

STATE OF CALIFORNIA
COMMISSION ON
PEACE OFFICER STANDARDS AND TRAINING

POST COMMISSION MEETING
OPEN SESSION



TIME: 10:00 a.m.

DATE: Thursday, October 24, 2013

PLACE: Embassy Suites
San Francisco Airport - Waterfront
150 Anza Boulevard
Burlingame, California



REPORTER'S TRANSCRIPT OF PROCEEDINGS



Reported by:

Daniel P. Feldhaus

California Certified Shorthand Reporter #6949

Registered Diplomat Reporter, Certified Realtime Reporter

Daniel P. Feldhaus, C.S.R., Inc.
Certified Shorthand Reporters
8414 Yermo Way, Sacramento, California 95828
Telephone 916.682.9482 Fax 916.688.0723
FeldhausDepo@aol.com

POST Commission Meeting, October 24, 2013

A P P E A R A N C E S

POST COMMISSIONERS PRESENT

PETER KURYLOWICZ, JR.
(*Commission Chair*)
Deputy Sheriff
Riverside County Sheriff's Department

LAURIE SMITH
(*Commission Vice Chair*)
Sheriff
Santa Clara County

LAI LAI BUI
Sergeant
Sacramento Police Department

ROBERT COOKE
Director of Training
California Narcotic Officers' Association

ROBERT T. DOYLE
Sheriff
Marin County

JOYCE DUDLEY
Santa Barbara District Attorney
Santa Barbara County

JIM McDONNELL
Chief
Long Beach Police Department

LAREN LEICHLITER
Sheriff
San Bernardino County Sheriff's Department

JETHROE MOORE II
Public Member

MICHAEL SOBEK
Sergeant
San Leandro Police Department

POST Commission Meeting, October 24, 2013

A P P E A R A N C E S

POST COMMISSIONERS PRESENT

continued

LARRY J. WALLACE
for KAMALA HARRIS
Attorney General's Office



POST ADVISORY COMMITTEE MEMBERS PRESENT

per participation and sign-in sheet

JAMES BOCK
Advisory Committee Chair
California Specialized Law Enforcement

GEORGE BEITEY
Advisory Committee Vice-Chair
State Chancellor's Community College Office

ELMO BANNING
Public Member

ALEX BERNARD
Public Member

EDWARD N. BONNER
California State Sheriffs' Association

MARIO A. CASAS
California Coalition of Law Enforcement Associations

JOE FLANNAGAN
Peace Officers' Research Association of California

RICHARD J. LINDSTROM
California Academy Directors' Association

SANDRA SPAGNOLI
California Peace Officers' Association

RANDALL WALTZ
California Association of Police Training Officers

POST Commission Meeting, October 24, 2013

A P P E A R A N C E S

POST STAFF PRESENT

per participation and sign-in sheet

ROBERT STRESAK
Executive Director
Executive Office

WILLIAM "TOBY" DARDEN
POST Commission Counsel
Department of Justice
Office of the Attorney General

JANICE BULLARD
Assistant Executive Director
Executive Office
Standards and Development Bureau

ALAN DEAL
Assistant Executive Director
Executive Office
Field Services Bureau

RICHARD REED
Assistant Executive Director
Executive Office
Administrative Services Division

MARIE BOUVIA
Executive Assistant
Executive Office

ANNE BREWER
Bureau Chief
Training Program Services Bureau

RON CROOK
Multimedia Specialist
Learning Technology Resource Bureau

FRANK DECKER
Bureau Chief
Basic Training Bureau

POST Commission Meeting, October 24, 2013

A P P E A R A N C E S

POST STAFF PRESENT

*per participation and sign-in sheet
continued*

DARLA ENGLER
Bureau Chief
Administrative Services Bureau

CHARLES EVANS
Legislative Liaison
Executive Office

TED FITZPATRICK
Information System Analyst
Computer Services Bureau

BRYON G. GUSTAFSON
Bureau Chief
Standards and Evaluation Services Bureau

COLIN O'KEEFE
Bureau Chief
Computer Services Bureau

CONNIE PAOLI
Administrative Assistant
Executive Office

LINDA SABELLA
Systems Software Specialist Supervisor
Computer Services Bureau

STEPHANIE SCOFIELD
Bureau Chief
Training Delivery and Compliance Services Bureau

ROBERT "R.C." SMITH
Bureau Chief
Center for Leadership Development

ROBERT ZIGLAR
Senior Consultant
Computer Services Bureau



A P P E A R A N C E S

ALSO PRESENT

*per participation and sign-in sheet
continued*

RONALD COTTINGHAM
San Diego Sheriff's Department

MICHAEL GRAY
San Diego Regional Training Center
Association



POST Commission Meeting, October 24, 2013

I N D E X

<u>Proceedings</u>	<u>Page</u>
Call to Order	11
Color Guard and Flag Salute	11
San Mateo County Sheriff's Department	
Moment of Silence	11
Officer Jon Coutchie	
Laguna Beach Police Department	
Roll Call of Commission Members	12
Introduction of POST Advisory Committee Chair, POST Legal Counsel, and the Executive Director and New Commissioners . . .	13
Welcoming Address	
Chief Edward Wood	
Burlingame Police Department	13
Public Comment	16
Approval of Minutes	
A. Thursday, June 27, 2013, Commission Meeting and Tuesday, July 16, 2013, Meeting	24
Consent Items:	
B.1 Report on First Quarter FY 2013-14 Course Certification	24
B.2 Report on POST Strategic Plan Implementation	24

POST Commission Meeting, October 24, 2013

I N D E X

Proceedings

Page

Consent Items: *continued*

B.3	Report on Agency Requesting Entry into The POST Reimbursable Program Public Safety Dispatcher Program	24
B.4	Report on Status of Regular Basic Course Student e-Workbooks	24
B.5	Report on the Status of the Model Respiratory Program for Law Enforcement.	24
B.6	Report on SPO B.3.04 Regarding the Provision of Driver Training and Force Options Simulators to the Regional Skills Training Centers	24
B.7	Report on SAFE Driving Campaign	24
B.8	Report on Reimbursement Plan Review	24
B.9	Report on the Status to Implement Commission Direction Related to Training Presented by the California Association of Tactical Trainers, formerly International Training Resources	24
B.10	Report on Status of POST Testing System Procurement	24
B.11	Report to Address Revenue Shortfall in FY 2014-15	24
B.12	Report on Efforts to Update the POST Strategic Plan	24
B.13	Report on SAFE Driving Research Team Findings	24
B.14	Report on Entry-Level Dispatcher Test Delivery	24

POST Commission Meeting, October 24, 2013

I N D E X

Proceedings

Page

Consent Items: *continued*

B.15 Resolution:

Ron Cottingham 25

B.16 Letter of Appreciation:

Richard W. Reed 20

Finance

C. Financial Report from Finance Committee
Meeting held October 23, 2013, Sobek . . 28

Standards, Evaluations, and Research Bureau

D. Report on Changes to the Basic Courses
Test Management and Security Protocols . 53

Training Delivery and Compliance Bureau

E. Report on Proposed Regulation Changes
to Coroner Entry-Level Training 53

Training Program Services Bureau

F. Report on a Request to Contract for
LEDS Instructor Update Training and
Associated Manuals 41

G. Report on Request to Contract for
Additional AICC Presentations 43

Committee Reports

H. Advisory Committee, Sobek 55

I. Legislative Review Committee, Sobek . 56,58

POST Commission Meeting, October 24, 2013

I N D E X

<u>Proceedings</u>	<u>Page</u>
J. Correspondence	57
K. Old Business	59
Report on Request for Approval of Nominations of Members of the Advisory Committee	
L. New Business	60
Building a Career Pipeline to Meet Law Enforcement Recruitment and Community Challenges for the 21 st Century	
M. Future Commission Meeting Date	68
N. Closed Executive Session	69
Adjournment	69
Reporter's Certificate	70



POST Commission Meeting, October 24, 2013

1 **Wednesday, October 24, 2013, 10:01 a.m.**

2 **Burlingame, California**

3 •••••

4 CHAIR KURYLOWICZ: Good morning, ladies and
5 gentlemen. Call to order.

6 And I want to thank everybody -- commissioners and
7 staff and friends -- for coming today. I appreciate you
8 guys coming down.

9 With that, we're going to have the Color Guard from
10 San Mateo County Sheriff's Department present the colors.

11 So if everybody could stand.

12 *(The San Mateo County Sheriff's Department*
13 *Honor Guard entered the meeting room, flag salute.)*

14 *(The Pledge of Allegiance was recited.)*

15 *(The San Mateo County Sheriff's Department Honor*
16 *Guard exited the meeting room.)*

17 CHAIR KURYLOWICZ: If we can give a round of
18 applause to the Color Guard.

19 *(Applause)*

20 CHAIR KURYLOWICZ: If we can remain standing for a
21 moment of silence, honoring the officers who have lost
22 their lives in the line of duty since the last meeting.

23 The following officer died in the line of duty:
24 Officer Jon Coutchie from the Laguna Police Department.

25 A moment of silence.

POST Commission Meeting, October 24, 2013

1 *(Observation of moment of silence.)*

2 CHAIR KURYLOWICZ: Thank you.

3 You may be seated.

4 And if we could have roll call, please.

5 MS. PAOLI: Bui?

6 COMMISSIONER BUI: Here.

7 MS. PAOLI: Cooke?

8 COMMISSIONER COOKE: Here.

9 MS. PAOLI: Doyle?

10 COMMISSIONER DOYLE: Here.

11 MS. PAOLI: Dudley?

12 COMMISSIONER DUDLEY: Here.

13 MS. PAOLI: Hutchens?

14 COMMISSIONER HUTCHENS: Here.

15 MS. PAOLI: Kurylowicz?

16 CHAIR KURYLOWICZ: Here.

17 MS. PAOLI: Leichliter?

18 COMMISSIONER LEICHLITER: Here.

19 MS. PAOLI: Lowenberg?

20 *(No response)*

21 MS. PAOLI: McDonnell?

22 COMMISSIONER MCDONNELL: Here.

23 MS. PAOLI: Moir?

24 *(No response)*

25 MS. PAOLI: Moore?

POST Commission Meeting, October 24, 2013

1 COMMISSIONER MOORE: Here.

2 MS. PAOLI: Smith?

3 VICE CHAIR SMITH: Here.

4 MS. PAOLI: Sobek?

5 COMMISSIONER SOBEK: Here.

6 MS. PAOLI: Wallace?

7 COMMISSIONER WALLACE: Here.

8 CHAIR KURYLOWICZ: Okay, thank you, everyone.

9 Let's see. I'll introduce the POST Advisory

10 Commission committee chair. I believe that's --

11 MR. BOCK: Jim Bock.

12 CHAIR KURYLOWICZ: -- Jim Bock.

13 I appreciate that, Jim. Thank you.

14 POST Legal Counsel.

15 MR. DARDEN: William Darden.

16 CHAIR KURYLOWICZ: And the Executive Director.

17 MR. STRESAK: Robert Stresak.

18 CHAIR KURYLOWICZ: Thank you.

19 And we have Chief Edward Wood from Burlingame Police

20 Department today that is going to provide opening

21 remarks.

22 CHIEF WOOD: It's been a good day. I was able to

23 zip up my Ike jacket.

24 On behalf of the Mayor, the City Council, the City

25 of Burlingame, and the San Mateo County Police Chiefs and

POST Commission Meeting, October 24, 2013

1 Sheriffs' Association, I want to express a warm welcome
2 to everyone in attendance at today's POST Commission
3 meeting.

4 As you all know, POST was established in 1959 to
5 set minimum selection and training standards for
6 California law enforcement. POST holds a crucial role
7 in the development of our police employees, both sworn
8 and professional staff.

9 Thoughtful training is what makes a good department
10 great.

11 As I thought about speaking to you today, I had the
12 opportunity to reflect on the impact that POST has had on
13 my career.

14 I am the product of several very progressive chiefs
15 who understood the need to educate and professionalize
16 the profession.

17 As a young sergeant, I thought I knew it all. I was
18 very frustrated that I was being sent to SLI. I asked
19 myself why I had to fly to San Diego once a month. Now,
20 I understand. It's training such as SLI, Command
21 College, and all the other courses offered, that gave me
22 the knowledge, expertise which helped me move through the
23 ranks.

24 Now, as a police chief, I recognize the important
25 role each member of POST plays. The hard work of the

POST Commission Meeting, October 24, 2013

1 Commission protects the Department, cities, and employees
2 from civil and criminal liability by identifying training
3 needs and developing courses to address any shortcomings.

4 I also get to enjoy watching young officers' careers
5 blossom, and even grizzled veterans' careers recharged
6 through POST training.

7 Most importantly, I'd like to say "thank you" to
8 each and every one of you here today. I've benefited
9 from your hard work and the guidance you've provided.

10 Please, if you would join me in giving yourself a
11 hand.

12 *(Applause)*

13 CHIEF WOOD: Finally, while you're here, please
14 enjoy what the City of Burlingame has to offer.

15 If you haven't yet, and you get a chance, explore
16 our downtowns. We have two of them, over on Broadway and
17 Burlingame Avenue, as well as the restaurants along the
18 waterfront. You can't go wrong.

19 If you need any assistance today or an area to make
20 secure calls, by all means, please just call the police
21 department. Staff there will assist you with whatever
22 you need.

23 And enjoy the meeting. And thank you for all the
24 hard work.

25 CHAIR KURYLOWICZ: Thank you, Chief.

POST Commission Meeting, October 24, 2013

1 *(Applause)*

2 MR. STRESAK: Chief, don't go away.

3 So I always seize on opportunities to recognize
4 excellence among your peers and before your peers.

5 I think I'm okay. It's good chewing gum and walking
6 at the same time...

7 And I'm going to seize this opportunity to present
8 you with your executive certificate.

9 I think you all are aware of the fact that not
10 everybody can become a police officer, and yet fewer rise
11 to the level of the executive level, and even fewer
12 attain the POST executive certificate.

13 For the last 50 years, we've only issued about
14 1,400 of these. So I am very proud to present you with
15 Executive Certificate 1,408.

16 And congratulations on your accomplishment.

17 *(Applause)*

18 *(Photograph taken of Chief Wood, Commission Chair*
19 *Peter Kurylowicz, and Executive Director Robert*
20 *Stresak.)*

21 CHAIR KURYLOWICZ: Okay, this is the part for Public
22 Comment. This is the time on the agenda for public
23 comment.

24 Let me put my glasses on.

25 This is the time set aside for members of the public

POST Commission Meeting, October 24, 2013

1 to comment on either items on the Commission agenda or
2 issues not on the agenda but pertaining to the POST
3 Commission business.

4 Members of the public who wish to speak are asked to
5 limit their time, remarks to no more than five minutes
6 each.

7 Please be advised that the Commission cannot take
8 action on items not on the agenda.

9 Do we have anybody for public comments today?

10 *(No response)*

11 CHAIR KURYLOWICZ: Okay, seeing none, Bob, do you
12 want to do the next...?

13 MR. STRESAK: Thank you, Mr. Chair.

14 I have a few opening comments I'd like to make to
15 the Commission.

16 First of all, I think it's fair to offer
17 Commissioner McDonnell an opportunity to speak on the
18 Red Sox.

19 COMMISSIONER McDONNELL: I think it might be better
20 if I don't.

21 COMMISSIONER SOBEK: There's four games to go.

22 COMMISSIONER McDONNELL: Yes, I know. I don't want
23 to jinx them.

24 MR. STRESAK: Congratulations on your win.

25 COMMISSIONER McDONNELL: Thank you.

POST Commission Meeting, October 24, 2013

1 MR. STRESAK: Today's Commission meeting is
2 bittersweet for POST staff. And I'll get into that in a
3 second.

4 But, first of all, I'd like to begin by offering our
5 congratulations and our warmest welcome to our newest
6 commissioners, Santa Barbara District Attorney Joyce
7 Dudley.

8 *(Applause)*

9 MR. STRESAK: San Bernardino County Sheriff's
10 Deputy Laren Leichliter.

11 *(Applause)*

12 MR. STRESAK: And Public Member, Reverend Jethroe
13 Moore from San José community.

14 *(Applause)*

15 MR. STRESAK: And I think it would be fair to at
16 least give you the opportunity, each one of you, to speak
17 for a couple minutes, should you be so inclined.

18 So moving left to right, Commissioner Dudley.

19 COMMISSIONER DUDLEY: I'm still reflecting on the
20 phrase "*if I'm so inclined.*"

21 I am deeply honored to be here. I am very
22 supportive, and I adore the law-enforcement officers that
23 I've worked with.

24 I was an SME for POST for about ten or 12 years.
25 I've trained for POST for many years. I consider this

POST Commission Meeting, October 24, 2013

1 organization to be the finest organization that trains
2 anybody, let alone law-enforcement officers.

3 And that is all I'm inclined to say.

4 MR. STRESAK: Thank you.

5 Commissioner Moore, welcome.

6 COMMISSIONER MOORE: Thank you very much.

7 Like the other members, I'm deeply honored to be
8 sitting with a distinguished group of men and women of
9 law enforcement.

10 I can't say I have the background in law
11 enforcement, but I have a willing spirit to work
12 alongside, alongside you, to come inside and just look
13 and see where I can touch from a human aspect -- not that
14 you're not humans, but I like to tell my county where I'm
15 from, is that I am your conscience, to look at it from
16 all levels of life, that sometimes as people -- how do I
17 say that? -- as officers of the law, you see from that
18 perspective. And I hope to add a different perspective
19 and a different viewpoint that I can come alongside and
20 help you out, and you can help me better understand.

21 Thank you.

22 MR. STRESAK: Thank you.

23 COMMISSIONER LEICHLITER: And going last, apparently
24 I get to say the same thing, I am also deeply honored.

25 It will be a different aspect for me as well. After

POST Commission Meeting, October 24, 2013

1 20 years of training from POST, now I actually get to see
2 where it all comes from. So I'm anxious to get in here
3 and see about how this all that happens and hopefully
4 make a difference in future training.

5 Thank you.

6 MR. STRESAK: Thank you.

7 And, once again, congratulations to all of you. And
8 thank you for your commitment to be here.

9 Next, I'd like to send our best wishes to Assistant
10 Executive Director Dick Reed. Dick will be retiring in
11 a few days, off to claim his god-given right to retire,
12 to exercise his grandfatherly skills, and to challenge
13 the intelligence of fish.

14 Where are you, Dick?

15 It is widely known that many a fish fear Dick. And
16 perhaps for him also to wake up each weekday morning and
17 face each Sunday night knowing that he was nowhere to
18 go -- except where he wants to. And that will be nice.

19 So, Dick, my personal thanks for your mentorship,
20 your efforts, and your commitment to the mission of POST
21 and California law-enforcement professionals. And also
22 the many, many quiet acts of kindness that you perform.
23 Not too many people know the deep, warm heart of Dick.

24 And let me, if I could take a moment here and read
25 an excerpt from a letter that we have given Dick.

POST Commission Meeting, October 24, 2013

1 And it begins by saying: And though most people
2 don't know this about you, you have quietly given freely
3 of your personal resources to acknowledge staff
4 birthdays, special needs, and bereavement. You have not
5 done these things in order to be publicly acknowledged --
6 and I don't mean to embarrass you, Dick, but truth be
7 known, you would undoubtedly prefer not to be recognized
8 for these things, but they didn't go unnoticed by those
9 to whom you showed such uncommon care and concern, those
10 lives you've touched. You have consistently been
11 committed to teamwork and actively assisting others to
12 succeed in the work they perform at POST.

13 So I could sum it up by saying, Dick, thank you
14 for your 46 years of service. But I think it's more
15 appropriate and fitting to say, thank you for your
16 lifetime commitment of service to serving each and every
17 one of us.

18 Dick, well done, my friend.

19 Where are you, Dick?

20 *(Mr. Reed stood up.)*

21 *(Applause and standing ovation)*

22 MR. STRESAK: And a couple more things, if you bear
23 with me.

24 I am also honored to introduce to the Commission
25 Assistant Executive Director Stephanie Scofield, who will

POST Commission Meeting, October 24, 2013

1 be replacing Dick.

2 (Applause)

3 MR. STRESAK: Stephanie brings a level-headed,
4 professional style to the table, along with great
5 personality and a critical eye for POST operations.

6 So welcome, Steph. Well done.

7 And then I wanted to share with the Commission some
8 other recent promotions.

9 Bureau Chief R.C. Smith, appointed since the last
10 Commission.

11 (Applause)

12 MR. STRESAK: Bureau Chief Bob Ziglar, appointed
13 since the last Commission.

14 (Applause)

15 MR. STRESAK: And is Scott here?

16 And replacing the vacancy created from Stephanie's
17 appointment will be Bureau Chief Scott Loggins, who I
18 believe is sick. So he's not here today.

19 So with that, that's an update on our current
20 personnel movement within the organization.

21 And it's just important for me to point out a few
22 other items on today's agenda that reflect the ongoing
23 efforts of POST staff. Very quickly:

24 Our advance in development of the e-Book, the
25 electronic workbook for the academies. Thanks to the

POST Commission Meeting, October 24, 2013

1 strong leadership of Colin O'Keefe and Ted Fitzpatrick in
2 their development.

3 The Model Respiratory Guidelines for Law Enforcement
4 is in final draft form and in review. That will be out
5 very shortly.

6 The acquisition and replacement of force-option
7 simulators is moving forward.

8 Our ongoing support of the SAFE driving program.

9 Progress towards the acquisition of the POST testing
10 system is included in this agenda.

11 Addressing entry-level test delivery for public
12 safety dispatchers.

13 Coroner entry-level training.

14 And an increased AICC support and LEDS instructor
15 update training as we move forward.

16 And then, of course, our current budget issues.

17 So with those, I look forward to hearing your input
18 and your direction on this agenda as we move forward.

19 Thank you, Mr. Chair.

20 CHAIR KURYLOWICZ: Thank you.

21 Should we do some Commission photos?

22 MR. STRESAK: Oh, yes. If we could disrupt the
23 meeting for a second, and have Mr. Reed pose with the
24 Commission for a photo over here, I think it would be a
25 nice memento for him.

POST Commission Meeting, October 24, 2013

1 CHAIR KURYLOWICZ: Commissioners, if we can meet by
2 the camera.

3 *(Photographs taken of Dick Reed, the*
4 *POST Commissioners, and Executive Director*
5 *Robert Stresak.)*

6 CHAIR KURYLOWICZ: Okay, next up on the agenda is
7 the approval of the minutes.

8 If I can get a motion?

9 COMMISSIONER SOBEK: Motion. Sobek.

10 COMMISSIONER McDONNELL: Second.

11 CHAIR KURYLOWICZ: Motion by Sobek, second by
12 McDonnell.

13 Any questions? Discussion?

14 *(No response)*

15 CHAIR KURYLOWICZ: All in favor?

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

17 CHAIR KURYLOWICZ: Thank you.

18 Next up is the consent agenda.

19 If there is any item on the consent agenda that
20 somebody would like to have pulled and discuss it, please
21 let me know now.

22 *(No response)*

23 CHAIR KURYLOWICZ: Okay, if I can get a motion to
24 accept?

25 COMMISSIONER DOYLE: Move. Doyle.

POST Commission Meeting, October 24, 2013

1 CHAIR KURYLOWICZ: Moved by Doyle.

2 COMMISSIONER COOKE: Second. Cooke.

3 CHAIR KURYLOWICZ: Second by Cooke.

4 MS. PAOLI: I'm sorry, second by whom?

5 CHAIR KURYLOWICZ: Cooke.

6 Discussion?

7 *(No response)*

8 CHAIR KURYLOWICZ: All in favor?

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

10 CHAIR KURYLOWICZ: "Ayes."

11 MR. STRESAK: Mr. Cottingham, can I have you step
12 forward, please?

13 This has been a whole couple days of saying
14 good-bye to people.

15 Ron has been in a leadership rank in PORAC for over
16 ten years now.

17 MR. COTTINGHAM: Yes.

18 MR. STRESAK: And you have served as a loyal friend
19 and a loyal ally. But most importantly, you have been
20 true to your mission of supporting the officers on the
21 street and their interests; and we remain grateful for
22 that.

23 I want to just take the opportunity to present you
24 with a resolution from the Commission, addressing also
25 not just 48 years of service but another lifetime of

POST Commission Meeting, October 24, 2013

1 commitment in the service.

2 Beginning in 1965, when you served in the Army,
3 including two tours of Vietnam. And then in 1973, you
4 went to work for San Diego as a deputy sheriff, and
5 served with honor and distinction with the San Diego
6 Sheriff's.

7 And during your career, you served as a patrol
8 deputy, detentions bureau watch commander, domestic
9 violence unit supervisor, substation supervisor, internal
10 affairs investigator, child abuse, communication center
11 supervisor, detention supervisor.

12 Is there anything you missed?

13 MR. COTTINGHAM: No, I don't think so.

14 MR. STRESAK: And in 2003, you were elected and
15 served as the president of the Deputy Sheriffs'
16 Association in 2003, and then became the president of
17 PORAC.

18 So without getting to the further "whereases," the
19 last two paragraphs do read:

20 *"Whereas in the interest of sharing more time with*
21 *his devoted and always supportive wife Carol, his*
22 *children, and grandchildren, Ron Cottingham has opted*
23 *not to seek reelection as PORAC's president.*

24 *"Now, therefore, be it resolved that the Commission*
25 *on Peace Officer Standards and Training recognizes Ronald*

POST Commission Meeting, October 24, 2013

1 *Lee 'Ron' Cottingham for his distinguished service and*
2 *leadership to PORAC, and extends sincerest best wishes in*
3 *every future success upon his return to the San Diego*
4 *County Sheriff's Department."*

5 Ron, congratulations.

6 MR. COTTINGHAM: Thank you.

7 *(Applause)*

8 *(Photographs taken of Mr. Cottingham, Commission*
9 *Chair Peter Kurylowicz, and Executive Director*
10 *Robert Stresak.)*

11 MR. COTTINGHAM: Just briefly to the Commission, and
12 obviously this is something I wasn't expecting. I did
13 get the call to be here. But it's very much appreciated
14 that you're recognizing me for the years of service.
15 But, really, the organization here that needs to be
16 recognized is POST and all the great work you've done and
17 the things you -- I mean, when I started the academy in
18 1973, I'm sure that if I went back, I don't know if I
19 could make it again with all the academic things that
20 you're requiring now of the students.

21 But thank you, each and every one of you, for what
22 you do.

23 *(Applause)*

24 MR. STRESAK: And the last thing, Mr. Chair: I was
25 remiss in my further litany of good-byes. I failed to

POST Commission Meeting, October 24, 2013

1 recognize -- forgive me -- Commissioners Bui, Sobek, and
2 Cooke, who this will be their last Commission meeting.

3 And as I've talked regarding everybody else, I want
4 to thank you for your efforts, your commitment, most of
5 all, your friendship and your support for what you've
6 done.

7 I wish you the best in your future endeavors.

8 Mike, I know you'll do great out there. And as the
9 watch commander, you're having fun already.

10 And Bob is moving on to other interests also.

11 And, Lai Lai, maybe -- maybe we'll see you back,
12 huh?

13 COMMISSIONER BUI: Maybe.

14 MR. STRESAK: Maybe.

15 COMMISSIONER BUI: Thank you.

16 MR. STRESAK: But thank you so much for your
17 service.

18 CHAIR KURYLOWICZ: Yes, thank you.

19 *(Applause)*

20 CHAIR KURYLOWICZ: Next up on the agenda is the
21 financial report.

22 The chair of the Financial Committee will report on
23 the results of the Financial Committee meeting held on
24 Wednesday, October 23rd, 2014, here in Burlingame.

25 COMMISSIONER SOBEK: Thank you, Mr. Chair.

POST Commission Meeting, October 24, 2013

1 As most of you know here, this is a pretty extensive
2 report. And there are a lot of issues going on with POST
3 and our financial structure to date.

4 So with that said, I'm going to let the expert talk
5 and give the report as he did so eloquently yesterday.

6 Dick Reed, if you would come up, I'd appreciate it.

7 MR. REED: Commissioner Sobek is being modest.
8 There is no one more eloquent than him. We all know
9 this.

10 Are we done with that now?

11 COMMISSIONER SOBEK: My chief is here, so be
12 careful.

13 MR. REED: Okay, we did have our meeting yesterday.

14 Most of the information was relatively pro forma.
15 The bottom line: We reviewed last year's financial
16 report, which shows that our revenues are slightly down
17 again.

18 Just so you will know, we have slid from about
19 \$41 million in our reserve, down to having about
20 \$5 million by the end of this year.

21 Our revenues have slipped to \$30 million a year.
22 There is a form that I'll point you to a chart on that in
23 just a minute.

24 So last year, our revenues were down and our
25 trainees were up by about 11,000 more than what we had

POST Commission Meeting, October 24, 2013

1 projected. That's probably a consequence of the fact
2 that a couple of years ago, this Commission approved
3 increasing reimbursement, and reinstated backfill, which
4 made it more capable for agencies to send people to
5 training. And we did that, of course, when we had money.

6 And our revenues have continued to decline, however.
7 So we'll talk about that when we get to Item 7.

8 So last year, revenues were down and trainees were
9 up, and reimbursement was about \$6 million more than what
10 we had intended to spend.

11 We reviewed the contracts that we entered into
12 last year. We entered into about \$18 million worth of
13 training contracts that this Commission approved.
14 Of that amount, we only actually spent about \$12 million.
15 \$5 million of the remaining \$6.5 million is basically
16 unencumbered. We approved contract presentations that
17 did not get presented. So we're in the process of
18 disencumbering about \$5 million of the leftover funds,
19 so that we can roll that to our reserve for last year,
20 which will then, of course, accrue to this year's, and
21 will help the deficit situation that we'll talk about in
22 just a minute.

23 The next item we discussed was our expenditures for
24 all of last year. Let me turn to that report really
25 quickly. It's Tab 4.

POST Commission Meeting, October 24, 2013

1 Last year, we were allowed -- allocated \$58,877,000
2 by the Governor's office. Of that amount, we expended a
3 total of \$56,423,000 and some change. And we ended up
4 with a reserve of approximately \$2.4 million. That was
5 our balance at the end of the year.

6 And we'll go to the financial report for the first
7 quarter of 2013-14.

8 For the first quarter that ended September 30th --
9 remember, our revenues are down, so we're interested in
10 saving money. But, actually, in fact, our revenues
11 declined 6.25 percent from what we received last year at
12 this point. Last year, we had received \$8.1 million at
13 this point; and this year, we have received only
14 \$7.6 million for the first three months. That's a
15 6.25 percent decline in our revenues.

16 Then when we compare that against our trainees, last
17 year at this time, we had reimbursed 9,279 trainees.
18 This year, we had reimbursed only 8,899, which is, of
19 course, a decline in the number by about 500 trainees;
20 however, the reimbursement went up by \$417,000. So we
21 increased from \$3,989,000 to \$4,406,000.

22 So at the same time, our number of trainees is going
23 down -- which is the right direction that we need to
24 go -- the amount of reimbursement went up. And we see
25 the reason for that, if you look at the chart down below.

POST Commission Meeting, October 24, 2013

1 Agencies did not go to the most cost-efficient training
2 to the same extent they did, receiving commuter
3 subsistence and commuter travel was down from the
4 previous year. But everything else that really cost the
5 big bucks, like subsistence and resident travel, tuition,
6 and backfill, was up from the year before.

7 So that's a trend that we've started for the first
8 quarter of this year that we need to reverse effective
9 January 1st, which we'll talk about again in just a
10 second.

11 So that's the first quarter report.

12 And we'll talk about expenditure projections for
13 2013-14. Again, this year, we're authorized \$59,447,000.
14 And our projections for this year are for us to spend
15 \$53,725,000. We're trying to wind down a little bit in
16 the hopes of getting a running start on adjusting to the
17 shortfall that's projected by Finance.

18 And also, the Finance Committee yesterday heard
19 two new expenditure items. Item F, which was the LEDS
20 instructor training, and that was a \$61,150 item. And
21 Item G was a report on the contract for additional AICC
22 presentations. That's for \$207,148. The AICC -- I beg
23 your pardon. That's for \$145,998.

24 That money had been approved, actually, for a
25 critical-thinking program that we had hoped to present

POST Commission Meeting, October 24, 2013

1 through Oakland Police Department. This Commission
2 approved that, I believe it was the last meeting, if not
3 the one before.

4 However, they've opted not to do that. They
5 effectively returned the money to us. So this is a
6 request for us to use that money instead, to increase the
7 training that we want to give to our academy instructors.

8 So, in a way, you'll be voting on this same
9 expenditure twice; but because we're changing presenters,
10 the Commission needs to rule on that. And the Advisory
11 Committee did, in fact, approve that recommendation --
12 both of those -- yesterday.

13 Going to Number 7, which is the one that has been
14 on most people's minds for some time. At the last
15 meeting, I believe that we briefed the Commission that
16 we were anticipating, with the Department of Finance,
17 a \$5 million shortfall in the 2014-15 budget. And as we
18 explained last time, Department of Finance cannot present
19 an unbalanced budget to the Governor. They're working on
20 that budget as we speak.

21 So it became necessary for us to decide how we were
22 going to balance at the end of 2014-15. So we set about
23 studying the issue. And one of the first things that
24 we found was the Department of Finance was wrong. It's
25 not \$5 million. It is actually about \$7.8 million. And

POST Commission Meeting, October 24, 2013

1 now, for a change, they're agreeing with our number --
2 though we wish we could work with theirs instead.
3 Anyway, so our target for the deficit is \$7.8 million.
4 Subsequently, staff had several meetings. And we have
5 identified about ten different ways that we could save
6 this money. And of those ways, we narrowed it down to
7 four potential solutions.

8 Attachment A -- if you can bring that up for us --
9 is actually a spreadsheet that will show why we are where
10 we are. This is a financial spreadsheet that shows how
11 our revenues have gone and our expenditures since
12 2004-05.

13 I'll direct you down to the total revenue picture.

14 Starting in 2004, you see there's a number -- are
15 we able to bring that up?

16 I'll see if we can get it on the screen for you real
17 quick. Hold on.

18 If it's okay, Mr. Chair, I'll continue explaining
19 the chart; and we'll see if we can get it up.

20 CHAIR KURYLOWICZ: Okay.

21 MR. REED: The bottom line is, our revenues declined
22 from a high of \$42,105,000 in 2006-07, and started to
23 decline in 2009-10, down to \$38 million, then down to
24 36, then down to 30, and 31; and to where we are today,
25 at \$30,626,000. And the Department of Finance is

POST Commission Meeting, October 24, 2013

1 projecting that we're going to remain in the \$30 million
2 range through 2016-17. And, of course, you just noticed
3 that our expenditure authority is \$59 million. So we're
4 not getting as much revenue as what we're being allowed
5 to spend. Even if you add the 2410 account, we still are
6 not getting enough money to sustain a reasonable reserve.

7 And then our fund balance, or what we call our
8 "reserve," has slipped from a high of \$31 million in
9 2007, and then it slipped down to 30, 32, 21, 20, 25,
10 16. And at the end of this year, they project it to be
11 \$5,997,000.

12 As you recall, that's far less than we're used to
13 seeing our reserve. And we love to have extra money in
14 the reserve because stuff always happens in the middle of
15 the year that the Commission wants to do. So we always
16 try to have a little bit in the hole, so that you've got
17 some discretionary money to work with.

18 The bad news is, however, that if we continue on
19 this path, we would end up with a \$7.8 million deficit
20 next year -- there we go.

21 So we're looking at the red numbers at the very
22 bottom right-hand corner.

23 And then exponentially, this problem compounds on
24 itself, to where Finance says that if we continue
25 unabated, then we would go to a \$22 million deficit in

POST Commission Meeting, October 24, 2013

1 2015-16, and a \$37 million deficit in 2016-17. And, of
2 course, you all know that that cannot happen because we
3 don't have any bail-out source. We have to live within
4 our budget. And Finance then became very interested in
5 what we were going to do to work our way out of this
6 situation.

7 The salvation to this situation is actually for our
8 revenues to increase. But you'll see on this chart that
9 it took about five years for them to slip to the
10 \$30 million range. So once the economy does start
11 catching up with our revenues, or our revenues catch up
12 with the economy, most of you at local government have
13 started to recover already. But we haven't seen it at
14 the state level just yet.

15 You felt it first, and then it hit us. Now, you're
16 feeling the recovery first, and it will be a while before
17 we catch up, is kind of the way it works.

18 Anyway, so I would speculate from what we studied,
19 that if it does start to recover and monies do come back,
20 it may be three or four years before it gets back to the
21 \$40 million range that we're used to.

22 So we're going to try and put our finger in the dike
23 here and stop the flow of negative cash. And that takes
24 us to the agenda item that we had to develop for this.

25 And on the second page of that, if we can go to the

POST Commission Meeting, October 24, 2013

1 top of the second page.

2 We had two problems to resolve. First, we had to
3 come up with a solution to tell Finance how we're going
4 to solve this problem; and then we had to identify a
5 range of alternatives. So in other words, we had to get
6 \$7.8 million off of our ledger for 2014-15. And then we
7 had to identify which programs we were going to impact to
8 the tune of \$7.8 million.

9 So I will add that Department of Finance was pushing
10 a deadline to get their reports done, so that they can
11 report to their principals and to the Legislature on
12 what POST is doing to solve the problem. And they're
13 preparing that report as we speak.

14 So the question has been asked, did the Commission
15 approve this agenda item? And the answer is, no, you did
16 not. We briefed you last time. But because we had to
17 get Finance some answers before the Commission met, we
18 developed this plan.

19 So we told them basically how we thought we were
20 going to save the \$7.8 million.

21 And then, of course, impacting which programs we're
22 going to impact, we make recommendations herein.

23 Down below, Items 1 through 4 that you're looking at
24 right there, these can all be changed. These are
25 recommendations from staff. These are the things that

POST Commission Meeting, October 24, 2013

1 we selected. And we based our decision to go in this
2 direction and make this recommendation based on the fact
3 that we did not want to do anything that impacted
4 high-liability courses or officer safety courses; and
5 we didn't want to do anything that had the effect of
6 damaging legacy courses or high-demand courses that are
7 deemed to be most valuable to the field.

8 So the first thing that we decided, the low-hanging
9 fruit for me, as your budgeteer here, for a long time
10 was backfill reimbursement. Backfill is about a
11 \$2 million-a-year piece for us. This year, we
12 actually -- or last year, we actually spent a little bit
13 more. But we'll save \$2 million a year. So we're
14 recommending that reduction for 18 months. And that gets
15 us \$3 million.

16 Nobody likes that. The field loves backfill. And
17 we actually went out of our way to get one of the prior
18 administrations to give this money to us, the 2410 money
19 for backfill. That was one of the things we wanted to
20 do. So we value that with the field. And we don't like
21 doing this, but it is a way of us jump-starting this
22 savings that we need to get.

23 The second thing that we recommend was that we begin
24 suspending contracts -- or cap contracts for non-mandated
25 courses. As I said before, we have about \$5 million

POST Commission Meeting, October 24, 2013

1 worth of contract money that was not spent last year.

2 So we want to cap all of our contracts at that
3 expenditure level. And that will get us another
4 \$6 million over 18 months by just the Executive Director
5 telling all of our presenters that you can do the same
6 thing you did last year, you just can't do more of it.
7 So we're going to try and conserve that way.

8 And then we decided that suspending Plan IV
9 reimbursements for everything except contract or mandated
10 training. This would be most of the community college
11 courses that you send your folks to. And these are
12 courses for which most of you, most of the time, would
13 receive commuter lunch, perhaps some lodging if you send
14 somebody out of town, and some travel. It's kind of a
15 de minimis thing on an individual basis, but we have
16 4,500 certified courses, of which about 3,800 are these
17 Plan IV courses.

18 So that's what most of your staff will go to if
19 they're not supervisory or specialty assignment people,
20 the Advanced Officer Training, as we used to call it.
21 So we think that, cumulatively, we'll save another
22 \$4 million doing that.

23 And the last item that we've recommended is the
24 symposium and workshops that we do. Some of these are
25 really necessary. Just so you'll know, if you're working

POST Commission Meeting, October 24, 2013

1 your calculator on this, that's a \$1.7 million ticket
2 item for us each year. We know that some of those will
3 have to be presented. But basically, we wanted to
4 suspend those and allow the Executive Director to be
5 deciding which ones absolutely need to go. In some
6 cases, POST is ordered to do some of these, as some of
7 you'll recall. And in other cases, high-liability
8 courses need to be updated. So we're assuming that we
9 can reduce about two-thirds of those for just a one-year
10 period.

11 You'll notice, this is the only one that we've
12 recommended suspending only from July 1st of 2014, to
13 June 30th, 2015. There's a typo at the bottom there.
14 That should have been changed to "15," I'm sorry.

15 So we're hoping to just save \$500,000 out of a
16 \$1.7 million total package. And that includes letters
17 of agreement and all the costs that go with developing
18 curriculum or presenting chiefs workshops and those sorts
19 of things.

20 So that's kind of our plan. And if everything that
21 we've projected comes true, we'll save \$13.5 million.
22 And remember the target from Finance, as far as they were
23 concerned at the time, was \$7,824,000.

24 What they didn't know at the time, but they do know
25 now -- because as we've sharpened the pencil, we've also

POST Commission Meeting, October 24, 2013

1 found about \$4 million worth of projects that are on the
2 drawing board, some of which the Commission has approved.
3 For instance, the TMAS update; and there is a project up
4 in the Learning Technology Resource Center that is a
5 \$900,000 item.

6 Anyway, we've got about \$4 million of things that we
7 want to tag on to that 7.8. So what we need is about
8 \$12 million. So the \$4 million would be covered out of
9 that 5.676.

10 And so that is our plan. And that's the
11 recommendation and how we got there.

12 And I've talked way too long, and I hope I didn't
13 skip anything. And I think I'm available for questions.

14 COMMISSIONER SOBEK: Like I said, it's a pretty
15 extensive report. And if there's no questions for Dick,
16 we have a couple action items that we have to approve,
17 which is "F," the Report on a Request to Contract for
18 LEDS Instructor Update Training and Associated Manuals.

19 If you have read it or if you have any questions,
20 I'll entertain those questions now, if you want a report
21 on it.

22 *(No response)*

23 COMMISSIONER SOBEK: If not, it's a roll-call vote.
24 So if we could start the vote for "F."

25 MS. PAOLI: Bui?

POST Commission Meeting, October 24, 2013

1 COMMISSIONER BUI: Yes.

2 MS. PAOLI: We need a motion and a second first.

3 A motion and a second first.

4 COMMISSIONER SOBEK: I'm sorry, I need a motion for
5 "F," and I'll entertain a motion to approve Item F, which
6 is a Report on a Request to Contract for LEDS Instructor
7 Update Training and Associated Manuals.

8 COMMISSIONER BUI: Bui will make that motion.

9 COMMISSIONER COOKE: Second. Cooke.

10 CHAIR KURYLOWICZ: Motion by Bui. Second by Cooke.

11 COMMISSIONER SOBEK: Any comment? Questions?

12 *(No response)*

13 COMMISSIONER SOBEK: All in favor, say -- it's a
14 roll-call vote.

15 MS. PAOLI: Bui?

16 COMMISSIONER BUI: Yes.

17 MS. PAOLI: Cooke?

18 COMMISSIONER COOKE: Yes.

19 MS. PAOLI: Doyle?

20 COMMISSIONER DOYLE: Yes.

21 MS. PAOLI: Dudley?

22 COMMISSIONER DUDLEY: Yes.

23 MS. PAOLI: Hutchens?

24 COMMISSIONER HUTCHENS: Yes.

25 MS. PAOLI: Kurylowicz?

POST Commission Meeting, October 24, 2013

1 CHAIR KURYLOWICZ: Yes.

2 MS. PAOLI: Leichliter?

3 COMMISSIONER LEICHLITER: Yes.

4 MS. PAOLI: Lowenberg?

5 *(No response)*

6 MS. PAOLI: McDonnell?

7 COMMISSIONER McDONNELL: Yes.

8 MS. PAOLI: Moir?

9 *(No response)*

10 MS. PAOLI: Moore?

11 COMMISSIONER MOORE: Yes.

12 MS. PAOLI: Smith?

13 VICE CHAIR SMITH: Yes.

14 MS. PAOLI: Sobek?

15 COMMISSIONER SOBEK: Yes.

16 MS. PAOLI: Wallace?

17 COMMISSIONER WALLACE: Yes.

18 COMMISSIONER SOBEK: The motion passes.

19 "G," I need a motion -- or entertain a motion for

20 Item G, which is a Report on a Request to Contract for

21 Additional AICC Presentations. Also a roll-call vote,

22 not to exceed \$145,998.

23 Do I have a motion?

24 COMMISSIONER HUTCHENS: Motion. Hutchens.

25 COMMISSIONER McDONNELL: I'll second.

POST Commission Meeting, October 24, 2013

1 COMMISSIONER SOBEK: Motion by Hutchens, and second
2 by Commissioner McDonnell.
3 Any further questions or comments?
4 *(No response)*
5 COMMISSIONER SOBEK: Roll-call vote, please.
6 MS. PAOLI: Bui?
7 COMMISSIONER BUI: Yes.
8 MS. PAOLI: Cooke?
9 COMMISSIONER COOKE: Yes.
10 MS. PAOLI: Doyle?
11 COMMISSIONER DOYLE: Yes.
12 MS. PAOLI: Dudley?
13 COMMISSIONER DUDLEY: Yes.
14 MS. PAOLI: Hutchens?
15 COMMISSIONER HUTCHENS: Yes.
16 MS. PAOLI: Kurylowicz?
17 CHAIR KURYLOWICZ: Yes.
18 MS. PAOLI: Leichliter?
19 COMMISSIONER LEICHLITER: Yes.
20 MS. PAOLI: Lowenberg?
21 *(No response)*
22 MS. PAOLI: McDonnell?
23 COMMISSIONER McDONNELL: Yes.
24 MS. PAOLI: Moir?
25 *(No response)*

POST Commission Meeting, October 24, 2013

1 MS. PAOLI: Moore?

2 COMMISSIONER MOORE: Yes.

3 MS. PAOLI: Smith?

4 VICE CHAIR SMITH: Yes.

5 MS. PAOLI: Sobek?

6 COMMISSIONER SOBEK: Yes.

7 MS. PAOLI: Wallace?

8 COMMISSIONER WALLACE: Yes.

9 COMMISSIONER SOBEK: The motion passes.

10 Before we vote on the report itself, I want to take
11 this time to thank Dick and your staff for putting
12 together this report. Putting together the issues and
13 solving the problems that we have with the money that
14 we are dealing with here at POST.

15 You guys are working very hard. You've done a great
16 job. And on behalf of the full commission, I want to
17 thank you guys for your work.

18 MR. REED: Thank you.

19 COMMISSIONER SOBEK: So a motion to approve the
20 Finance report.

21 COMMISSIONER DOYLE: Question.

22 COMMISSIONER SOBEK: Yes, sir.

23 COMMISSIONER DOYLE: For staff, I was just
24 wondering, were there other options explored?

25 In other words, you know, sometimes the way these

POST Commission Meeting, October 24, 2013

1 go -- you know, this is what the staff recommended, and
2 here are a number of options, if we don't happen to like
3 that. And I'm not saying I don't, but I'm just asking if
4 there are other options.

5 MR. STRESAK: Thank you, Commissioner, for that
6 question.

7 The first point I want to make is that in
8 formulating this strategy, it's important for everybody
9 to realize that we had to comply with the Department of
10 Finance calendar, much like -- as they are preparing
11 for the January budget, they had deadlines that they held
12 us to.

13 So to answer your question directly, we looked at
14 a series of other viable options. We had quite a
15 smorgasbord at the table. And the issue ultimately
16 became which Peter do we rob from to pay Paul. And so
17 we tried to look at this as fairly and as equitably as
18 possible to come up with these options.

19 Dick, would you like to expand on that at all?

20 MR. REED: Certainly.

21 Yes, Commissioner. We had, roughly, once we
22 sorted out the minutiae, we had about ten different
23 alternatives. And I actually had the ones we opted not
24 to go with, articulated in our report. But we decided,
25 number one, that would make the report too long, because

POST Commission Meeting, October 24, 2013

1 we'd get into the pros and cons of each one that we
2 didn't select.

3 But what we did decide was to try to do everything
4 we could to leave all of the high-liability and the very
5 necessary courses. We didn't want to touch any course
6 that had anything to do with an officer getting any
7 POST certificate, from basic through executive. And
8 officer safety, of course, was an issue.

9 And the bigger contracts that we have, actually,
10 are things like the simulator contracts. But those are
11 perishable skills contracts, and they are required for
12 part of your CPT.

13 So we looked at what was required and our
14 expectations, and the ease of agencies meeting their
15 CPT requirements.

16 So to answer your question, yes, we did have several
17 other alternatives. And I didn't throw those away, if
18 you're interested in seeing what those are at some point
19 in time, or if you want us to report back on those.

20 And so in the interest of keeping our material as
21 brief as possible for this meeting, we didn't throw
22 those on the table. But we could resurrect those, if
23 you want. But all of those had -- they all had tendrils.
24 No matter who we reduce, somebody has a reason why it's
25 not a good idea.

POST Commission Meeting, October 24, 2013

1 Every class that we do is important to someone, and
2 we know that. And so we picked the ones that we thought
3 for 15, for 18 months, we could plan around and there
4 could be alternatives.

5 And also, Commissioner, just so you know, every
6 single call or every single e-mail that we got, we
7 personally returned. And we didn't e-mail people; we
8 called them. I personally called almost everybody who
9 had a problem or wanted to ask questions about how this
10 was going to work: "How am I going to meet my CPT if
11 we do this?" And we'll continue to do that.

12 COMMISSIONER DOYLE: And the second question I have
13 is, if -- say, you realize more savings. I mean, is
14 there a plan about what that goes back into? Or is that
15 just going to be added to the reserve?

16 MR. STRESAK: Thank you.

17 And I need to emphasize the point that I remain
18 guided by the direction of this Commission on these
19 issues.

20 To answer your question, this will remain scalable.
21 As we look and monitor, we will try to adjust
22 accordingly; and where we can restore programs back to
23 their full status, we'll do so.

24 We had to kind of triage this in a way, and look
25 at our core values, and what issues remain of core

POST Commission Meeting, October 24, 2013

1 significance to us. The Basic Academy was one, because
2 from that, stems all our work and all your resources.

3 And so any programs that support the basic course
4 were left intact. Any officer safety high-liability
5 courses were left intact. Mandatory training was left
6 intact. And instructor quality, programs that support
7 instructor quality were left intact.

8 And as Dick alluded to, at the same time, we have
9 to kind of maintain our organization, keep that afloat,
10 and as we're dealing with the POST testing system that
11 was spawned from the Rio Honda incident that you're
12 familiar with and the technology supporting those issues.
13 So we had to strike a balance between all of those
14 issues.

15 But those were our core values that guided us in
16 trying to select which programs we pare down.

17 In some cases, programs aren't eliminated
18 completely. We've made an attempt to perhaps reduce
19 the number of presentations versus ask for a 10 percent
20 reduction in a course. So we're working with all our
21 presenters on that issue.

22 Yes, sir?

23 MR. REED: One other point I would mention also,
24 we -- on the 18th, I believe it was -- we posted an
25 FAQ sheet. We took all the questions that we got from

POST Commission Meeting, October 24, 2013

1 the field, and we developed a four-page FAQ. And it's
2 on the Web site now.

3 And one of the questions that was addressed was,
4 in the event -- as you're alluding to, if there's an
5 overcorrection, and we find, for instance, at this time
6 next year that we've already started to accrue the
7 savings and that we're in better shape than we think
8 we are, in the FAQ sheet, we allude to the fact that the
9 Executive Director will then come to the Commission and
10 get approval for us to maybe start releasing something
11 back.

12 It would be very easy if we get in a situation where
13 we're a few million dollars ahead, to turn backfill right
14 back on, depending on how much extra we found.

15 So that is in the FAQs. The field has been notified
16 of that.

17 MR. STRESAK: And if I could make one more comment
18 on this.

19 If you remember, during the major cheating scandal
20 in Southern California, one of the by-products of that
21 was an opportunity. An opportunity to look at our
22 internal processes, look at our internal testing, and
23 our security protocols. And we emerged from that a
24 stronger and more effective organization, and moving
25 towards a better, secure solution for testing.

POST Commission Meeting, October 24, 2013

1 This is the same thing. This is an opportunity for
2 us also to look inwardly, to look at how we spend money,
3 to look at what triggers we have in place, and to
4 continue to monitor our own economic strength. So we'll
5 keep an eye on this as much as possible.

6 COMMISSIONER SOBEK: Any further questions?

7 *(No response)*

8 COMMISSIONER SOBEK: I'll entertain a motion to
9 approve the Finance Committee report.

10 COMMISSIONER BUI: Bui. Motion.

11 COMMISSIONER SOBEK: Motion by Bui.

12 COMMISSIONER McDONNELL: I'll second.

13 COMMISSIONER SOBEK: Second by McDonnell.

14 Any further questions or comments?

15 *(No response)*

16 COMMISSIONER SOBEK: All in favor, say "aye."

17 CHAIR KURYLOWICZ: We're going to do a roll-call
18 vote.

19 COMMISSIONER SOBEK: Okay.

20 CHAIR KURYLOWICZ: We decided to go and do a roll
21 call.

22 COMMISSIONER SOBEK: Okay, sure.

23 MR. STRESAK: We just didn't let you know.

24 COMMISSIONER SOBEK: Okay.

25 MS. PAOLI: Bui?

POST Commission Meeting, October 24, 2013

1 COMMISSIONER BUI: Yes.
2 MS. PAOLI: Cooke?
3 COMMISSIONER COOKE: Yes.
4 MS. PAOLI: Doyle?
5 COMMISSIONER DOYLE: Yes.
6 MS. PAOLI: Dudley?
7 COMMISSIONER DUDLEY: Yes.
8 MS. PAOLI: Hutchens?
9 COMMISSIONER HUTCHENS: Yes.
10 MS. PAOLI: Kurylowicz?
11 CHAIR KURYLOWICZ: Yes.
12 MS. PAOLI: Leichliter?
13 COMMISSIONER LEICHLITER: Yes.
14 MS. PAOLI: Lowenberg?
15 *(No response)*
16 MS. PAOLI: McDonnell?
17 COMMISSIONER McDONNELL: Yes.
18 MS. PAOLI: Moir?
19 *(No response)*
20 MS. PAOLI: Moore?
21 COMMISSIONER MOORE: Yes.
22 MS. PAOLI: Smith?
23 VICE CHAIR SMITH: Yes.
24 MS. PAOLI: Sobek?
25 COMMISSIONER SOBEK: Yes.

POST Commission Meeting, October 24, 2013

1 MS. PAOLI: Wallace?

2 COMMISSIONER WALLACE: Yes.

3 COMMISSIONER SOBEK: Thank you. The motion passes.

4 CHAIR KURYLOWICZ: Well, thanks, Mike, for making my
5 job easy today. I appreciate that.

6 We come up to Item D on the agenda, Report on
7 Changes to the Basic Course Test Management and Security
8 Protocols.

9 Would anybody like a staff report?

10 *(No response)*

11 CHAIR KURYLOWICZ: Hearing none, can we get a motion
12 to accept?

13 COMMISSIONER SOBEK: Motion. Sobek.

14 COMMISSIONER WALLACE: Second. Wallace.

15 CHAIR KURYLOWICZ: Motion by Sobek, second by
16 Wallace.

17 Any discussion?

18 *(No response)*

19 CHAIR KURYLOWICZ: All in favor?

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

21 CHAIR KURYLOWICZ: Great.

22 Section E, Report on Proposed Regulation Changes to
23 Coroner Entry-Level Training.

24 Would anybody like a staff report on this item?

25 COMMISSIONER SOBEK: I have just one question.

POST Commission Meeting, October 24, 2013

1 How many coroners do we have that aren't sheriffs?
2 Do we have quite a few county coroners that aren't
3 sheriffs?

4 COMMISSIONER HUTCHENS: Less than ten.

5 COMMISSIONER DOYLE: You mean sworn, Mike?

6 COMMISSIONER SOBEK: Yes.

7 COMMISSIONER DOYLE: Our unit commander is sworn but
8 the investigators are not. I mean, they are coroner
9 investigators, and so they do have some police powers;
10 but they are not academy trained.

11 MR. STRESAK: Assistant Executive Director Stephanie
12 Scofield will address that.

13 MS. SCOFIELD: Good morning. We did a survey as
14 part of our study on this regulation; and it's attached
15 in your agenda item.

16 But right now, we have four stand-alone coroner
17 agencies in the POST program and one office of the
18 medical examiner.

19 COMMISSIONER SOBEK: Thank you.

20 CHAIR KURYLOWICZ: Okay, any other questions?

21 *(No response)*

22 CHAIR KURYLOWICZ: A motion to accept?

23 COMMISSIONER DOYLE: So moved. Doyle.

24 CHAIR KURYLOWICZ: Second by?

25 COMMISSIONER HUTCHENS: Hutchens. Second.

POST Commission Meeting, October 24, 2013

1 CHAIR KURYLOWICZ: Hutchens, second.

2 Any discussion?

3 *(No response)*

4 CHAIR KURYLOWICZ: All in favor?

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

6 CHAIR KURYLOWICZ: Any opposed?

7 *(No response)*

8 CHAIR KURYLOWICZ: The "ayes" have it.

9 Okay, we're up to the Committee Reports.

10 The Advisory Committee. The Chair of the Advisory
11 Committee will report on the results of the Advisory
12 Committee meeting held Wednesday, October 23rd, 2013,
13 in Burlingame, California.

14 Sir?

15 MR. BOCK: As you're aware, we met yesterday.

16 While going over the consent agenda, we had several
17 in-depth discussions regarding the informational items in
18 about B.11, 12, 14, and 15.

19 We also took a position of "support" on all of the
20 regular agenda items.

21 We received an amazing presentation from Ted
22 Fitzpatrick on the e-Book development for LD-19, which
23 was a collaborative effort between the Computer Services
24 Bureau and Basic Training Bureau.

25 And after Colin O'Keefe stepped up and admitted to

POST Commission Meeting, October 24, 2013

1 us what Ted wouldn't, that Ted was pretty much the
2 mastermind, we were pretty impressed with it.

3 The level of work and commitment displayed was
4 phenomenal, and it's going to serve the future academies
5 and cadets well.

6 R.C. Smith also highlighted the success of the
7 Career Pipeline program, and invited the committee
8 members to attend a special event at the Fairfield-Suisun
9 Academy on November 13th.

10 That's it.

11 CHAIR KURYLOWICZ: Thank you, sir.

12 Legislative Review Committee. The Chair of the Leg.
13 Review --

14 COMMISSIONER SOBEK: Yes, I'm working on it.

15 CHAIR KURYLOWICZ: He's busy right now.

16 COMMISSIONER SOBEK: It's not popping up on our
17 screen.

18 CHAIR KURYLOWICZ: Oh, sorry about that.

19 COMMISSIONER SOBEK: Charles --

20 You guys are making me work on my last day.

21 CHAIR KURYLOWICZ: Sorry about that.

22 COMMISSIONER SOBEK: Okay, Mr. Chair, fellow
23 Commissioners, we had a Legislative Review Committee
24 meeting this morning. We talked about several bills.
25 And I'm not going to go through all of them. But one

POST Commission Meeting, October 24, 2013

1 of the bills that we talked about was AB 25, which is
2 the social media bill.

3 And there's a little bit of controversy on that bill
4 regarding how this bill is read, the language to it. And
5 I think, as the Executive Director said this morning, go
6 back to our stakeholders and try to deal with the
7 language on this bill before it becomes law here.

8 So other than that, we went over several bills with
9 an oral report.

10 And I have nothing else.

11 CHAIR KURYLOWICZ: Thank you, sir.

12 And sorry about doing that to you today, Mike. I
13 told you, it was just temporary.

14 Thanks.

15 We have correspondence from POST to -- a bulletin
16 to POST stakeholders. Executive Director Stresak
17 announced Governor Jerry Brown has signed legislation,
18 Senate Bill 514, recognizing law enforcement joint powers
19 agencies. Shirley N. Weber, Assembly Member, announcing
20 POST's removal of opposition to Assembly Bill 979. A
21 letter to the Governor, Edmund G. Brown, Jr., announcing
22 POST is opposed to Assembly Bill 906 unless the bill is
23 amended. A letter to Paul Workman, Chief of Laguna Beach
24 Police Department, expressing the sympathy for the
25 on-duty death of Officer Jon Coutchie. And a letter to

POST Commission Meeting, October 24, 2013

1 Richard W. Reed, Assistant Executive Director, Commission
2 on POST, expressing appreciation for his many years of
3 service to POST, and from the law enforcement community,
4 congratulating him on his retirement.

5 Old Business?

6 COMMISSIONER SOBEK: Mr. Chair?

7 CHAIR KURYLOWICZ: Yes, sir.

8 COMMISSIONER SOBEK: One more thing that we have to
9 do regarding legislation. And it has to do with personal
10 service contracts.

11 We talked about this at the last Commission meeting
12 where we are having an issue with the State allowing POST
13 to have contracts that don't involve the State employees
14 because there is language in the State laws that you have
15 to look at State employees first for contracts. It
16 doesn't work very well for POST.

17 So we need to vote on an authorization to the
18 Executive Director to develop and pursue legislation
19 allowing POST greater flexibility in the use of
20 personal-service contracts to meet the training needs of
21 California law-enforcement agencies that participate in
22 the POST program. So allowing the Executive Director to
23 go out and develop some type of legislation to do this.
24 But he needs our authority and authorization to do this.

25 So I'm looking for a motion from the Commission to

POST Commission Meeting, October 24, 2013

1 do that.

2 COMMISSIONER DOYLE: So moved. Doyle.

3 COMMISSIONER SOBEK: Commissioner Doyle.

4 Second?

5 COMMISSIONER HUTCHENS: Hutchens.

6 COMMISSIONER DUDLEY: I'll second.

7 COMMISSIONER SOBEK: Second, Dudley. Put her on
8 notice here.

9 CHAIR KURYLOWICZ: There you go.

10 COMMISSIONER SOBEK: Any comments? Questions? I
11 kind of threw this out there at the last minute. I'm
12 sorry.

13 But does anybody have any comments?

14 *(No response)*

15 COMMISSIONER SOBEK: All in favor, say "aye."

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

17 COMMISSIONER SOBEK: Any opposed?

18 *(No response)*

19 COMMISSIONER SOBEK: The motion carries.

20 Thank you.

21 Sorry about that.

22 CHAIR KURYLOWICZ: That's okay. Thanks, Mike.

23 Old Business. I've got a Report on Request for
24 Approval of Nominations of Members to the Advisory
25 Committee.

POST Commission Meeting, October 24, 2013

1 MR. STRESAK: This motion was the result of my
2 oversight.

3 In the last commission meeting, I forgot to seek
4 acceptance of the nominations for Advisory Committee
5 members. So this is a cleanup motion to have this
6 Commission propose a motion to accept the Advisory
7 Committee as composed.

8 COMMISSIONER COOKE: So moved. Cooke.

9 COMMISSIONER McDONNELL: Second.

10 CHAIR KURYLOWICZ: Motion by Cooke.

11 Who was the second?

12 Oh, McDonnell.

13 Is there any discussion?

14 *(No response)*

15 CHAIR KURYLOWICZ: All in favor?

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

17 CHAIR KURYLOWICZ: Any opposed?

18 *(No response)*

19 CHAIR KURYLOWICZ: The motion carries.

20 New Business. Building Your Career Pipeline to Meet
21 Law Enforcement Recruitment and Community Challenges for
22 the 21st century.

23 MR. STRESAK: I'd like to have Bureau Chief Smith
24 come up and give you just a brief moment on the content
25 of this issue.

POST Commission Meeting, October 24, 2013

1 R.C. SMITH: Good morning. This is a really
2 exciting program that POST has been involved with for
3 several years.

4 I'm sorry that Greg Kyritsis, the consultant who
5 is heading the program up, can't be here to give this
6 presentation himself. He has really been the heart and
7 soul behind POST's efforts in this program.

8 Basically, the POST Career Pipeline recognizes that
9 we are looking forward to a tidal wave of law-enforcement
10 retirements over the next few years. And at the same
11 time, the report we hear from agencies throughout
12 California is that their law-enforcement, police-officer,
13 deputy-sheriff candidates, once they get into the
14 background portion of that process, are failing at a
15 record rate. It is very difficult to find qualified
16 candidates to fill these pending vacancies that agencies
17 are facing.

18 Starting at the high-school level isn't sufficient,
19 because the young people have already made bad choices.
20 They've made bad choices that are going to disqualify
21 them for a law-enforcement career.

22 So the Career Pipeline concept is looking at
23 elementary school children to basically prepare them
24 for service in public safety. It's founded in a
25 partnership between school districts, law enforcement,

POST Commission Meeting, October 24, 2013

1 the fire service, tailored to each individual community,
2 bringing in the business community, chambers of commerce,
3 community colleges, police athletic leagues, and the
4 like.

5 And these stakeholders, these partners serve as
6 advisory councils to these different school models.

7 The Pipeline represents the very school models that
8 are all adaptive to the career technical education
9 programs as defined by the Department of Education.

10 Several of them are being run so far in the state
11 that are part of the Career Pipeline Program. There's
12 a charter school program with San Bernardino, magnet
13 schools that LAPD are running, the alternative school of
14 choice at Fairfield-Suisun Public Safety Academy --
15 which I'm going to talk about a little bit more -- and
16 after-school cadet programs in elementary schools in
17 Anaheim.

18 The Fairfield-Suisun Public Safety Academy is
19 where we're going to hold a POST special seminar
20 on November 13th, and in I believe it's Tab L -- am I
21 correct? -- there is an invitation flyer in there for
22 members of the Commission.

23 If you find this interesting, we would certainly
24 invite you all to come. We have a chance to highlight
25 this program.

POST Commission Meeting, October 24, 2013

1 The Fairfield program, in particular, had a
2 remarkable success. It opened just last year, with
3 400 students in grades five through eight.

4 In their first year of being there, they received
5 an annual performance index score of 940, which is
6 exceptional. Anything over 800 is considered to be, you
7 know, in that gold standard for a school. That puts them
8 in the top percentile statewide.

9 57 percent of these students come from disadvantaged
10 homes, and qualify for free and reduced-cost meals.

11 This year, they're starting with 500 students. And
12 literally the community is banging down the door, wanting
13 to enroll their kids in this successful program.

14 The feedback we get from the teachers is that "Hey,
15 I can be a teacher. I don't have to be a disciplinarian.
16 I can actually focus on what I got into the teaching
17 profession for."

18 One of the, I think, the foundations of success are
19 that we've -- utilizing a program that promotes positive
20 character development, with the Character Counts program
21 from the Michael Josephson Institute of Ethics. And
22 Mr. Josephson will be there at this November 13th event
23 to speak to how his program is incorporated into this
24 public-safety academy.

25 So, again, the information is up there. It's in

POST Commission Meeting, October 24, 2013

1 your binders. This is November 13th, from 9:00 to 2:00;
2 and reimbursement is through letter of agreement. And
3 we would certainly love to see everyone there.

4 Any questions about the program?

5 *(No response)*

6 R.C. SMITH: Thank you very much.

7 CHAIR KURYLOWICZ: Thank you.

8 MR. STRESAK: Thank you, R.C.

9 COMMISSIONER SOBEK: Mr. Chair, I have one thing for
10 new business.

11 CHAIR KURYLOWICZ: Sure.

12 COMMISSIONER SOBEK: Since it's my last meeting, I'm
13 taking the liberty to express my thanks to some people.

14 So, as you know, after seven years, this is it. So
15 I want to thank my fellow commissioners throughout the
16 years that truly affected my professional life in a way
17 you guys can't imagine. I appreciate all of you that are
18 here now. I appreciate all the commissioners that I've
19 worked with before. You're outstanding leaders, you're
20 outstanding people, and I appreciate you all.

21 But we can't do this as commissioners without POST
22 staff. And I want to thank all of POST staff, and your
23 commitment and your intelligence and your allegiance to
24 POST, to the police officers throughout the state. You
25 guys are remarkable people. And I thank you all for what

POST Commission Meeting, October 24, 2013

1 you do.

2 It's a model organization that everyone in this
3 country follows; and you have to be proud of yourselves
4 for that.

5 I want to thank the guy who nominated me for this
6 position.

7 I was on a golf course in Pebble Beach; and
8 Ron Cottingham calls me up and goes, "Hey, I'm going to
9 nominate you for POST."

10 And I said, "What does that entail?"

11 He says, "Oh, don't worry about it. You're going
12 to get a phone call from somebody from the Governor's
13 office, and she'll tell you what to do." And the rest is
14 history, as they say.

15 And then the other person I want to thank -- and
16 there's chiefs before her that I need to thank for
17 allowing me to commit myself and leaving the Department
18 to do POST work. But my chief now, Sandra Spagnoli.

19 I appreciate your support and guidance.

20 I remember when she was coming on board at
21 San Leandro as the POA president, and she called me up,
22 and we talked.

23 And she says, "How are you POST commissioner?"

24 I said, "I don't know, Chief, but that's where I'm
25 at."

POST Commission Meeting, October 24, 2013

1 And she was on the advisory staff; and we used to
2 have fun because I would tell her when she was here at
3 POST, I was her boss, which was a lot of fun.

4 It's been an honor and a privilege to serve the past
5 seven years.

6 I want to thank Bob. He's become a friend and not
7 just the Executive Director of POST.

8 But thank you, all, for being there for me. In the
9 time that I've spent with you, it's truly been a great
10 time. So, thank you.

11 CHAIR KURLYOWICZ: Thank you, Mike.

12 *(Applause)*

13 CHAIR KURYLOWICZ: Bob, would you like to say
14 anything? Cooke?

15 COMMISSIONER COOKE: It's been a great ride for
16 me. I really appreciate the time and the effort that
17 everybody puts into this organization. And I had no
18 idea what to expect when I arrived here two terms ago.
19 But it's -- like everything else, there's a lot of people
20 I think that would like to sit in this chair, kind of
21 wondering what we do here.

22 And sometimes I wonder what we do here. But it's
23 very important. I mean, we have to bring up these --
24 the young people coming in and support the old people
25 that are still here -- I'm not call you guys old.

POST Commission Meeting, October 24, 2013

1 COMMISSIONER BUI: I think you just did.

2 COMMISSIONER COOKE: The experienced people, they
3 also need what POST has to offer.

4 So good luck and continue on. My replacement will
5 probably be somebody much more awesome than I am.

6 COMMISSIONER SOBEK: Smarter than us, right, Bob?

7 COMMISSIONER COOKE: Oh, definitely.

8 COMMISSIONER SMITH: Not as good looking.

9 COMMISSIONER BUI: That's true.

10 CHAIR KURYLOWICZ: Thank you.

11 Lai Lai, I don't know if you've made a decision
12 yet, or if you...

13 COMMISSIONER BUI: Stop. Don't put me on the spot.
14 Come on now.

15 No, it's -- yes, it's been, what, eight years. I
16 was a snot-nosed kid when I started. I'm still a
17 snot-nosed kid compared to the amount of experience
18 that's in this room.

19 So I'm truly honored to have been able to work
20 with all of you throughout the years. I've made a lot
21 of great friends and a lot of mentors in here that have
22 helped me along the way. So I appreciate it, truly.

23 You guys do phenomenal work; keep it up. I'm sure
24 this won't be the last time I see you. I'm sure I'll
25 poke around at some of the meetings in Sacramento. So

POST Commission Meeting, October 24, 2013

1 I'll see you all soon.

2 CHAIR KURYLOWICZ: Thank you.

3 (*Applause*)

4 CHAIR KURYLOWICZ: I've got to say that I've only
5 been here about a year with Mike and Bob and Lai Lai.

6 And, Mike, I've learned a lot from you and Lai Lai,
7 too. And I'm going to miss you guys. And thanks for
8 everything you've done for us. Bob, you, too.

9 COMMISSIONER COOKE: Thank you.

10 CHAIR KURYLOWICZ: With that said, Future Commission
11 Dates.

12 February 19th and the 20th, Renaissance Long Beach
13 Hotel, Long Beach.

14 June 25th and 26th, 2014, Sheridan Universal Hotel in
15 Universal City.

16 And October 22nd, 23rd, 2014, at the Hyatt Regency in
17 Irvine.

18 With that, we're going to go into the closed
19 session.

20 Not that I'm trying to rush anybody, but I do have
21 a flight to catch, and it's getting close to our time,
22 so...

23 COMMISSIONER LEICHLITER: I'm with you.

24 CHAIR KURYLOWICZ: Exactly. It's because of Laren
25 over there.

POST Commission Meeting, October 24, 2013

1 Thank you, everybody.

2 *(A break was taken from 11:17 a.m. to*

3 *11:24 a.m.)*

4 *(The Commission met in executive closed session*

5 *from 11:24 a.m. to 11:39 a.m.)*

6 CHAIR KURYLOWICZ: Okay, we're back on the record.

7 And litigation items were discussed in closed session.

8 And with that said, we're adjourned.

9 Thank you, everyone.

10 *(Gavel sounded.)*

11 *(The Commission meeting concluded at 11:40 a.m.)*

12 

13

14

15

16

17

18

19

20

21

22

23

24

25

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 November 14th, 2013.

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