeting; and then they may go into the back and get
18 some long shots during the meeting, and they'll be out.
19 But they will not be involved with videotaping the
20 Excellence in Training awards.

21 Also just a reminder that at the October meeting,
22 you will be electing your new chair and vice chair.

23 And if you would like, we have it set up that we
24 could show you the "School Violence," "Did You Know?"
25 that won the Emmy, if this is something that you would

POST Advisory Committee Meeting, June 24, 2015

1 like to see.

2 EXECUTIVE DIRECTOR STRESAK: Say "yes."

3 MS. BULLARD: Cue, Ron.

4 *(The "Did You Know? School Violence" video*
5 *was played.)*

6 *(Applause)*

7 MS. BULLARD: I think one thing that was kind of
8 fun about this is that we went out to a high school in
9 San Diego, and that was their drama class. And they all
10 taped their auditions, and they submitted them, just as
11 they would for a real job. And we went through, and we
12 cast them.

13 There was one actor in that entire scenario, and
14 that was the mother in the opening one. All the others
15 were students, teachers, and real officers.

16 And we went back and showed them the final product;
17 and they were just really excited about it. We told them
18 why we made all the decisions we did for cutting it.

19 We're going to go back when school is in session,
20 and let them put an Emmy in their case for a little
21 while, and put all their student names there.

22 *(Applause)*

23 ACTING COMMITTEE CHAIR CASAS: I guess we can expect
24 the paparazzi to be out there for Jan when she goes to
25 dinner this evening. So two Emmys under her belt, I

POST Advisory Committee Meeting, June 24, 2015

1 don't know. I think that would classify her as a
2 celebrity now.

3 MS. BULLARD: I will always remember the little
4 people.

5 ACTING COMMITTEE CHAIR CASAS: The last thing I'd
6 like to mention to my fellow colleagues here, is that
7 we had a -- I don't know if everybody was at the Finance
8 Committee meeting where Chief Moir discussed the
9 financial future of POST. And I'd just like to briefly
10 say that we should really take this seriously as far as
11 the revenue source that we need to keep POST going now
12 and in the future as a very, very important item. And
13 I challenge everybody here to really dig into your mind
14 and think outside of the box, as to trying to find any
15 new revenue source to keep POST going in the future,
16 because it's -- I think it's very, very important for us
17 to take that into consideration now.

18 There was mention of forming a committee, which I
19 think is a great idea, to focus on this, and try to think
20 about sources coming up now and in the future that we can
21 tap into, to replenish the funds that we need to keep
22 this professional organization going years and years in
23 the future.

24 So with that, I just wanted to plant that seed in
25 everyone's mind that when the time comes, if you'd like

POST Advisory Committee Meeting, June 24, 2015

1 to be on the committee, you know, obviously step up and
2 volunteer, and then help POST keep their future bright
3 by finding a new revenue source.

4 So with that...

5 MS. BULLARD: Next meetings. Tomorrow morning, the
6 Legislative meeting is at 8:30. And it is called the
7 Executive Boardroom. That is downstairs, right by the
8 restaurant and the pool. So don't come up here looking
9 for the Leg. meeting.

10 The Commission meeting and the Excellence in
11 Training awards will be held here at ten o'clock
12 tomorrow.

13 And your next Advisory meeting is October 21st. And
14 that will be at the Doubletree on Hazard Center.

15 *(Mr. Banning entered the meeting room.)*

16 ACTING COMMITTEE CHAIR CASAS: With that --

17 EXECUTIVE DIRECTOR STRESAK: So we all agree that
18 Elmo Banning will finish up the report and complete the
19 remainder of the information.

20 ACTING COMMITTEE CHAIR CASAS: He's probably got an
21 excuse. It's a real good one.

22 MEMBER BANNING: No. You don't want my karma today,
23 trust me. It comes in three's, and I've already had
24 five. My apologies.

25 ACTING COMMITTEE CHAIR CASAS: Welcome, Elmo. Good

POST Advisory Committee Meeting, June 24, 2015

1 to see you.

2 Okay, with that, I'll entertain a motion to adjourn.

3 MEMBER YOUNG: Motion to adjourn. Young.

4 MS. BULLARD: No, he's not kidding.

5 ACTING COMMITTEE CHAIR CASAS: Don't feel any guilt.

6 But we have finished the agenda, so we are at that
7 point.

8 May I entertain a motion to adjourn?

9 MEMBER YOUNG: Motion to adjourn.

10 ACTING COMMITTEE CHAIR CASAS: And a second?

11 MEMBER WALTZ: Second. Waltz.

12 ACTING COMMITTEE CHAIR CASAS: All those in favor?

13 *(A chorus of "ayes" was heard.)*

14 ACTING COMMITTEE CHAIR CASAS: We are adjourned.

15 *(Gavel was sounded.)*

16 *(The Advisory Committee meeting concluded*
17 *at 2:20 p.m.)*



REPORTER'S CERTIFICATE

I hereby certify:

That the foregoing proceedings were duly reported by me at the time and place herein specified; and

That the proceedings were reported by me, a duly certified shorthand reporter and a disinterested person, and was thereafter transcribed into typewriting.

In witness whereof, I have hereunto set my hand on July 10, 2015.

Daniel P. Feldhaus
California CSR #6949
Registered Diplomat Reporter
Certified Realtime Reporter