



Nomination Form
POST Excellence in Training Award
Application for 2015 Nominees



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Section 1. Nominee Information

1. Award Category (select one only) ☐ Individual ☒ Lifetime ☐ Organizational
2. Nominee Theodora Claudio-Davidson
3. Title (If applicable) Commander
4. Agency/Organization (If applicable) Department of Motor Vehicles, Investigations Division
5. Mailing Address

6. Contact Numbers

Section 2. Nominator Information

7. Name Gregory Huber
8. Title Deputy Chief
9. Agency/Organization Department of Motor Vehicles, Investigations Division
10. Mailing Address

11. Contact Numbers

12. Department Head/CEO

13. Signature

Complete all remaining sections. Attach additional pages if needed.

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Section 3. Justification for Nomination – REQUIRED

14. Describe the individual's or organization's purpose and training responsibility.

Inland Area Commander Theodora (Teddi) Claudio-Davidson is assigned to the Department of Motor Vehicles (DMV), Investigations Division (INV). She has been a peace officer for 35 years, of which 25 years have been with the DMV. Commander Claudio-Davidson is responsible for the management of the investigations program within the Inland Area which encompasses several district offices, 18 sworn peace officers, and 4 administrative staff members, all within San Bernardino and Riverside counties (approximately 27, 311 square miles). Commander Claudio-Davidson coordinates difficult and complex investigations which require inter-area participation and she initiates actions as required, including criminal, civil, and administrative investigation.

Commander Claudio-Davidson's responsibility for training includes ensuring the division's Investigators under her supervision are trained according to POST and INV requirements; ensuring her subordinates receive training that develops specialized and perishable skills, and supports upward mobility and providing external training to the law enforcement community, allied agencies, and private sector.

Although the Investigations Division currently has a unit specifically designated to develop and oversee the training needs of the division, Commander Claudio-Davidson has been continuously tasked with providing her expertise and instructing ability to assist with a variety of training programs throughout her career. She has developed numerous training programs from the beginning concept all the way to providing the instruction for the division. The training programs developed by Commander Claudio-Davidson has ranged from courses designed to assist investigative personnel with the tools and information to better perform their duties to courses needed due to directions from the Governor's Office due to new legislation.

An example of this would be when, in 2014, Commander Claudio-Davidson was requested to develop a lesson plan and training program for the division's new Assembly Bill 60 (AB60) Secondary Review Procedures. AB 60 is the bill that required the department to provide drivers licenses to undocumented individuals in the state of California. The Investigations Division was tasked with reviewing and approving, when appropriate, the applications that were submitted with minimal supporting documentation. She completed the lesson plan and the overall training program and provided training to the selected trainers who then presented the training to all the divisions' employees. This training program was crucial since AB 60 was due to become law January 1, 2015. She was successful in completing the training program on time. Due to the enormous amount of applications that were submitted for secondary review, her training enabled the division to process an estimated 25,000 reviews in the first ten months of the AB60's inception.

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15. Describe the nominee's overall achievement.

Commander Teddi Claudio-Davidson began her investigative career in 1978 as a Special Agent with the United States Air Force, Office of Special Investigations (AFOSI), where she conducted criminal and counterintelligence investigations and served as the evidence custodian for her assigned districts. During her service, she received the Air Force Commendation Medal on two occasions (1980 & 1983); and the Air Force Achievement Medal in 1985, all for Meritorious Service to the U.S. Air Force. In September 1986, she was honorably discharged from the USAF after serving for 8 years.

In 1986, Commander Claudio-Davidson began her law enforcement service in the state of CA as a Welfare Fraud Investigator with the Riverside County's Department of Social Services, Welfare Fraud Division. It was during this employment that she completed the P.O.S.T. Specialized Investigators Basic Course at the Golden West Academy in Orange County.

In 1989, Commander Claudio-Davidson transferred and began her career with the Department of Motor Vehicles, Investigations Division. She worked as an investigator from 1989 until 2002 and conducted a wide array of investigations that involved identity theft, auto theft, white collar crimes, odometer fraud and grand theft. She has filed numerous criminal cases with the District Attorney's Offices in San Bernardino and Los Angeles Counties. Commander Claudio, while as an investigator, received training as a background investigator and she conducted background investigations for the Investigations Division during the period 1995 – 2006. She also attended the P.O.S.T. Advanced Background Investigations Course in 1998 as well as the P.O.S.T. Administration of the Background Process Course in 2005. Commander Claudio-Davidson was used as a resource as the new background unit within the division was being formed.

In 2002, Commander Claudio-Davidson was promoted to the rank of Supervising Investigator in charge of the El Monte District Office where she supervised an office staff of approximately 6 to 8 employees. In 2008, she transferred to the department's Internal Affairs Branch (IAB) to oversee the branch's West Covina office. During her assignment in IAB, she directed the investigations of employees accused of misconduct that included both sworn and non-sworn personnel of an agency that employs approximately 9,000 employees statewide. These cases involved such allegations as bribery, grand theft, false information entered into the department's database, auto theft, embezzlement, improper use of force and dishonesty.

In 2009, Commander Claudio-Davidson achieved the rank of Area Commander and was assigned to the Southern Area Command Office. As the Southern Area Commander, she oversaw three district offices in the boundaries of San Diego and Imperial Counties. In 2013, she transferred to the Inland Area Command that encompasses San Bernardino and Riverside Counties and this is her current assignment.

During her career as an investigator with the department, she has furthered her higher education by earning an Associate of Applied Science Degree in 1986 in Criminal Justice from the Community College of the Air Force. In 1999 she received a Bachelor of Arts Degree in Criminal Justice from Chapman University and in 2002 she was awarded a Master of Science Degree in Human Resources also from Chapman University.

She also worked as an Adjunct Instructor at Everest College in Ontario, CA during the period 2002 – 2007 and again during 2014 – 2015. Commander Claudio-Davidson taught various Criminal Justice courses as well as Human Resources courses. She is also a P.O.S.T./ICI (Robert Presley Institute of Criminal Investigations) certified Instructor and she possesses a Principles of Adult/Vocational Instruction Certificate from the University of San Diego as well as a California Commissioned Teaching Credential. Commander Claudio-Davidson has been awarded a Basic, Intermediate, Advance, Supervisory and Management P.O.S.T. Specialized Law Enforcement Certificate. Finally, she is a graduate of the Sherman Block Supervisory Leadership Institute.

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Although Commander Claudio-Davidson's training contributions may be considered routine at a large traditional law enforcement agency, the ideas and training programs prepared and presented by Commander Claudio-Davidson during the course of her career are considered ground breaking and vital for the safety of Californians from a State specialized law enforcement organization.

For example, during the period that Commander Claudio-Davidson was assigned as the Southern Area Commander, she was tasked with initiating the division's participation in the Operation Stonegarden (OPSG) federal grant program. OPSG mission was a collaborative law enforcement effort developed to address border related crimes. As the division's project lead, and with the assistance of her personnel, she developed the procedures for all divisional personnel; developed better training solutions that meet the new requirements of the department; oversaw all aspects of the division's participation in OPSG; oversaw the department's allotted budget for this federal grant program. This was innovative on a grand scale for the Investigations Division since this was the first time our agency had ever participated in a grant program of this caliber and this was uncharted territory for DMV. The results of OPSG were increased coordination and collaboration among Federal, State, local, Tribal, and territorial law enforcement agencies, Increase capability to prevent, protect against, and respond to border security issues, and support efforts to prevent terrorism and other catastrophic events while preparing the Nation for the threats and hazards that pose that greatest risk to the security of the United States.

Commander Claudio-Davidson continuously recognizes areas where the division is deficient and understands the importance to form a delivery method to ensure standardized training throughout the division (statewide). In 2006 she was selected as a subject matter expert to be part of a new training development team for the division. One of the major accomplishments made by the division's Training Committee was the establishment of the DMV Investigator Orientation Course (DIOC). This course is designed to provide newly hired sworn personnel with specific investigative techniques and tools that are useful unique for DMV Investigators. This course is POST certified and DIOC Class #10 just concluded recently. Commander Claudio-Davidson was part of a team that developed a lesson plan that included such topics as building entry, the use of Lexis-Nexis, interview and interrogation, state police radio communications, surveillance and fraud document detection. It was the last topic, fraud document detection, that Commander Claudio-Davidson was instrumental in providing the expertise to make this course topic viable within DIOC. Moreover, she once again oversaw the training for the DIOC instructors prior to the launch of the first DIOC class.

Commander Claudio-Davidson extensive teaching experience gives the division the ability to provide in-house training for investigators who, in-turn provides internal and external training courses. Additionally, her expertise in multiple subjects makes her the "subject matter expert" for composing the content of many of the division's training programs. Her experience and knowledge enabled the division to P.O.S.T. certify many courses that are still core to the divisional training plan. Investigations Division relies on heavily on Commander Claudio-Davidson to develop training for new procedures and related policies for which there is no model to emulate.

b) Impact

Commander Claudio-Davidson has had a monumental impact on the Investigations Division as well as the law enforcement community as a whole. An example of how she impacted the division occurred in 2002, after Commander Claudio-Davidson completed the P.O.S.T. Evidence Management Course; she created an Evidence Management Training course specific to DMV Investigations. She has provided this training to all Primary and Secondary Evidence Custodians within the Division. Like most law enforcement agencies, maintaining proper evidence chain of custody is crucial to ensuring a criminal prosecution is successful as well as protecting the agency against potential civil liability. Although the Investigations Division had procedures in place to handle evidence for the department's criminal cases, Commander Claudio-Davidson identified a need to standardize and update this training. Furthermore, in 2005, Commander Claudio-Davidson completed the P.O.S.T. Managing Evidence in Law Enforcement Agencies Course and she created and provided this training during to all the division's Supervising Investigators while they attended the division's Supervising Investigators Orientation Course (SIOC) as part of a required course for all new Supervisors.

Another example of the impact she has had on the Investigations Division occurred in 2009, Commander Claudio-Davidson was asked to participate as a project committee member in the development of Automated Investigations Management System (AIMS). This was a very large divisional project that took over a year to complete. A database was designed to replace the division's old File Maker Pro database with a new web based case data tracking system. Commander Claudio-Davidson also served as one of the AIMS trainers and as is designated as a Subject Matter Expert

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for the division. She provided training for trainers (T4T) to all the AIMS' instructors prior to the roll-out of the training program statewide. She also developed and provided an AIMS update course at the divisions' Supervisor Investigations Orientation Course (SIOC) in 2013.

Lastly, Commander Claudio-Davidson has also contributed to the law enforcement community in the State of California after becoming a Fraud Document Detection Trainer (FDDT). She was then assigned to provide this P.O.S.T. certified training to sworn and non-sworn personnel as well as to outside agencies that included both law enforcement and civilian employees. Over time, Commander Claudio-Davidson added her input to the course and she developed a keen understanding of how the use of fraudulent documents impact the law enforcement community. In 2007, Commander Claudio-Davidson attended and completed the American Association of Motor Vehicle Administrators (AAMVA) Academy where she received the AAMVA Fraudulent Documents Recognition Instructor Certification. During the period from 2007 to 2009, she was the designated Chairperson for the FDDT Committee, who updated and revised the Department's FDDT training, which was used by the Department Training Branch (DTB) and by the Investigations Division to train all DMV employees. She wrote the Project Proposal and the Action Plan for the FDDT program and also wrote and provided T4T training to all FDDT trainers.

Commander Claudio-Davidson continuously manages to be significant in the training environment and the main point of contact, not only for the content developed within the divisions' training, but also is depended upon to facilitate instruction for the courses she advances. She continually rises to each occasion of the divisions' training needs and exceeds expectations which are accomplished beyond her normal duties of managing her personnel and the activities of her command.

c) Reputation/Recognition

Commander Claudio-Davidson has developed an outstanding reputation for the development of training. Her teaching techniques, knowledge and experience make her one of the Investigations Division's most valued staff members for training, not only for the division but also for Federal, State and local agencies as well. With her certifications as a ICI and AAMVA instructor, she has developed contacts outside the department and her teaching credential has furthered her reputation within the academic community.

The examples contained within this nomination application do not represent all that Commander Claudio-Davidson has done to deserve this consideration. Commander Claudio-Davidson is continually differed to as the subject matter expert when there is critical need of developing training. Her loyal response with quick and comprehensive training is truly commendable. It is with great satisfaction that we recommend Commander Claudio-Davidson for the P.O.S.T. Award (Lifetime).

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1. DIOC - Training schedule listing AC Claudio-Davidson as an instructor for Evidence Handling and Fraudulent Document Detection Training.
2. Andres Tate Foundation's bio on AC Claudio-Davidson listing her as on the Board of Directors.
3. Principles of Adult/Vocational Instruction Certificate, University of San Diego
4. State of California, Commissioned Teaching Credential
5. AAMVA Fraudulent Documents Recognition Instructor Certificate
6. POST / ICI (Robert Presley Institute of Criminal Investigations) Instructor Certificate

To complete your application:

- 1) Make sure you have filled in all applicable sections.
- 2) Print and sign form.
- 3) Attach all supporting documents.
- 4) Send your completed application to:



**Excellence In Training Screening Committee
c/o California POST
Executive Office
860 Stillwater Road, Suite 100
West Sacramento, CA 95605**

Application questions: 916.227.2808 — Janice Bullard