

STATE OF CALIFORNIA
COMMISSION ON
PEACE OFFICER STANDARDS AND TRAINING
ADVISORY COMMITTEE MEETING



TIME: 1:00 p.m.

DATE: Wednesday, February 19, 2014

PLACE: Renaissance Long Beach Hotel
111 E. Ocean Boulevard
Long Beach, California



REPORTER'S TRANSCRIPT OF PROCEEDINGS



Reported by:

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A P P E A R A N C E S

POST ADVISORY COMMITTEE MEMBERS PRESENT

JAMES BOCK
Committee Chair
California Specialized Law Enforcement

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

ELMO BANNING
Public Member

ALEX BERNARD
Public Member

MARIO A. CASAS
California Coalition of Law Enforcement Associations

JOE FLANNAGAN
Peace Officers' Research Association of California

ALAN McFADON
Public Safety Dispatcher Advisory Council

SANDRA SPAGNOLI
California Peace Officers' Association

RANDALL WALTZ
California Association of Police Training Officers

BRADLEY YOUNG
California Association of Administration of
Justice Educators



A P P E A R A N C E S

POST COMMISSIONERS PRESENT

JOYCE DUDLEY
Santa Barbara District Attorney
Santa Barbara County

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

LAREN LEICHLITER
Sheriff
San Bernardino County Sheriff's Department

JAMES P. McDONNELL
Chief
Long Beach Police Department

BERNARD MELEKIAN
Public Member

SYLVIA MOIR
Chief
El Cerrito Police Department

JETHROE MOORE II
Public Member

LAURIE SMITH
Sheriff
Santa Clara County



POST STAFF PRESENT

per participation and sign-in sheet

ROBERT STRESAK
Executive Director
Executive Office

A P P E A R A N C E S

POST STAFF PRESENT

*per participation and sign-in sheet
continued*

JANICE BULLARD
Assistant Executive Director
(Standards, Evaluation & Research)
Executive Office

ALAN DEAL
Assistant Executive Director
(Field Services)
Executive Office

STEPHANIE SCOFIELD
Assistant Executive Director
(Administrative Services)
Executive Office

ALEXIS BLAYLOCK
Senior Consultant
Basic Training Bureau

RICHARD BOND
Bureau Chief
Management Counseling,
Leadership Development Bureau

MARIE BOUVIA
Executive Assistant
Executive Office

ANNE BREWER
Bureau Chief
Training Program Services Bureau

DAVID CHENG
Bureau Secretary
Basic Training Bureau

RON CROOK
Training Video Coordinator
Learning Technology Resources Bureau

A P P E A R A N C E S

POST STAFF PRESENT

*per participation and sign-in sheet
continued*

FRANK DECKER
Bureau Chief
Training Delivery and Compliance Bureau

DARLA ENGLER
Bureau Chief
Administrative Services Bureau

JOHN HUYNH
Help Desk Support
Computer Services Bureau

SCOTT LOGGINS
Bureau Chief
Basic Training Bureau

COLIN O'KEEFE
Bureau Chief
Computer Services Bureau

CONNIE PAOLI
Administrative Assistant to the Director
Executive Office

ED PECINOVSKY
Retired Annuitant
Training Program Services Bureau

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*

RAEGAN MATTHEWS
digital OutPost

DANE WYGAL
digital OutPost



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Wednesday, February 19, 2014, 1:01 p.m.

Long Beach, California



CHAIR BOCK: Okay, we'd like to call the meeting of the POST Advisory Committee to order.

If we could all stand for the flag salute.

Begin.

(The Pledge of Allegiance was recited.)

CHAIR BOCK: And now if we could all remain standing for a moment of silence to honor the peace officers who have been killed in the line of duty since our last meeting:

Sergeant Tom Smith, BART Police Department.

Officer Juan Gonzalez, California Highway Patrol.

And Officer Brian Law, California Highway Patrol.

(Observance of moment of silence.)

CHAIR BOCK: Thank you.

Okay, we'll start off with the introductions.

I'm Jim Bock, representing Specialized Law Enforcement.

VICE CHAIR BEITEY: George Beitey, representing California Community Colleges.

Brad?

MEMBER YOUNG: Oh, I'm sorry. Brad Young, representing CAAJE.

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1 MEMBER BERNARD: Alex Bernard, public member.

2 MEMBER BANNING: Elmo Banning, public member.

3 MEMBER CASAS: Mario Casas, representing the
4 California Coalition of Law Enforcement Associations.

5 MEMBER McFADON: Alan McFadon, Dispatchers.

6 MEMBER SPAGNOLI: Sandra Spagnoli, CPOA.

7 MEMBER WALTZ: Randy Waltz, California Association
8 of Police Training Officers.

9 MEMBER FLANNAGAN: Joe Flannagan, PORAC.

10 THE REPORTER: Dan Feldhaus, the hearing reporter.

11 MS. BOUVIA: Marie Bouvia, POST staff.

12 MS. PAOLI: Connie Paoli, POST staff.

13 MR. STRESAK: Bob Stresak, Executive Director, POST.

14 MS. BULLARD: Jan Bullard, POST staff.

15 CHAIR BOCK: And could we have those in the audience
16 introduce themselves?

17 MS. SCOFIELD: Stephanie Scofield, POST staff.

18 MR. DEAL: Alan Deal, POST staff.

19 COMMISSIONER McDONNELL: Jim McDonnell, POST
20 Commission.

21 COMMISSIONER MELEKIAN: Bernard Melekian, POST
22 Commission.

23 COMMISSIONER DUDLEY: Joyce Dudley, Post Commission.

24 COMMISSIONER SMITH: Laurie Smith, POST Commission.

25 MS. ENGLER: Darla Engler, POST staff.

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1 COMMISSIONER KURYLOWICZ: Pete Kurylowicz, POST
2 Commission.

3 COMMISSIONER MOIR: Sylvia Moir, POST Commission.

4 MR. LOGGINS: Scott Loggins, Basic Training Bureau
5 chief, Commission on POST.

6 COMMISSIONER MOORE: Jethroe Moore, POST Commission.

7 MR. O'KEEFE: Colin O'Keefe, POST staff.

8 MR. DECKER: Frank Decker, POST staff.

9 MS. BLAYLOCK: Alexis Blaylock, POST staff.

10 MS. BREWER: Anne Brewer, POST staff.

11 MS. MATTHEWS: Raegan Matthews, digital OutPost.

12 MR. WYGAL: Dane Wygal, digital OutPost.

13 MR. HUYNH: John Huynh, POST staff.

14 MR. ZIGLAR: Bob Ziglar, POST staff.

15 MR. PECINOVSKY: Ed Pecinovsky, POST staff.

16 MR. BOND: Rich Bond, POST staff.

17 CHAIR BOCK: All right, thank you.

18 Can we have roll call?

19 MS. BOUVIA: Banning?

20 MEMBER BANNING: Here.

21 MS. BOUVIA: Beitey?

22 VICE CHAIR BEITEY: Here.

23 MS. BOUVIA: Bernard?

24 MEMBER BERNARD: Here.

25 MS. BOUVIA: Bidou?

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1 (No response)

2 MS. BOUVIA: Bock?

3 CHAIR BOCK: Here.

4 MS. BOUVIA: Bonner?

5 (No response)

6 MS. BOUVIA: Casas?

7 MEMBER CASAS: Here.

8 MS. BOUVIA: Flannagan?

9 MEMBER FLANNAGAN: Here.

10 MS. BOUVIA: King?

11 (No response)

12 MS. BOUVIA: Lindstrom?

13 (No response)

14 MS. BOUVIA: McFadon?

15 MEMBER McFADON: Here.

16 MS. BOUVIA: Spagnoli?

17 MEMBER SPAGNOLI: Here.

18 MS. BOUVIA: Waltz?

19 MEMBER WALTZ: Here.

20 MS. BOUVIA: Young?

21 MEMBER YOUNG: Here.

22 CHAIR BOCK: Okay, and if we could have the
23 Announcements and Correspondence.

24 MS. BULLARD: Thank you, Mr. Chair, Members of the
25 Committee. There are no announcements.

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1 Under Tab K, there is one item of correspondence,
2 which is a letter from the Executive Director to Chief
3 Kenton Rainey of BART, expressing our sympathy for the
4 loss of Sergeant Tom Smith.

5 CHAIR BOCK: Okay, and if you all have had a chance
6 to review the minutes, we would like to entertain a
7 motion.

8 MEMBER BERNARD: Motion to approve. Bernard.

9 MEMBER CASAS: Second it. Mario Casas.

10 CHAIR BOCK: All right, is there any discussion?

11 *(No response)*

12 CHAIR BOCK: All those in favor?

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

14 CHAIR BOCK: Opposed?

15 *(No response)*

16 CHAIR BOCK: Okay. Let's see here.

17 All right, let's move on to the review of the
18 Commission meeting agenda.

19 MS. BULLARD: You have the Commission agenda before
20 you. And I know you've all been given an opportunity to
21 review and request some reports. And staff has also
22 selected some reports of items of interest for you.

23 I'm starting with the consent calendar, which is
24 Item B.2, which is the Implementation of Strategic Plan.

25 Currently, we have 13 objectives: 12 are in

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1 progress. One is on hold.

2 We are going to be requesting that one of those
3 Strategic Plan Objectives be deleted as completed. And
4 that would be SPOC 9.08, which directed POST to study the
5 feasibility of an FTO/PTO type of program for sergeants.
6 Staff surveyed the agency executives; and although they
7 were supportive of the concept, the majority felt that
8 they would not be able to commit to nor implement a
9 program of that magnitude at this time. What they did
10 tell us was that there was an overwhelming request for
11 some type of a resource center available online that they
12 could utilize for self-study or for in-house training,
13 if they chose to.

14 So POST has developed a resource center on the main
15 Web site; and we released a bulletin to the field with a
16 live link, directing them how to get to these resources.

17 Now, we've also been made aware of the fact that
18 there is possibly a training need for a course that
19 targets senior deputies or senior officers who are put
20 in the position of acting supervisor. So POST staff is
21 currently researching whether some of this training
22 actually exists now, and the potential of us to develop
23 a non-mandated course that would meet that need.

24 So we are requesting that the feasibility of the
25 PTO/FTO study be completed.

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1 Are there any questions on the item?

2 *(No response)*

3 MS. BULLARD: Moving on to Item B.5, which is the
4 Report on the Efforts to Update the POST Strategic Plan;
5 and Assistant Executive Director Alan Deal will make this
6 report for you.

7 MR. DEAL: Mr. Chair, Members of the Advisory
8 Committee, good afternoon.

9 Let me refer you to the agenda item itself, and
10 move you to the analysis, which is descriptive of the
11 efforts that have been undertaken to begin the process of
12 completely revamping and overhauling the entire strategic
13 plan.

14 As you recall, the Commission has given the
15 authorization to fund an effort to overhaul the plan.
16 We have contracted with California State University
17 Sacramento, the Center for Collaborative Policy. They
18 are spearheading the project. And I can tell you, that
19 they are definitely task-masters. They clearly stay on
20 task and are consistently pushing staff to continually
21 work with them to achieve their goal of being able to
22 complete this in approximately seven months. So you can
23 appreciate that that's a very aggressive approach.

24 Within the agenda item, you have what are the major
25 components or elements, and the major steps or the

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1 process that staff and CSU Sacramento will go through in
2 order to develop the plan.

3 There are a few things that are outstanding in terms
4 of the level of involvement on the part of the Advisory
5 Committee and the Commission. And we'll make the same
6 presentation to the Commission tomorrow at their regular
7 meeting.

8 To give you an overview of the projected scope of
9 work and the work plan, it has begun already where they
10 are gathering information in terms of researching what
11 caused -- or what is the purpose of POST. And the
12 purpose of POST is defined in the Penal Code under the
13 13500, et seq. series. You have an opportunity to see
14 the Commission responsibilities, the scope of work.
15 All of the legislative-required training is contained in
16 there, and the full range of responsibilities that the
17 Commission exercises.

18 But then they're also looking at Commission
19 regulations, policies, other directives, the existing
20 Strategic Plan, as well as the mission and vision
21 statement that currently exists as a guiding set of
22 principles for POST staff in working on the existing
23 Strategic Plan.

24 We will begin the process primarily through
25 stakeholder assessment. And that stakeholder assessment

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1 will involve a number of things. We'll be looking both
2 internally and externally to obtain sufficient
3 information in depth so as to help establish the four
4 corners of the document that will ultimately be the
5 Strategic Plan.

6 Some of the things that we'll be looking at
7 internally and externally would be the current operations
8 of POST. It will be programs and services that POST does
9 well, and those that may be regarded as being less
10 effective.

11 We'll look at communication, both internal
12 communication as well as external communication: How
13 well we communicate within our organization, how well we
14 communicate externally with our stakeholders.

15 We will identify the fields priorities in where they
16 believe that POST resources should be best used. This
17 would give us a better understanding of opportunities
18 that we can identify to help serve the field and its
19 needs.

20 We'll also identify best practices, some of which
21 staff already employs; but there will also be other areas
22 that staff does not employ, that may ultimately lead to
23 a Strategic Plan Objective to identify best practices in
24 certain areas.

25 And then finally there will be an evaluation both

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1 of staff and how it is organized to support the ultimate
2 strategic plan in its implementation, and whether or not
3 there needs to be some type of reorganization of POST in
4 order to more effectively address the requirements in the
5 Strategic Plan.

6 The process itself will begin with interviews.
7 Initially, in developing the scope of work with Sac
8 State, the feeling was that they could do the work that
9 they needed to do with both internal and external
10 stakeholders, by doing approximately 40 interviews. I
11 think we've winnowed that number down to about 65, and
12 it could actually go higher. However, as you also know,
13 we were given a budget of a hundred thousand dollars.
14 And for all of those interviews, if we do that number, or
15 that number actually rises, we may have to come back to
16 the Commission to seek additional funding in order to
17 support that.

18 The interviews will be conducted in person. They
19 will consist of both individual and, in some instances,
20 actual groups of individuals that perform a common task
21 or have a common responsibility.

22 As you know, when you do hands-on interviews, they
23 can be time-consuming. And the purpose of having the
24 interviews is to get specific input that address some of
25 the areas that I've described earlier.

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1 In having that kind of input, that will lead to the
2 next facet, which will be a survey. And the survey
3 instrument will be developed as an online-presented
4 survey. It will go out to a number of our internal and
5 external stakeholders.

6 As you look around the room, you know that we have
7 a wide array of agency representation, as well as
8 professional association representation. Those are the
9 kinds of stakeholders that we'd be looking to solicit
10 their input.

11 At this juncture, we will probably work with -- if
12 you are representing an association, we will craft a
13 letter that will go to the president of that association.
14 In all likelihood, he will designate you as the person
15 who is most often involved in POST activities and POST
16 business to be the one that would ultimately complete the
17 survey and provide the feedback that we're asking for.

18 Staff is in their fourth iteration of the survey
19 development. And the purpose is to ensure that that
20 survey is effective at getting at some of the core
21 concerns and the core issues, the potential direction
22 that staff ought to be considering as they put together
23 the Strategic Plan.

24 Ultimately, this will lead to a validation workshop,
25 or focus groups that will analyze the research that has

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1 been done; again, looking at what our statutory and
2 regulatory requirements are, what the Commission's
3 responsibilities are in that regard; and looking at the
4 results of the materials that are gleaned as a result of
5 the interviews, and from those that come out of the
6 validation or verification process associated with
7 analyzing the survey, and comparing both the interviews
8 and the survey instrument together.

9 The next effort will be a Strategic Planning
10 Workshop. In this particular workshop, we will
11 collaborate with participants to draft a mission and
12 vision statement. So there will be a review of the
13 existing mission and vision statement to assess whether
14 or not it is still contemporary, it still meets the
15 needs, or it needs to be revised significantly. Goals
16 and objectives will be identified, and a draft action
17 plan to implement new goals and objectives will be
18 created at this workshop.

19 The next step will be the drafting of the actual
20 strategic plan itself. This will occur as a result of
21 data that is driven from the earlier workshop. The
22 effort will be to craft a strategic plan that would
23 represent the next three to five years of effort in
24 achieving some of the goals and objectives that are
25 contained in the strategic plan.

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1 Some of the recommendations could possibly involve
2 training, training of staff to be more effective at being
3 able to carry out their responsibility; succession
4 planning, which is clearly a concern, particularly as
5 we look at the number of retirements that we've had.
6 We're currently in the process of hiring a number of new
7 people; and so that will be an important consideration in
8 what the plan will address as it relates to developing
9 staff to be able to carry POST forward in the future.

10 There will also be an effort to identify the plan
11 maintenance. As you know, at every Commission meeting,
12 at every Advisory Committee meeting, there is an update
13 of the Strategic Plan in terms of the work that's been
14 done. The Advisory Committee has previously been
15 assigned by the Commission as the entity responsible
16 for assessing the work that has been done by the staff
17 relative to the various Strategic Plan Objectives. And
18 so that's really why we call this out, and make sure that
19 you're aware of any progress that's been made, any
20 recommendations to delete items because they've been
21 completed or they're not feasible.

22 Additionally, as part of this process, the meetings
23 will be done to actually review and validate the findings
24 of the draft that will be prepared. So it will actually
25 be the draft Strategic Plan.

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1 The next step in this process will be an update and
2 final draft presentation that will be provided, first,
3 to the executive team, which consists of the Executive
4 Director and the three assistant directors.

5 After that, the plan will go to the Advisory
6 Committee and then to the Commission as a body. And
7 then some of the final work that will be done will be
8 an implementation plan that will come out of work that
9 will be part of the project itself, done by the Center
10 for Collaborative Policy, through Sac State, that will
11 give the executive team some of the additional
12 information that will be helpful as far as recommending
13 organizational changes. And then staff will proceed
14 with its efforts to analyze those recommendations and
15 determine what, if anything, needs to be done in the way
16 of reorganizing POST to be able to effectively address
17 all of the goals and objectives in the Strategic Plan.

18 At this juncture, as I mentioned earlier, it is
19 our desire to gain some input or some insight from the
20 Advisory Committee as to the level of participation that
21 the Advisory Committee will play in this process.

22 As I mentioned earlier, every organization that is
23 represented within the Advisory Committee and those
24 represented within the Commission will be surveyed. Some
25 of them will actually be interviewed, as the plan exists

1 right now.

2 But there are some alternatives and some options
3 that we need to iron out and ensure that we have the
4 level of participation; that both the Advisory Committee
5 and the Commission feel that they are as actively
6 involved in the process of developing the Strategic Plan
7 as the staff will be.

8 So let me begin by the first option.

9 The first option would be full involvement by the
10 entire Commission and the Advisory Committee membership.
11 So as a body, they would be involved in the process.

12 This clearly would be a very challenging approach,
13 and probably would have an impact on the ability to
14 complete the time-line within the seven months that is
15 projected. There would be substantial coordination
16 issues, as far as getting each of you, with your busy
17 schedules, to be able to participate at the level of all
18 of the workshops that I've identified earlier that would
19 need to occur. And, of course, there would be costs
20 associated with it, at a time when, as the Finance
21 Committee heard, we're doing a lot of things to try to
22 conserve our revenue because of the decrease in our
23 funding.

24 The other part of it is, each of the meetings would
25 have to be publicly noticed, just like we do for our

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1 Commission meetings, to participate in those. And that
2 also would be considered in the need to have sufficient
3 space in order to allow members of the public who have
4 an interest, to be able to participate and attend and
5 observe the activity. That would be what I would call
6 "full involvement."

7 Another alternative would be a moderate-level
8 involvement. This would be where the Advisory Committee
9 chair and the Commission chair would identify a small
10 subgroup within each of those bodies to actually
11 participate in the process as I've described, in the
12 various workshops and in the validation studies that
13 would be performed, in crafting the Strategic Plan.
14 Clearly, it would be most effective to have a limited
15 number in terms of being able to have more flexibility
16 around the scheduling.

17 It is also anticipated, however, this process would
18 probably also extend the length of time to be able to
19 complete the seven-month time-line that has been
20 identified as our desired time frame in which to complete
21 the process.

22 Again, there would still be responsibility to
23 publicly notice these meetings, there would be additional
24 costs associated with having locations where the meetings
25 would be conducted. So those are considerations for the

1 moderate approach.

2 The third alternative is one that I'll call more of
3 a "routine option." That is very consistent with how
4 staff performs its tasks in addressing the needs of the
5 Commission, both by direction of the Commission; or
6 things that come out of, through recommendations of the
7 Advisory Committee. It is where we routinely report back
8 on progress that is being made; and in particular, what
9 we do currently as it relates to the existing Strategic
10 Plan.

11 But this would be where staff would do the work,
12 would participate in the workshops that are identified,
13 that I identified earlier, and would carry out their
14 responsibility in a traditional fashion of keeping the
15 Advisory Committee and the Commission apprised of the
16 work that is being done. And at each meeting, soliciting
17 input based upon information that is coming out of the
18 various steps that occur as part of that process.

19 Additionally, we would propose that staff would
20 provide you with a monthly report, so that you stay
21 abreast of the things that are rapidly emerging or
22 unfolding by virtue of the fact that the seven-month
23 time-line is a very aggressive time-line. And so a lot
24 of things can occur between the various meetings.

25 So the two meetings that you would have opportunity

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1 for input under this particular option, would be the
2 regular June meeting, or the October 2014 meeting,
3 traditional meetings. At those meetings, there would be
4 an opportunity to receive a staff report, an opportunity
5 to review the work that staff had performed, and an
6 opportunity to provide input and guidance into the
7 process and into the work product. And then ultimately,
8 the hope would be the approval, both by the Advisory
9 Committee and the Commission of the Strategic Plan.

10 I'll leave that in your capable hands to grapple
11 with those alternatives, or to identify an additional
12 alternative that staff may not have identified.

13 CHAIR BOCK: I kind of think that "if it ain't
14 broke, don't fix it," the way that staff, just my
15 personal opinion, that the staff does such a great job
16 with the way that it's being done now. And the monthly
17 updates, I think, are nice.

18 Yes, Elmo?

19 MEMBER BANNING: Are we on?

20 CHAIR BOCK: Yes. You're supposed to tap it.

21 There you go.

22 MEMBER BANNING: All right, so the first option,
23 Mr. Deal, I don't think that's -- I don't really think
24 that's a feasible option, given everybody's schedules,
25 the burden on staff currently.

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1 Option Number 2 seems more palatable to me. I mean,
2 although it's going to get a commitment of both
3 Commission and Advisory Committee members, I think if you
4 keep it small, really outline what the obligation of the
5 committees are going to be and the Commission is going to
6 be, I think that's more desirable.

7 Then if we go with Option Number 3, would there not
8 be public meetings that are going to have to be noticed?
9 Or this would all just be in-house?

10 MR. DEAL: This would be the regular meetings, where
11 we would update you at the June meeting and then in the
12 October meeting, which within that seven-month time-line,
13 that would be the meeting where the Advisory Committee
14 and the Commission would make a determination as to
15 whether or not to approve the proposed or recommended
16 Strategic Plan.

17 So in both of those meetings, you would have
18 opportunity for discussion relative to the work that had
19 been done.

20 MEMBER BANNING: The public stakeholders at large,
21 though -- I mean, training coordinators, officers,
22 deputies, other POST people -- if they had a regional
23 meeting, where some of these concerns or -- would it all
24 be handled just strictly with the in-person surveys? Is
25 that how you would envision that?

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1 MR. DEAL: No. As I described earlier, there would
2 be various focus-group meetings that would bring in
3 stakeholders, not just staff, who are routine
4 stakeholders. I mean, we look at agencies in terms of
5 small, medium, and large -- sheriff's department, police
6 department. We look at trainers, different size and
7 types of trainers. We look at public safety dispatchers,
8 since that's a charge of the Commission to provide
9 resources to them. We look at training managers --
10 again, small, medium, and large agencies -- with the idea
11 that traditionally, that's how we bring together a lot
12 of our work groups for the various workshops that we do,
13 to develop curriculum, to update curriculum, to build
14 legislatively mandated training, things of that nature.
15 So it is a common practice in terms of how we bring
16 outside participants to assist us.

17 Our interest is, obviously, having people who work
18 with POST, and have a knowledge about the things that
19 we do. They know our strengths, they know our
20 weaknesses. They clearly have opinions that would be
21 useful as part of developing goals and objectives. That
22 would be the process.

23 MEMBER BANNING: And those committees or those focus
24 groups would be selected just at large? They would ask
25 for volunteers? Would Sac State staff identify lists

1 from --

2 MR. DEAL: Sac State obviously doesn't have the
3 benefit of knowing who we work with. So staff is
4 actively involved in identifying people and professional
5 organizations or associations that would be the right
6 people, both for the interviews, but also to submit the
7 surveys to, for their completion.

8 The same thing would be true of identifying people
9 that come back and work with us in the focus groups, to
10 do the validation studies and the three workshops that
11 I identified.

12 MEMBER BANNING: Again, my only -- my inquiry, I
13 guess, would be more toward, if we supplied Sac State
14 staff with a list of everybody that we dealt with -- all
15 the categories -- and let them randomly choose a couple
16 people rather than -- I mean, if I was trying to get a
17 job, I certainly wouldn't put a recommendation down for
18 the interviewer to go to somebody I disliked or somebody
19 that disliked me. That's my only concern is if we grab
20 some folks -- not necessarily that have any outward
21 ill-will towards what POST and the staff does, I mean,
22 because it's phenomenal; but I think that if we added
23 that process or maybe added some folks there that are
24 just picked out of -- if it's like a lottery-type thing,
25 I think it might be...

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1 MR. DEAL: You'll be comfortable to know that when
2 they do their interviews, the one-on-one interviews or
3 the group interviews, nothing will be attributed to any
4 individual. Everything will be compiled into data sets.

5 Obviously, what you're looking for would be common
6 themes. So if you have a particular criticism, for
7 example, and it comes from one person, that probably
8 doesn't have the same weight as if you have interviewed
9 15, 20 people, and they're all saying the same thing in
10 terms of some deficiency or some weakness that POST ought
11 to address.

12 So the surveys, we know who they'll go to because
13 we need to help Sac State identify the right people for
14 the surveys; but we won't know individually who said
15 what. So both the interviews and the surveys.

16 And then the same thing as a result of the workshops
17 that will occur at the validation process. It's all
18 oriented toward a product that develops goals,
19 objectives, an implementation plan, things of that
20 nature. Again, it is not to identify the individuals
21 that are going to participate in helping us develop that
22 plan.

23 MEMBER BANNING: And from just a commitment from
24 POST staff, you're stretched pretty thin now, correct, I
25 mean, as far as workload?

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1 MR. DEAL: We're just about ready to get infused
2 with some filling of vacancies, in the next couple of
3 months. But they'll all be new, and there's a time-line,
4 as you can appreciate, to get everybody up to speed.

5 MEMBER BANNING: Okay, well, that would be another
6 concern: Overburdening an already strained system.

7 I know your area consultants are probably pulling
8 their hair out, what little hair they may have left, in
9 some cases, with even just trying to get back to the
10 day-to-day operations.

11 So if the newer people come in, and do they
12 typically fill those positions, area consultants, and
13 then area consultants go on to bigger and brighter
14 things? Assistant executive directors' jobs and --

15 MR. DEAL: Bob, do you want to...?

16 MR. STRESAK: I believe Mr. Deal is going to defer
17 to me.

18 Elmo, your points are well taken.

19 Point number one, that we are stretched thin right
20 now. But as you recall, we embarked on a strategy to
21 fill all those vacancies.

22 We have potential job offers pending for each and
23 every vacancy we have. Our hope is within the next
24 30 to 40 days, to have all our vacancies filled. And I
25 believe that translates to improved service to the field.

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1 Secondly, though, however, the infusion of new
2 employees creates somewhat of a ripple effect within the
3 organization. And we will sit down, and with the benefit
4 of the bureau chiefs' inputs, and identify the square
5 pegs and square holes, if you will, and try to place them
6 in that way.

7 As a result of that, there will be some residual
8 personnel movement. There will be some movement from the
9 field, back in-house, if you will, and from in-house, out
10 to the field.

11 And those changes are all pending right now. It's
12 nothing that really is conclusive at this point. But I
13 wanted to let you know that the process will be in place;
14 it is in place, and we're very close to orchestrating
15 that. As a matter of fact, this Monday, we will be
16 presenting to our bureau chiefs some discussions on that
17 issue.

18 MEMBER BANNING: Great.

19 MR. STRESAK: Does that help you out?

20 MEMBER BANNING: Yes, perfect. Thank you.

21 MR. STRESAK: One more quick comment is -- and I
22 appreciate your input -- is by the virtue of the
23 existence of this board, you bring a voice to the table.
24 By virtue of your existence that this represents an
25 additional cross-section of the law-enforcement

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1 profession, you bring a voice to the Commission.

2 So I want you to be aware of the fact that you
3 always have a voice; and I always welcome opinion, good
4 or bad, about the organization, and have it be brought
5 forth.

6 The question that you raise is a viable question,
7 is how do you manage the interviews with the strategic
8 plan.

9 Al Deal very aptly referenced that we have about a
10 hundred-thousand-dollar budget. And I really don't want
11 to spend it entirely on interviews. So I understand
12 that. And the point is, the more interviews we conduct,
13 the more we gobble up our balance. But with that being
14 said, I would open participation, if you want to
15 participate on an individual basis, or whatever you want
16 to do. But I will leave that decision to this board to
17 make that decision, to make that choice on how you want
18 to go.

19 Ultimately, we want to define what will POST look
20 like: Does POST need to change? Does POST remain the
21 same? Or do we revert? I'm not sure exactly what the
22 outcomes will be.

23 But this effort is to answer that question, and to
24 make sure that we are amply providing services to the
25 field. And that not only are those services being

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1 provided, but are they on target, are they current, and
2 are they relevant?

3 So with that, I'll throw that decision back to the
4 board for your discussion.

5 I'm open to questions.

6 MEMBER SPAGNOLI: Thank you for the presentation.

7 So what I heard is Number 3 meets the needs of POST
8 and includes all the stakeholders. And then the only
9 difference between Recommendations 2 and 3 is that you'd
10 actually pull from this group and the POST Commission.
11 Yet in Number 3, the recommendation still includes the
12 stakeholders from the areas that we represented.

13 Is that correct?

14 MR. DEAL: Yes.

15 MEMBER SPAGNOLI: So I recommend us moving forward
16 with recommending Item Number 3 or Recommendation
17 Number 3, in the proposed process.

18 MEMBER BANNING: Another question. Is there -- have
19 you looked at, what's the impact on your time-line?
20 Seven months is real aggressive for almost any project,
21 especially something of this magnitude.

22 Is there a comparison between Number 2 and 3, as
23 far as how fast you'd get it done? Or just a best guess?
24 I mean, I know you're just pulling some of that stuff.

25 MR. DEAL: I believe that with Recommendation

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1 Number 2, there would still be a substantially greater
2 coordination effort, in terms of getting -- let's say, if
3 you had three members of the Advisory Committee, three
4 members of the Commission that were actively involved in
5 each step of the process, it's always a challenge to
6 coordinate.

7 I think we appreciate, oftentimes -- we don't do
8 it very much -- but from time to time, when we have to
9 have a special meeting of the Commission, whether it be
10 by conference call or a special meeting that is off-track
11 from the usual three, it is herculean in terms of the
12 effort to try to coordinate a sufficient number of the
13 members to be able to take action on items. So just
14 practical experience says that you're all busy people,
15 and you're all going in a lot of different directions.
16 And many of you, your calendars are such that adjust two
17 additional meetings is a challenge.

18 MEMBER BANNING: Thank you very much.

19 CHAIR BOCK: Anyone else?

20 *(No response)*

21 CHAIR BOCK: So do we call for the question?

22 MEMBER McFADON: We've got the motion. Alan
23 McFadon. I'll second Sandra's motion that we approve
24 Number 3.

25 CHAIR BOCK: Sounds good.

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1 All those in favor?

2 MEMBER CASAS: There isn't any action required on
3 this, is there?

4 MR. DEAL: I think probably for purposes of
5 tomorrow's discussion, where your Chair does his report
6 on the Advisory Committee, any action that you may have
7 taken, this would be an opportunity for him to talk about
8 this.

9 MR. STRESAK: Thumbs up or thumbs down.

10 CHAIR BOCK: Do we have a consensus on it? Is that
11 good enough?

12 MEMBER BANNING: If you call it. I'm in favor of
13 it.

14 CHAIR BOCK: What's that?

15 MEMBER BANNING: I guess if you would call it.

16 CHAIR BOCK: That's fine.

17 All right, any more discussion at all?

18 *(No response)*

19 CHAIR BOCK: All right, all those in favor?

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

21 CHAIR BOCK: Opposed?

22 *(No response)*

23 CHAIR BOCK: Abstain?

24 *(No response)*

25 CHAIR BOCK: Good.

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1 MR. DEAL: Thank you.

2 MS. BULLARD: Thank you, Alan.

3 We're moving on to Item B.7, which is a Report on
4 the Status of the Public Safety Realignment Project. And
5 this was in response to a request from the field.

6 So in November of 2013, POST brought together
7 selected representatives of agencies and associations to
8 discuss the issue of realignment. And our purpose at
9 that time was to see if we could identify any training
10 issues that POST could address in order to help agencies
11 get through this complex process.

12 Several training topics were identified, targeting
13 all ranks of law enforcement. And POST staff has
14 determined that one of the most effective methods of
15 providing and developing this training, would be through
16 a training video that will be streamed on our Learning
17 Portal. And the plan is to do it in a segmented format,
18 so you can go as a viewer and watch whatever segment is
19 applicable to you or that you have an interest to, or all
20 of them.

21 And we are targeting the fall of 2014 to have this
22 video up and available to the field.

23 Are there any questions?

24 *(No response)*

25 MS. BULLARD: Item B.8 is the merger of two bureaus

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1 at POST.

2 Management Counseling Bureau and Center For
3 Leadership Development have always operated independently
4 of each other. And recently, the bureau chief of CLD has
5 resigned and left the organization; and this gave us an
6 opportunity to do an analysis of the functions of both of
7 those bureaus. And what we determined was that actually
8 merging these bureaus might not be just an advantage to
9 the staff, but also better serve the field.

10 As you know, when we do the management counseling
11 studies, it often reveals information or best practices
12 that would be extremely valuable to share statewide with
13 all agencies. So when this information is determined out
14 of our studies, they can now be more readily implemented
15 into the leadership courses for our supervisors,
16 managers, command staff, our executives, and put into our
17 executive seminars or workshops.

18 Also, the staff who now support the management
19 studies will have more familiarity with the up-to-date
20 leadership training that we are infusing into the field,
21 which will certainly help them.

22 POST will not discontinue any of the functions of
23 either of these bureaus. And the new bureau is now
24 called "Management Counseling/Leadership Bureau." And
25 we've had it up and running about six weeks now, and

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1 nothing major has happened. So we're pretty happy with
2 it.

3 Any questions at all on the merger of the bureaus?

4 *(No response)*

5 MS. BULLARD: Are there any other requests --

6 MEMBER SPAGNOLI: One question.

7 How does that impact the time-line on some of the
8 work that is being done with agencies on the management
9 reports?

10 MS. BULLARD: Actually, what we are doing is
11 cross-training some of our people that are in the
12 supervisory and management course; and they will be able
13 to pick up and maybe expedite some of the studies.

14 It's been a tremendous assistance to us to be able
15 to do that. So we are cross-training.

16 MEMBER SPAGNOLI: And you still work with
17 consultants; is that correct --

18 MS. BULLARD: Yes.

19 MEMBER SPAGNOLI: -- in the Management Counseling
20 Bureau?

21 MS. BULLARD: Yes, that bureau is all law-
22 enforcement consultants with support OTs.

23 MEMBER SPAGNOLI: Thank you.

24 MEMBER YOUNG: Was the bureau chief position lost or
25 just reassigned to another bureau?

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1 MS. BULLARD: What we've done with the bureau chief
2 position is, right now it is on hold, but it gives us
3 some flexibility in conjunction with all of our views
4 of the Strategic Plan and where we're moving as an
5 organization, to possibly reallocate it to another
6 position that would have a benefit to the field and to
7 POST.

8 MEMBER YOUNG: Okay.

9 MS. BULLARD: Okay, we are moving on to the regular
10 agenda.

11 And under Tab C, February is the wonderful recurring
12 contract time of year. And the Finance Committee met
13 this morning, reviewed, and approved 22 recurring
14 contract requests, for a total of \$16.9 million.

15 Would the Committee like a report on any of the
16 recurring contract items?

17 *(No response)*

18 MS. BULLARD: Okay, Item H, which is Proposed
19 Amendment to Regulations 1001, 1057, 1058, and the
20 creation of a new procedure, D-16.

21 Now, this is primarily really a cleanup of our
22 language, and it is not a major change in any of our POST
23 procedure. But historically, under 1057 and 1058, POST
24 staff has always had the ability to decertify or suspend
25 a training course for cause. And a recent review of our

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1 regulations show that there was really no specific person
2 provided with that authority.

3 So the proposed amendment for 1057 and 1058 is to
4 allocate that authority at the assistant executive
5 director level.

6 The appeals process will remain the same as it
7 always has, which is to the executive director, and then
8 ultimately to the Commission.

9 Regulation 1001 was amended to include the
10 definitions of "*course decertification*" and "*course*
11 *suspension,*" which had never been in that section.

12 And then staff developed a new procedure, which is
13 D-16. And what that really does is, step by step, lay
14 out the Commission appeals process, which makes it a lot
15 easier for the members of the field and our presenters.

16 So all of that proposed amendment language is
17 Attachment A to your agenda item.

18 And if there are any questions on our proposal?

19 *(No response)*

20 MS. BULLARD: Are there any other requests for any
21 other reports from the regular agenda?

22 *(No response)*

23 MS. BULLARD: Then this concludes the Commission
24 agenda report.

25 CHAIR BOCK: Sorry, I'm try to get on the right

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1 thing here.

2 MS. BULLARD: He's in the cloud.

3 CHAIR BOCK: Somewhere.

4 Okay, at this time, we've got presentations.

5 MS. BULLARD: It is my great pleasure to introduce
6 you to Bureau Chief Anne Brewer from Learning Technology
7 Resources Bureau. And she is going to show you a couple
8 "Did You Knows" and also tell you about a very exciting
9 upcoming project that we have.

10 MS. BREWER: So good afternoon, everyone.

11 And I am proud to present to you this afternoon a
12 very recent product from the Learning Technology Resource
13 Bureau's video training program, the two most recent
14 public service announcements, or the short training
15 videos of the "Did You Know" series.

16 So before we preview the videos, I would certainly
17 be remiss if I neglected to recognize and give credit
18 to, truly, the designer of this training tool for law
19 enforcement.

20 As many of you probably already know, but for those
21 of you who don't, it is our Ms. Jan Bullard, who is
22 really the creative driving force behind each and every
23 one of these training videos; really, from conception to
24 creation. Not a simple task, as you probably already
25 know. And fortunately for us, and for me, in particular,

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1 she really has a passion for these and obviously excels
2 in this arena.

3 So I, however, am afforded the opportunity to share
4 her talent and her vision come true with these videos.

5 So Jan's videos -- or Jan's vision, rather, for
6 these "*Did You Knows*" are right in line with our
7 continued efforts to support California law enforcement's
8 SAFE Driving Campaign. Both of these videos -- as have
9 the past ones been -- really focus on saving lives
10 through safe patrol vehicle operations.

11 The first video, entitled "*Courageous*
12 *Conversations*," was released just on January the 16th.
13 It's available through the POST Web site, and also on
14 BluTube. And it runs approximately 160 seconds in
15 length. Again, short training videos.

16 And anybody here in the audience had an opportunity
17 to preview this one?

18 (*Show of hands*)

19 MS. BREWER: Wonderful. Wonderful.

20 Okay, so we'll still catch some of you on this side.

21 So "*Courageous Conversations*" on the big screen.

22 Ron and David, if you would.

23 (*The video played as follows:*

24 **Scene 1:** *Two motorcycle officers on*
25 *motorcycles on the side of the road.*

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OFFICER 1: *I've got this one.*

(Officer 1 takes off to pursue a vehicle. Officer 2 stays behind. Officer 2 watches Officer 1 drive off, make some risky maneuvers on the road, and he looks concerned.)

CAPTION: *"Courage is what it takes to stand up and speak.*

-- Winston Churchill"

Scene 2: *An officer in a patrol car has a black car pulled over.*

DISPATCHER: *15 Paul, 10-29. No wants or warrants. Valid license.*

OFFICER: *15 Paul, 10-4. Code 4.*

DISPATCHER: *15 Paul, Code 4. (Second patrol car pulls up behind first patrol car. Officer gives second patrol car a hand signal. Second patrol car pulls out back into traffic and speeds off. Officer watches second patrol car drive off and shakes his head.)*

CAPTION: *"Courage. It takes courage to stand up to our enemies,*

1 *his patrol car.)*

2 *CAPTION: "If these*
3 *conversations were easy, they would*
4 *not be called courageous.*

5 *-- Travis Yates."*

6 **SCENE 4:** *Officer A from Scene 3,*
7 *still looking at his reflection on*
8 *the passenger window of his patrol*
9 *car. Now, another officer taps*
10 *Officer A's shoulder. Officer is no*
11 *longer at police station.)*

12 *OFFICER C: It's time to get*
13 *going.*

14 *(Officer A and Officer C start*
15 *walking down a road in a cemetery.*
16 *Camera pulls back, to reveal a solemn*
17 *scene with several patrol cars and*
18 *patrol motorcycles parked on the*
19 *road, and several police officers*
20 *walking. Officers are attending the*
21 *funeral of an officer at the*
22 *cemetery.)*

23 *CAPTION: "If you don't speak*
24 *out, who will?"*

25 *California POST - SAFE Driving*

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1 *Campaign, www.post.ca.gov.*

2 *(End of video.)*

3 MS. BREWER: Thank you.

4 Yeah, every time I see it, it still brings chills.

5 This one, very serious, somber, unfortunately
6 relatable for too many of us. But these "*Did You Know*"
7 videos are meant to be designed that way, to grab the
8 viewer's attention, and to really make them think twice
9 about their driving habits.

10 The next "*Did You Know*" is intended to do the same,
11 although I think you'll find this one a little different,
12 in a sort of way. A little more light-hearted and
13 entertaining, but wrought with truly very valuable
14 training objectives, nonetheless. So this one is
15 entitled "*Night Driving.*"

16 Please.

17 *(The video played as follows:*

18 OFFICER 1: *Oh, you know, I am*
19 *really getting really fed up with*
20 *tuna fish sandwiches every night.*

21 *How's yours?*

22 OFFICER 2: *Okay.*

23 OFFICER 1: *I guess that means*
24 *that you liked it.*

25 *Really?*

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1 *Really. What, were you born in*
2 *a barn? I am getting tired of your*
3 *litter.*

4 *DISPATCHER: Tom 32, suspicious*
5 *circumstances. 9-82 Valente, elderly*
6 *lady hears noise by her garbage cans.*
7 *Nothing seen.*

8 *OFFICER 1: That's Mrs. Getz*
9 *again.*

10 *Tom 32, copy. We're five out.*

11 *Well, this is going to be*
12 *another big nothing.*

13 *(Car squealing away. It only*
14 *shows passenger).*

15 *OFFICER 1: What are you doing?*
16 *We don't have to rush. Where's the*
17 *fire?*

18 *Okay, there's no need for this*
19 *kind of speed.*

20 *Oh, boy. Oh, mama. Watch out!*

21 *No, no, no.*

22 *ANNOUNCER: Did you know,*
23 *75 percent of all officer-involved*
24 *collisions occur at night?*

25 *OFFICER 1: Dog! Look out for*

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1 the dog! Dog.

2 Oh, you almost hit him. It was
3 a sweet, little dog -- oh, boy.

4 ANNOUNCER: Did you know? At
5 night, you can only see 160 feet
6 ahead of your vehicle.

7 (Automobile skidded up to a
8 barricade.)

9 OFFICER 1: How did you not hit
10 that? That was incredible -- I mean,
11 bad. Bad. Do not do that.

12 (Automobile screeching start and
13 speeding.)

14 OFFICER 1: No, no, no. Wait,
15 wait, wait, come on. No, no, no, no.

16 Whoa, I am going to be sick.
17 Very sick.

18 ANNOUNCER: Did you know, at
19 60 miles per hour, you travel
20 132 feet before you can even react.

21 OFFICER 1: Are you kidding me?
22 You drove like that to a nothing
23 call?

24 Are you insane? What makes you
25 think that you can drive like that?

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1 *(Camera reveals that a cat is the*
2 *driver behind the wheel).*

3 *OFFICER 1: You are crazy. I*
4 *believe that you are crazy.*

5 *DISPATCHER: Any unit in the*
6 *area, silent alarm, Freddy's Fish*
7 *Market.*

8 *OFFICER 1: Oh, no, no, no, come*
9 *on. Come on.*

10 *(Car squeals out and speeds.)*

11 *ANNOUNCER: Now you do.*

12 *You can't see like a cat, so*
13 *don't drive like that. Slow down at*
14 *night.*

15 *CAPTION: SAFE Driving Campaign.*

16 *(End of video.)*

17 MS. BREWER: Thank you, guys.

18 So what I did not mention to you before this -- I
19 forgot to tell you that this was just recently completed;
20 and Jan had asked that we just hold off on launching this
21 until you guys could preview it. So kind of as a special
22 little treat for the Advisory Committee members, you are
23 the first to watch this in an open forum. It will be
24 officially launched on Monday, February 25th.

25 So -- and, let's see.

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1 The next video, currently under construction, that
2 I want to give you a heads-up about, is something that
3 is likely going to be titled, "This is POST." The
4 purpose of this short instructional -- or informational,
5 rather -- video, is to basically shed light on the inner
6 workings of POST.

7 We are looking to make the field -- to bring
8 awareness, basically, about the products and services and
9 resources that POST has available in aiding the field in
10 their daily efforts, and basically assisting their
11 communities, our communities.

12 So I bring this up because probably at the next
13 Commission meeting -- June or October -- our vendor,
14 digital OutPost Production Company will be here, and
15 doing some filming, and possibly some interviews. And
16 so we would just really appreciate your contributions in
17 showcasing California POST.

18 And before I defer to Bob or Jan, probably, who
19 would like to give a little bit more information on that,
20 I want to recognize two individuals in the crowd. And
21 that is digital OutPost Dane Wygal and Raegan Matthews.

22 And, truly, when I say --

23 *(Applause)*

24 MS. BREWER: When I say "bringing Jan's visions
25 coming true," they're in cohorts with Jan, and they're

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1 the ones that also really make it happen.

2 So thank you, two.

3 And, Bob and/or Jan?

4 MR. STRESAK: Sure, thank you. Thank you, Anne.

5 Great job. Thank you, Jan. Thank you, Dane.

6 Any comments on the videos?

7 MEMBER SPAGNOLI: You asked about the video?

8 MR. STRESAK: Yes.

9 MEMBER SPAGNOLI: I wanted to comment on the first
10 video. I think it's outstanding. It has really taken
11 that first group of core videos to the next level. And
12 I thought it just really hits home. And you can really
13 identify with some of the issues. And just the story
14 line in the video keeps and attracts the viewer.

15 The second video, you know, a discussion piece on
16 that is that, as administrators, we face the difficulties
17 of trying to address what is a serious issue. And it at
18 some point makes light of a serious issue; and I'm not
19 sure how many other law-enforcement staff had viewed
20 that, and given some feedback. But I think that that
21 might be worthy before releasing it.

22 MR. STRESAK: Your comment is appreciated. Thank
23 you.

24 MEMBER CASAS: I would have to echo that, and only
25 in the sense that the first one, hands down, really gets

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1 the message across. It's very pointed, very direct. But
2 you know what? That's what we have to be sometimes,
3 especially when we're trying to convey that kind of
4 message.

5 The second one I think has an important message as
6 well. I just don't know if that's the way to really get
7 it across. I seem to have gotten lost with too much
8 comedic atmosphere to really get the message on that one,
9 to be honest with you. And I don't know if it's too
10 late, but I just didn't -- I didn't like the second one
11 too much at all because it had an important message to
12 send out; I just lost it.

13 MR. STRESAK: I appreciate that. Thank you, Mario.
14 Anyone else?

15 CHAIR BOCK: You know, I actually think that maybe
16 the second one -- because I actually liked it. But then
17 again, I have a weird sense of humor, too.

18 But I think that maybe playing them back to back,
19 you have this somber video and then you have this other
20 one right after it, that's comical, silly. But
21 I love the message that the second one brought out. But
22 I was thinking kind of along your lines at the same time.
23 But I think that it was because, in my case, anyway,
24 because it was, you know, compressed right next to this
25 previously viewed one that was really somber.

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1 I don't know, I love the humor of it. I think that,
2 for the most part, most cops, at least at the street
3 level and stuff, we all have that weird sense of humor.
4 And I think that the line guys would actually appreciate
5 something like that; because we make light of a lot of
6 serious issues just to kind of get through the day
7 sometimes. And this just kind of does it -- you know,
8 puts it in film mode.

9 Just my thought.

10 MEMBER FLANNAGAN: I agree with Jim. It may have
11 just been because it was both of them back to back. But
12 I appreciate -- I'm not necessarily a cat lover. I'd
13 love to see a dog doing it, but...

14 MS. BULLARD: We had a dog. We had a dog.

15 MEMBER FLANNAGAN: I just think that, again, police
16 officers have sometimes a warped sense of humor. And we
17 get some of our best learning lessons out of humor or
18 comedy sometimes.

19 And I think it's ingenious. It's definitely out of
20 the box, which is kind of what we want. We want to send
21 a message.

22 Although they may say, "Well, this is ridiculous,
23 a cat driving," it's still going to put something in the
24 back of their mind. Because if you've ever ridden with
25 a partner, you've had a partner that drives -- or maybe

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1 you've done it, had a partner in the car who kind of
2 pushes the envelope a little bit.

3 So I liked it.

4 MR. STRESAK: Thank you, Joe.

5 Other comments?

6 *(No response)*

7 MR. STRESAK: Okay, thank you so much for that
8 input. It's appreciated.

9 Just a quick comment on the "This is POST" video.
10 I think as most of you are aware, personally, I've been
11 going around to different agencies, spending a day
12 with them, from command-level, down to line-level,
13 interviewing those different levels, and asking questions
14 about POST. And one of the questions I ask is, "How much
15 do you know about POST?" And at every level, minimal
16 knowledge is known about POST: We issue certificates and
17 we certify training. And the remainder is lost, either
18 in translation or just lost somehow in the dispersing
19 across the state.

20 So the idea was to create a video, saying,
21 identifying, and defining what and who POST is and what
22 we're all about.

23 The idea would be that we would incorporate that
24 into the academy curriculum, perhaps the first or second
25 day or the week of the academy, so that we would begin to

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1 catch the next full generation of officers, to educate
2 them on what POST is all about.

3 So it's designed to be an informative video.

4 Hopefully, in addition to entry-level officers, I
5 routinely sign letters of congratulations as appointments
6 are made throughout the state, and I'd like to include a
7 copy of that and a reference guide to each and every
8 new appointment, either a chief or sheriff or elected
9 official, so they understand what we do, the scope of our
10 work, et cetera.

11 Frequently, when we bring people to POST and we
12 describe A to Z, or alpha to omega what we do, the
13 comments are at the end: "I was surprised that you do as
14 much as you do."

15 So part of this would be to let them know the broad
16 scope of our responsibilities, and more importantly, let
17 them know what resources and references are available to
18 them.

19 Questions?

20 *(No response)*

21 MR. STRESAK: Okay, I will turn that back over to
22 you, Mr. Chair. Thank you.

23 CHAIR BOCK: A little bit earlier, we kind of made
24 a mistake. Jan told me that she was going to hit me if I
25 forgot to do something, and I was supposed to hit her if

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1 she forgot to remind me to do something.

2 MS. BULLARD: So one, two, three, ready?

3 *(Bullard and Bock hit each other's arms.)*

4 CHAIR BOCK: All right, so we're good.

5 So, anyway, if we could head back up to the regular
6 agenda for the Commission, if we could possibly get a
7 motion to --

8 MS. BULLARD: Support the agenda.

9 CHAIR BOCK: -- support the agenda.

10 I know that we did that one issue regarding the
11 strategic plan. But if we could get a motion, maybe, to
12 support it.

13 MEMBER CASAS: I make a motion, Mario Casas, to
14 support the Commission agenda as listed.

15 MEMBER BERNARD: Second. Bernard.

16 CHAIR BOCK: Any other discussion on it?

17 *(No response)*

18 CHAIR BOCK: Okay, all those in favor?

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

20 CHAIR BOCK: Opposed?

21 *(No response)*

22 CHAIR BOCK: Great. Thank you.

23 All right, moving on here -- I'll try not to mess
24 this one up.

25 All right, as all of you know, we had our meeting

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1 yesterday on the *POST Excellence in Training Awards*. We
2 didn't have very many. Four total.

3 Okay, I just figured I'd go over some of the bullet
4 points on what we decided yesterday, and just kind of
5 formalize it in the meeting today, to carry forward to
6 the Commission tomorrow.

7 What we discussed yesterday, as far as the
8 individual category, we had two nominees there; and we
9 recommended Detective Edward M. Nordskog of the
10 Los Angeles County Sheriff's Department, Arson Explosives
11 Detail.

12 And just some of the bullet points on that under
13 "Innovation."

14 Detective Nordskog revamped the entire arson
15 explosives curriculum. He introduced new methods of
16 investigation, and he wrote a book on this type of
17 investigation. His impact, he provided instruction
18 regarding fire and serial arson investigations to over
19 500 arson investigators throughout the state. He has
20 trained through standard and training correctional --
21 he's training through standard and training correctional
22 probation officers. His training, lectured
23 internationally, is having a worldwide impact. He
24 successfully cross-trains police and fire, and brings
25 credibility to both sides. And he also teaches both IDI

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1 and ICI.

2 He is a recognized expert by both corrections and
3 law enforcement. And in 2012, he was a recipient of the
4 Excellence in Instruction Award by California POST ICI
5 Program.

6 The overall impressions for him, almost
7 single-handedly, he has brought about a paradigm shift
8 in the field of serial arson investigations. He has
9 developed an outstanding reputation, and has been sought
10 out by law enforcement around the world to speak on
11 serial arson and fire investigations.

12 And he is our recommended winner for the individual.

13 Okay, and then for the organizational, again, we had
14 two nominees. And we recommended for the winner to be
15 the California Highway Patrol for the Below 100 Program.

16 The "Innovation," CHP took an existing campaign
17 and developed the Below 100 curriculum using the five
18 tenets, and presented it statewide to all CHP and
19 allied law-enforcement personnel. They designed
20 Train-the-Trainer programs by adding significant
21 enhancements to include newly developed videos and
22 additional patrol-vehicle footage shot and edited by the
23 CHP video unit.

24 The impact has been, the CHP enhanced Below 100
25 campaign support, a national movement to prevent officer

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1 deaths; and it has effectively instructed over 5,000 CHP
2 and 459 allied agency personnel, creating a culture of
3 safety within the law-enforcement community.

4 The CHP has received thousands of critiques from
5 students supporting that this training changed their
6 driving habits and potentially saved their lives.

7 And they are our recommended winner.

8 And then in that category, we also had the
9 recommended runner-up of the Los Angeles County Sheriff's
10 Department of Parks Bureau, Mounted Enforcement Detail.

11 And for that, just from an innovation standpoint,
12 they created an innovative curriculum that incorporated
13 chemical agents and live-fire simulation for the horses.
14 The curriculum, which is designed to build confidence
15 in both the horse and rider, was put into a 40-hour
16 interactive format, and has been now open to all
17 law-enforcement units and posses. Also, the unit has
18 brought together mounted teams from all over the state
19 to work together and shared technique and strategy.

20 The MED unit has enhanced the level of
21 professionalism and preparedness, and the overall safety
22 of those residing in the community. And they are
23 recognized by law enforcement as providing cutting-edge,
24 realistic, and valuable training. And that is who we
25 chose for the recommended runner-up.

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1 Okay, and so I'd like to ask for a motion to move
2 forward with those recommendations that we made.

3 VICE CHAIR BEITEY: So moved. Beitey.

4 CHAIR BOCK: Second?

5 MEMBER YOUNG: Second. Young.

6 CHAIR BOCK: Is there any further discussion on
7 that?

8 MS. PAOLI: Who was the motion?

9 CHAIR BOCK: Beitey.

10 MS. PAOLI: And the second?

11 MEMBER YOUNG: Young.

12 CHAIR BOCK: All those in favor?

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

14 CHAIR BOCK: Opposed?

15 *(No response)*

16 CHAIR BOCK: Abstentions?

17 *(No response)*

18 CHAIR BOCK: Great. Thank you.

19 And, of course, we didn't have anything for the
20 *O.J. "Bud" Hawkins Award for Exceptional Service.*

21 At this time, I would like to call for the committee
22 member reports.

23 We'll start with Brad.

24 MEMBER YOUNG: Brad Young, CAAJE.

25 And we have an annual conference in May. And no

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1 other report.

2 MEMBER BERNARD: Alex Bernard, public member.

3 No report.

4 MEMBER BANNING: Elmo Banning, public member.

5 No public comment/report.

6 MEMBER CASAS: Mario Casas for CCLEA.

7 No report at this point.

8 MEMBER McFADON: Alan McFadon. And the POST
9 Dispatcher Advisory Council meets next month, so I don't
10 have a current report.

11 MEMBER SPAGNOLI: Sandra Spagnoli. No report.

12 MEMBER WALTZ: Randy Waltz, CAPTO. No report.

13 MEMBER FLANNAGAN: Joe Flannagan, PORAC. Just a
14 couple things.

15 First of all, we have new leadership within our
16 organization.

17 Mike Durant, deputy sheriff from Santa Barbara
18 County, is now our PORAC president. And our vice
19 president is Officer Brent Meyer from the Sacramento
20 Police Department.

21 The only other thing is, we stand ready with POST,
22 waiting for the May-Revise for the Governor's budget to
23 do what we can to protect and maybe shore up some of the
24 POST funding. Anything that POST needs, all it needs is
25 a phone call.

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1 MR. STRESAK: Thank you, Joe.

2 And please extend my gratitude to Mike and his
3 leadership for that.

4 CHAIR BOCK: No report from me.

5 VICE CHAIR BEITEY: George Beitey, California
6 Community Colleges.

7 I wanted to briefly talk about the instructional
8 service agreements, which are contracts between a
9 community college and a public safety agency. They've
10 been in existence for quite a few years. And my college
11 has had about 13 of them, primarily with fire agencies,
12 although we did have one with the Sheriff's Department.
13 And in the last couple years, there have been abuses of
14 the system whereby some colleges, or at least one, has
15 had to refund a rather large sum of money to the state
16 that they had received an apportionment.

17 So for the last year, I have been tasked with trying
18 to clean up the entire system, whereby ensuring that all
19 the public-agency instructors who teach these classes
20 actually have the same minimum qualifications that an
21 adjunct instructor would have. So I've been reading a
22 lot of copies of diplomas and transcripts and things like
23 that lately. And the person also has to have the same
24 minimum experience level that an adjunct would have.

25 So it's been problematic for some of the agencies;

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1 they just don't have enough people who meet minimum
2 qualifications so they've had to drop out of the program.

3 So for those agencies who do have these with other
4 community colleges, you might want to have them check
5 with their respective college, and make sure that they're
6 in full compliance because when the State comes looking
7 for a refund, it's not going to be a fun time for anyone
8 involved.

9 Thank you.

10 CHAIR BOCK: All right, Commissioner Comments?

11 *(No response)*

12 CHAIR BOCK: Any commissioners?

13 *(No response)*

14 CHAIR BOCK: Okay. Old and New Business?

15 MS. BULLARD: Very -- oh, go ahead.

16 MEMBER BANNING: I just have an inquiry. I don't
17 know what was the appropriate time to be asking this.

18 Mr. Director, has there been any reconsideration
19 or review of the Plan IV reimbursements for training?
20 I mean, I know the time-line, I understand, was June the
21 15th they were going to -- that was the roll-out?

22 MR. STRESAK: That is correct.

23 Plan IV reimbursements are, as you're aware,
24 suspended effective as of January 1st through June 2015.
25 We have emphasized that that strategy will be scalable.

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1 But keep in mind, that that is a two-edged sword. But
2 if it appears that we will be accruing savings from our
3 entire fiscal strategy, then we'll adjust accordingly to
4 the benefit of the field. If not, we'll have to adjust
5 in the opposite direction.

6 So because we're only in the second month, and
7 actually, the sixth week of this strategy, it's kind of
8 too soon to tell how well things are going.

9 The encouraging news this morning, at the Finance
10 Committee, was, if you looked at all the presentations,
11 we are accruing savings at this point. But the issue is
12 going to be, do we accrue enough savings to eradicate the
13 deficit? And so we have to kind of keep that in mind.
14 But we have what we feel, especially under the leadership
15 with Stephanie Scofield and her staff, is some good
16 trigger mechanisms to look and to monitor on a regular
17 basis how we're doing.

18 So to answer your question -- that was the long
19 answer -- the short answer is, things are status quo at
20 this point.

21 MEMBER BANNING: Thank you.

22 MS. BULLARD: One last thing is, you have your
23 letters of agreement. And what we're going to be doing
24 is a little bit different. And if you've done a
25 subject-matter expert participation with us, you've gone

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1 online before and filled out your letters of agreement.
2 That's what we're going to be doing now with the Advisory
3 letter of agreements: You just go online, you fill it
4 out.

5 You will still need to print it out because the
6 Controller's Office still requires a true original
7 signature. So this -- attached to your letter of
8 agreement, as you see it online, how to complete it and
9 how to make it go really, really, really fast. So read
10 that.

11 And then finally, you'll also have a high-cost
12 lodging rate attachment. Please sign this. And be sure
13 that when you send in your letter of agreement, this is
14 signed and comes in with it, so we can expedite your
15 payment.

16 Are there any questions on the letters of agreement?

17 *(No response)*

18 MS. BULLARD: Thank you.

19 CHAIR BOCK: All right, now, the announcements for
20 the next upcoming meetings.

21 MS. BULLARD: June 25th, 26th, Sheraton Universal
22 Studios.

23 And remember that at the June meeting, we also have
24 our *Training in Excellence Awards* at that time.

25 MR. STRESAK: And the Legislative Committee will be

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1 meeting tomorrow morning.

2 MS. BULLARD: Tomorrow morning.

3 MR. STRESAK: Do we have a location tomorrow
4 morning?

5 MS. PAOLI: Here.

6 MR. STRESAK: Here. The Legislative Committee will
7 meet tomorrow at 8:30, here.

8 CHAIR BOCK: Is there anything else?

9 *(No response)*

10 CHAIR BOCK: If not, we are adjourned.

11 *(The gavel sounded.)*

12 *(The Advisory Committee meeting concluded*
13 *at 2:13 p.m.)*

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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 March 11, 2014.

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