

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



TIME: 1:00 p.m.  
DATE: Wednesday, February 18, 2015  
PLACE: Wyndham Anaheim/Garden Grove  
Santa Rosa Ballroom A  
12021 Harbor Boulevard  
Garden Grove, California



REPORTER'S TRANSCRIPT OF PROCEEDINGS



Reported by:  
Daniel P. Feldhaus  
California Certified Shorthand Reporter #6949  
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A P P E A R A N C E S

POST ADVISORY COMMITTEE MEMBERS PRESENT

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

MARIO A. CASAS  
*Committee Vice-Chair*  
California Coalition of Law Enforcement Associations

ELMO BANNING  
Public Member

ALEX BERNARD  
Public Member

MARCELO A. BLANCO  
Peace Officers' Research Association of California

JAMES BOCK  
California Specialized Law Enforcement

EDWARD N. BONNER  
California State Sheriffs' Association

CHARLES KING  
California Highway Patrol

RICHARD J. LINDSTROM  
California Academy Directors' Association

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



A P P E A R A N C E S

POST COMMISSIONERS PRESENT

LAI LAI BUI  
Sergeant  
Sacramento Police Department

SANDRA HUTCHENS  
Sheriff-Coroner  
Orange County

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

LAREN LEICHLITER  
Sheriff  
San Bernardino County Sheriff's Department

JETHROE MOORE II  
Public Member

LAURIE SMITH  
Sheriff  
Santa Clara County



POST STAFF PRESENT

*per participation and sign-in sheet*

ROBERT STRESAK  
Executive Director  
Executive Office

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

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

A P P E A R A N C E S

POST STAFF PRESENT

*per participation and sign-in sheet*

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

ALEXIS BLAYLOCK  
Senior Consultant  
Basic Training Bureau

MARIE BOUVIA  
Executive Assistant  
Executive Office

RON CROOK  
Training Video Coordinator  
Learning Technology Resources Bureau

COLIN O'KEEFE  
Bureau Chief  
Computer Services Bureau

CONNIE PAOLI  
Administrative Assistant to the Director  
Executive Office



ALSO PRESENT

*per participation and sign-in sheet*

PAUL BROWN  
Sacramento Police Department



POST Advisory Committee Meeting, February 18, 2015

I N D E X

<u>Proceedings</u>	<u>Page</u>
A. Call to Order and Welcome . . . . .	8
B. Flag Salute and Pledge of Allegiance. . . . .	8
C. Moment of Silence . . . . .	8
Detective Michael Davis Placer County Sheriff's Office	
Deputy Danny Oliver Sacramento County Sheriff's Department	
Officer Shaun Diamond Pomona Police Department	
Deputy Eugene Kostiuhenko Ventura County Sheriff's Office	
D. Introductions . . . . .	9
Advisory Committee, POST Commissioners, and Members of Audience	
E. Roll Call . . . . .	10
F. Announcements and Correspondence . . . . .	11
G. Approval of Minutes of October 22, 2014, Meeting . . . . .	12
H. Review of Commission Meeting Agenda . . . . .	13
I. Report on Nominations for the <i>POST     Excellence in Training Awards</i> . . . . .	32

POST Advisory Committee Meeting, February 18, 2015

I N D E X

<u>Proceedings</u>	<u>Page</u>
J. Report on the Nominations for the <i>O.J. "Bud" Hawkins Exceptional Services Award</i> . . . . .	35
K. Advisory Committee Member Reports	
- California Association of Police Training Officers (CAPTO), Waltz . . . . .	36
- Public Safety Dispatcher Advisory Council (PSDAC), McFadon . . . . .	36
- California Peace Officers' Association (CPOA), Spagnoli . . . . .	36
- California State Sheriffs' Association (CSSA), Bonner . . . . .	37
- Public member, Banning . . . . .	37
- Peace Officers' Research Association of California (PORAC), Blanco . . . . .	37
- California Association of Administration of Justice Educators (CAAJE), Young . . . . .	37
- California Academy Directors' Association (CADA), Lindstrom . . . . .	37, 39
- California Highway Patrol (CHP), King . . . . .	39
- California Specialized Law Enforcement, (CSLE), Bock . . . . .	39
- Public member, Bernard . . . . .	39
- California Coalition of Law Enforcement Associations (CCLEA), Casas . . . . .	39

POST Advisory Committee Meeting, February 18, 2015

I N D E X

<u>Proceedings</u>	<u>Page</u>
K. Advisory Committee Member Reports	
- State Chancellor's Community College Office, Beitey . . . . .	41
L. Commissioner Comments . . . . .	41
M. Old and New Business . . . . .	41
N. Next Meetings . . . . .	41
O. Adjournment . . . . .	43
Reporter's Certificate . . . . .	45



**POST Advisory Committee Meeting, February 18, 2015**

1  
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**Wednesday, February 18, 2015, 1:00 p.m.**

**Garden Grove, California**



COMMITTEE CHAIR BEITEY: Good afternoon.

My name is George Beitey. I'm the Advisory Committee chair; and I am calling this meeting to order.

If you could all stand and join me in the Pledge of Allegiance.

*(The Pledge of Allegiance was recited.)*

COMMITTEE CHAIR BEITEY: We'll have a moment of silence to honor the police officers who were killed in the line of duty since our last meeting.

Detective Michael Davis, Jr., of the Placer County Sheriff's office.

Deputy Danny Oliver of the Sacramento County Sheriff's Department.

Officer Shaun Diamond of the Pomona Police Department.

And Deputy Eugene Kostiuchenko of the Ventura County Sheriff's office.

*(Moment of silence was observed.)*

COMMITTEE CHAIR BEITEY: Thank you.

Please be seated.

The first order of business will be to call for the introductions of the Advisory Committee members.

**POST Advisory Committee Meeting, February 18, 2015**

1 MEMBER WALTZ: Randy Waltz, representing CAPTO.

2 MEMBER McFADON: Alan McFadon, Dispatchers.

3 MEMBER SPAGNOLI: Sandra Spagnoli, California Peace  
4 Officers' Association.

5 MEMBER BONNER: Placer County Sheriff Ed Bonner,  
6 California State Sheriffs' Association.

7 MEMBER BANNING: Elmo Banning, public member.

8 MEMBER YOUNG: Brad Young, CAAJE.

9 MEMBER BLANCO: Marcelo Blanco, PORAC.

10 MEMBER LINDSTROM: Richard Lindstrom, California  
11 Academy Directors' Association.

12 MEMBER KING: Charles King, California Highway  
13 Patrol.

14 MEMBER BOCK: Jim Bock, Specialized Law Enforcement.

15 MEMBER BERNARD: Alex Bernard, public member.

16 THE REPORTER: Dan Feldhaus, the hearing reporter.

17 MS. BOUVIA: Marie Bouvia, POST staff.

18 COMMITTEE VICE CHAIR CASAS: Mario Casas, CCLEA.

19 COMMITTEE CHAIR BEITEY: And George Beitey,  
20 representing California Community Colleges.

21 I would ask if we have any POST commissioners in  
22 the audience, to please identify yourself.

23 COMMISSIONER BUI: Lai Lai Bui.

24 COMMISSIONER HUTCHENS: Sandra Hutchens.

25 COMMISSIONER SMITH: Laurie Smith.

**POST Advisory Committee Meeting, February 18, 2015**

1 COMMISSIONER KURYLOWICZ: Pete Kurylowicz.

2 COMMISSIONER LEICHLITER: Laren Leichliter.

3 COMMISSIONER MOORE: Jethroe Moore.

4 COMMITTEE CHAIR BEITEY: And then could I also have  
5 introductions of the rest of the audience, please?

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

7 MS. SCOFIELD: Stephanie Scofield, POST staff.

8 MS. PAOLI: Connie Paoli, POST staff.

9 MR. DEAL: Alan Deal, POST staff.

10 MS. BLAYLOCK: Alexis Blaylock, POST staff.

11 MR. BROWN: Paul Brown, Sacramento PD.

12 COMMITTEE CHAIR BEITEY: Thank you.

13 And call for the roll call, please.

14 MS. BOUVIA: Banning?

15 MEMBER BANNING: Here.

16 MS. BOUVIA: Beitey?

17 COMMITTEE CHAIR BEITEY: Here.

18 MS. BOUVIA: Bernard?

19 MEMBER BERNARD: Here.

20 MS. BOUVIA: Bidou?

21 *(No response.)*

22 MS. BOUVIA: Blanco?

23 MEMBER BLANCO: Here.

24 MS. BOUVIA: Bock?

25 MEMBER BOCK: Here.

POST Advisory Committee Meeting, February 18, 2015

1 MS. BOUVIA: Bonner?

2 MEMBER BONNER: Here.

3 MS. BOUVIA: Casas?

4 COMMITTEE VICE CHAIR CASAS: Present.

5 MS. BOUVIA: King?

6 MEMBER KING: Here.

7 MS. BOUVIA: Lindstrom?

8 MEMBER LINDSTROM: Here.

9 MS. BOUVIA: McFadon?

10 MEMBER McFADON: Here.

11 MS. BOUVIA: Spagnoli?

12 MEMBER SPAGNOLI: Here.

13 MS. BOUVIA: Waltz?

14 MEMBER WALTZ: Here.

15 MS. BOUVIA: Young?

16 MEMBER YOUNG: Here.

17 COMMITTEE CHAIR BEITEY: Thank you.

18 Call for Announcements and Correspondence.

19 MS. BULLARD: Mr. Chairman, Members of the  
20 Committee, there are no announcements.

21 And the correspondence can be found under Tab M  
22 in your binders.

23 It includes:

24 A letter sent from the Executive Director to Placer  
25 Sheriff Ed Bonner, expressing sympathy for the loss of

**POST Advisory Committee Meeting, February 18, 2015**

1 Detective Michael Davis, Jr.

2 A letter sent from the Executive Director to  
3 Sacramento County Sheriff Scott Jones, expressing  
4 sympathy for the loss of Deputy Danny Oliver.

5 A letter sent from the Executive Director to Pomona  
6 Chief of Police Paul Capraro, expressing sympathy for  
7 the loss of Officer Shaun Diamond.

8 A letter sent from the Executive Director to Ventura  
9 County Sheriff Geoffrey Dean, expressing sympathy for the  
10 loss of Deputy Eugene Kostiuchenko.

11 A letter was received from Richard Lindstrom,  
12 representative of CADA, to the Executive Director,  
13 announcing his resignation from the Advisory Committee.

14 A letter was received from Lanny Brown, President of  
15 CADA, to the Commission, nominating James Davis as the  
16 new representative for CADA.

17 And a letter was received from Vice Chancellor  
18 Van Ton-Quinlivan, nominating George Beitey to continue  
19 as the Advisory Committee representative for California  
20 Community Colleges.

21 COMMITTEE CHAIR BEITEY: Thank you, Jan.

22 I'll call for approval of the minutes or our  
23 October 22<sup>nd</sup>, 2014, meeting.

24 MEMBER BERNARD: Moved. Bernard.

25 MEMBER BOCK: Second. Bock.

**POST Advisory Committee Meeting, February 18, 2015**

1 COMMITTEE CHAIR BEITEY: All in favor?

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

3 COMMITTEE CHAIR BEITEY: Anyone opposed?

4 (*No response*)

5 COMMITTEE CHAIR BEITEY: The motion passes.

6 Review of the Commission Meeting Agenda.

7 MS. BULLARD: You have before you your Commission  
8 agenda for tomorrow. And I know that you've had a chance  
9 to review it and suggest some reports that you would like  
10 to be covered. Staff has also selected some items that  
11 we felt would be noteworthy.

12 I'll start with our consent calendar, which is  
13 Item B.2, report on the current POST Strategic Plan  
14 implementation. And there are 12 objectives. One is  
15 still on hold. We are not asking for any deletions for  
16 the items at this time.

17 Item B.4, which is an update to the Strategic Plan  
18 process. As you are aware, we are in contract with  
19 California State University Sacramento Center For  
20 Collaborative Policy, or "CCP," to update the POST  
21 Strategic Plan. At the October 2014 meeting, the  
22 Commission did approve an augmentation to that contract  
23 for \$42,000. And that was to expand the number of  
24 interviews of our stakeholders, both face-to-face and  
25 through a survey; and also to conduct some internal

**POST Advisory Committee Meeting, February 18, 2015**

1 meetings where POST staff would have a chance to develop  
2 and look at some goals and objectives as they pertain to  
3 the health of the organization.

4 A two-day internal workshop was held; and based on  
5 some of the most remarkable and valuable information that  
6 we've received, CCP recommended that we develop a design  
7 implementation team internally to work on an addendum  
8 product which would focus on the goals and objectives  
9 for the organization itself.

10 The suggestion was that they would meet three times  
11 throughout the remaining time of the contract.

12 The executive staff agreed with this proposal, and  
13 recognized the importance of this work to happen. And  
14 the Executive Director authorized a final augmentation  
15 of \$13,536.15 to the CCP contract to cover the expenses  
16 of the additional meetings and the development of this  
17 addendum document for the Strategic Plan.

18 So our next step is now for the external stakeholder  
19 meeting, which all of you should have already received  
20 invitations to attend. It's March 11<sup>th</sup> and 12<sup>th</sup>, and it  
21 will be held at our new facility, which we are extremely  
22 proud of.

23 We are going to ask this group, which is all of  
24 the Advisory Committee -- or if you've designated a  
25 representative, that person -- and three members of the

**POST Advisory Committee Meeting, February 18, 2015**

1 Commission that were designated by the Commission chair,  
2 to identify and give us direction for the POST activities  
3 for the next three to five years. And the work that is  
4 done from this committee will go into the development of  
5 the Strategic Plan document itself.

6 Are there any questions regarding the implementation  
7 and the update of the Strategic Plan?

8 *(No response)*

9 COMMITTEE CHAIR BEITEY: Okay, thank you.

10 MS. BULLARD: There's more.

11 COMMITTEE CHAIR BEITEY: Okay.

12 MS. BULLARD: I have more.

13 Item B.5. This is a report on the developments  
14 concerning mental-health training issues. And I will  
15 tell you, this is going to be a rather lengthy report;  
16 but I think that it's important to take you through the  
17 steps to bring us to where we are right now.

18 So over the past several months, there have been  
19 some high-profile contacts between law enforcement and  
20 persons diagnosed with mental illness. One of those  
21 incidents being July 2014, which involved a California  
22 Highway Patrol officer in the LA area.

23 These contacts have generated and focused the  
24 attention of various legislators on what the minimum  
25 training requirements are for law enforcement expected

**POST Advisory Committee Meeting, February 18, 2015**

1 by POST.

2 In response to these inquiries, POST staff has done  
3 a thorough review of our training, which includes our  
4 basic training and also in-service training.

5 As you probably know, the bulk of the mental-health  
6 training in the regular basic course is contained in  
7 LD 37, which is Persons with Disabilities.

8 And although we say that that minimum requirement  
9 for hours for LD 37 is six hours, we also know that  
10 the students have additional workbook study that they  
11 must do, they have preparation for the critical  
12 incidents, and the mental-health scenario is one of the  
13 critical-incident scenarios that we must pass in order to  
14 pass the regular basic course.

15 And we also identified where mental-health topics  
16 are covered through 16 other learning domains.

17 In-service-wise, there are currently 38 certified  
18 courses in the POST catalog; and they vary in a range  
19 from eight hours to 40 hours. And over the past few  
20 years, POST has produced and distributed seven training  
21 videos on mental health and associated topics, the last  
22 one being released August 2014, was a mental-health  
23 update. And there is going to be another video released  
24 by the end of this month, which is "Law Enforcement  
25 Encounters with Persons Residing in Institutes and

**POST Advisory Committee Meeting, February 18, 2015**

1 Disability Hospitals.”

2 In November 2014, in response to the LA incident,  
3 the California Highway Patrol hosted a summit on mental  
4 health. And they invited mental-health organizations,  
5 practitioners, advocates. They invited legislators.  
6 They invited executive staff from some law-enforcement  
7 agencies. And POST was also asked to attend.

8 During the course of that day, the attendees all  
9 came to the conclusion that there needed to be additional  
10 training hours allocated for mental health for law  
11 enforcement.

12 They were in support of a standardized curriculum,  
13 and many of them brought up and referenced and supported  
14 a 40-hour crisis intervention team component in what's  
15 called the "Memphis Model," which is a program that was  
16 developed, obviously, in Memphis.

17 Senator Jim Beall attended this summit. And he  
18 spoke at the lunch hour and indicated that it was his  
19 intent to author legislation mandating an increase in  
20 the training hours for law enforcement. And in  
21 December 2014, Senator Beall did author Senate Bill 11,  
22 which was a spot bill that mandated POST to increase the  
23 number of training hours in the regular basic course.

24 We have had subsequent meetings with Senator Beall  
25 and his staff, and determined that he also intends to

**POST Advisory Committee Meeting, February 18, 2015**

1 have an in-service mandate component to become part of  
2 the final language, and that they were also looking at  
3 our field training program and the field training officer  
4 courses.

5 We brought together an ad hoc committee of our  
6 representatives -- PORAC, CPOA, CSSA, and Cal Chiefs --  
7 to discuss this. And what we found was they are in  
8 support of POST doing an analysis of our existing  
9 training in LD 37 to determine if there are any actual  
10 gaps in that curriculum. They were not supportive of  
11 standardized curriculum. And this is because it is  
12 generally understood that most curriculum has to be  
13 developed at a grassroots level because jurisdictions  
14 have different resources, they have different policies,  
15 and they have different processes that are in place.  
16 And they were not supportive of a 40-hour crisis  
17 intervention team training for all law-enforcement  
18 officers, as they felt this would be an unreasonable  
19 burden, especially as an unfunded mandate.

20 We met again with Senator Beall's office and  
21 outlined our plan; and that was to bring together all  
22 of our subject-matter experts, as usually we do, to  
23 look at LD 37. We also said that we would look at the  
24 field-training program, the field-training officer  
25 course, and the field-training officer update course,

**POST Advisory Committee Meeting, February 18, 2015**

1 to ascertain if there were any other competencies that  
2 could be added that would focus and enhance mental-health  
3 training in those areas.

4 It is our true hope that by eliminating some  
5 duplicate information that we have seen in other  
6 non-related LDs, that we can absorb any increase in  
7 Learning Domain 37, so that we do not have to raise the  
8 minimum requirements for the course of 664.

9 We have explained the regulatory process to the  
10 Senator's office, and advised them that it is our plan  
11 to bring any training and testing specification changes  
12 that develop from this LD 37 meeting to the Commission  
13 at the June meeting for their approval. And we were  
14 told at that time that if the senator agreed to the  
15 TTS changes that were presented to the Commission and  
16 approved by the Commission, that this language could be  
17 incorporated into Senate Bill 11's final language.

18 Unfortunately, February 12<sup>th</sup>, which is after the  
19 time that this agenda item was created, we received two  
20 fact sheets that were sent to us from Senator Beall's  
21 office. One of them was for his proposed language for  
22 Senate Bill 11; and the other was for proposed language  
23 for Senate Bill 29, which we had not seen previously,  
24 which focused it on the FTO program and courses.

25 Both of these bills are proposing that there will

**POST Advisory Committee Meeting, February 18, 2015**

1 be 20 hours of additional training in the regular  
2 basic course, 20 hours of additional training to be  
3 incorporated into the field-training program, 40 hours  
4 of mental-health CIT training for all FTOs. And this  
5 would be declared a perishable-skills course, and would  
6 require a four-hour refresher every four years.

7 POST did not have any input on this language.

8 It is our intent to continue with our plan. In the  
9 next few weeks, we are going to have the LD 37 update  
10 meeting because we do feel that it's important to see if  
11 there is any training gaps or if there's any training  
12 that does need to be incorporated in this Learning  
13 Domain.

14 We still intend to draft and submit our proposed  
15 language for Senate Bill 11. We are hopeful that we can  
16 continue open negotiations and collaboration with the  
17 Senator's office.

18 And what we are going to be recommending at this  
19 time tomorrow, at the Legislative Committee, is for the  
20 Commission to oppose Senate Bills 11 and 29 unless  
21 amended.

22 So are there any questions at all regarding the  
23 mental-health issues?

24 MEMBER BONNER: That's crazy talk.

25 MEMBER BANNING: He said it.

**POST Advisory Committee Meeting, February 18, 2015**

1 MS. BULLARD: Was that a question?

2 EXECUTIVE DIRECTOR STRESAK: Jan, thank you for that  
3 comprehensive review.

4 And much to Jan's credit, as I was reading, she was  
5 reciting everything almost word for word. So she has  
6 put a lot of work into this. But more importantly,  
7 behind this, she's been working on this issue, as you  
8 know, because it is a statewide dialogue that's been  
9 going on for quite a long time. So we will continue to  
10 focus our efforts on that.

11 And I guess my point is, she's doing a great job  
12 sheparding this and trying to manage reality versus  
13 fantasy, in terms of some of those issues.

14 MS. BULLARD: Thank you.

15 Item B.7 is a certificate of appreciation that will  
16 be awarded to Mr. Lindstrom for his many years of service  
17 to the Advisory Committee.

18 Surprise.

19 COMMITTEE CHAIR BEITEY: Pretend you didn't hear  
20 that, Richard.

21 MS. BULLARD: I know. I'm the one that always tells  
22 the punch lines first.

23 Are there requests for any of the reports on the  
24 consent calendar?

25 *(No response)*

**POST Advisory Committee Meeting, February 18, 2015**

1 MS. BULLARD: Then moving on to the regular agenda.  
2 And I will ask Assistant Executive Director Stephanie  
3 Scofield to give you an update on the finances.

4 MS. SCOFIELD: Good afternoon, Mr. Chair, Committee  
5 Members. Stephanie Scofield with the Administrative  
6 Services Division.

7 This morning, the Finance Committee met. We had an  
8 extremely full agenda. And I want to thank the Committee  
9 members for all the hard work that was done this morning.

10 To review, our revenues are at \$9.0 million for the  
11 first six months of the fiscal year 2014-15. And this  
12 is an overall 2 percent drop in revenues for the first  
13 six months of this fiscal year, as compared to last  
14 fiscal year.

15 Report on expenditures. We are at 64 percent of  
16 our budget expenditures. And we are north of 50 percent  
17 due to some one-time costs associated with our move to  
18 West Sacramento.

19 The General Fund expenditures that we received this  
20 year for the \$3.2 million for mental-health training,  
21 we've only reimbursed \$13,842.

22 We also reported on our personnel expenditures.  
23 Currently, we have 123 authorized positions, and of that,  
24 75 percent of our administrative budget goes towards  
25 personnel expenses. The rest is operating expenditures

POST Advisory Committee Meeting, February 18, 2015

1 and equipment.

2 Report on reimbursements, from the first six months,  
3 we have reimbursed 8.3 million. And we did see a  
4 3 percent increase while the reimbursable students  
5 decreased. And that was due to an increase of students  
6 attending classes with tuition reimbursement and lodging  
7 reimbursement.

8 That's a very high-level overview of the Finance  
9 Committee.

10 I'd be more than happy to answer any questions  
11 before moving on to the next two items.

12 MS. BULLARD: Did you have any questions?

13 COMMITTEE CHAIR BEITEY: No.

14 MS. BULLARD: Okay. Then if you would also cover  
15 Item H, request to study feasibility of instituting fees.

16 MS. SCOFIELD: Well, first, I would like to cover  
17 Item D, which is --

18 MS. BULLARD: That's what I said, Item D...

19 MS. SCOFIELD: February is the time of year where  
20 we look at our recurring training contracts. And we  
21 reviewed 23 training contracts. And the recommendation  
22 was to approve to the full commission expenditures in the  
23 amount of \$17,365,000 for our training contracts, and  
24 three administrative contracts, moving into 2015-16.

25 Item D, I'd like to spend a little bit of time on.

**POST Advisory Committee Meeting, February 18, 2015**

1 This is a report on our proposed budget for 2015-16.

2 It was reported to the Finance Committee that the  
3 Governor's proposed budget that was issued on  
4 January 9<sup>th</sup>, 2015, in efforts to enhance the State  
5 Penalty Assessment Fund. The Administration is proposing  
6 an 18-month outstanding debt-amnesty program to address  
7 the declining revenue into the Peace Officer Training  
8 Fund. This program would authorize those individuals  
9 with past-due court-ordered debt prior to January 1,  
10 2013, to pay a delinquent debt at a rate of 50 percent  
11 reduction. The Administration is proposing revenue  
12 into the Peace Officer Training Fund to increase by  
13 \$10 million due to the amnesty program.

14 We had some discussion regarding these revenues  
15 from this amnesty program probably won't be realized  
16 toward the end of '15-16 or into '16-17. And even with  
17 the increased revenue, the proposed projections  
18 decreased the Commission's budget by \$5.3 million. And  
19 that equated to a 30 percent reduction of POST staff,  
20 from 123 authorized positions, to 86 positions.

21 The attachment includes all POST bureaus and  
22 programs and staffing associated with those, and what  
23 the impact would be, should POST sustain a 30 percent  
24 reduction in our staff.

25 We would simply, overall, in summary, we would be

**POST Advisory Committee Meeting, February 18, 2015**

1 seeing a lowering of training and selection standards for  
2 California law enforcement if POST were to be cut the  
3 37 positions.

4 At that point, we asked for the Finance Committee  
5 to consider a recommendation to the Commission on  
6 three options to realize the \$5.3 million savings, other  
7 than out of the administration budget and cutting  
8 positions. We discussed look at a cut of training  
9 contracts, as well as another option was looking at a  
10 decrease of reimbursements.

11 And a third option was presented in terms of  
12 generating a hybrid of decrease of training contracts  
13 and local assistance.

14 And the Finance Committee is making a recommendation  
15 to the Commission to obtain Option C. This will guide  
16 staff in our discussions with the Department of Finance  
17 and the Legislature as we move forward in our budget  
18 talks this spring.

19 May I answer any questions on that item?

20 *(No response)*

21 COMMITTEE CHAIR BEITEY: Thank you, Stephanie.

22 MS. SCOFIELD: Item H.

23 MS. BULLARD: I wasn't going to say it.

24 Item H, please.

25 MS. SCOFIELD: This is a report on instituting a

**POST Advisory Committee Meeting, February 18, 2015**

1 feasibility study to look at instituting fees for some  
2 POST products and services.

3 POST receives its funding from the Peace Officer  
4 Training Fund; and as we just discussed, revenues have  
5 been decreasing into the fund since 2008.

6 For a POST participating agency, there are many  
7 POST products and services that have been historically  
8 free of charge to access. Staff has begun to analyze the  
9 concept of charging a fee for some of these products.

10 POST obviously incurs a cost for these products  
11 and services; and in better economic times, it could  
12 continue to absorb these costs in efforts to assist  
13 law-enforcement agencies. It's now apparent, POST can  
14 no longer absorb these costs, and the feasibility of a  
15 fee-based program needs to be considered.

16 Referring to your agenda item in the "analysis"  
17 section, there are three POST products and services that  
18 we would analyze to begin charging fees for.

19 The first is the POST entry-level law-enforcement  
20 test battery. This is a test required to be administered  
21 to peace-officer candidates pursuant to Commission  
22 Regulation 1951.

23 This test consists of a booklet, a Scantron that's  
24 shipped to agencies. And the approximate cost to POST of  
25 one of these tests and Scantrons is \$3, and obviously

**POST Advisory Committee Meeting, February 18, 2015**

1 shipping costs vary per location.

2 From 2012 to 2014, the average number of these tests  
3 processed was 28,432.

4 The second test for consideration of beginning to  
5 charge a fee is the POST entry-level dispatcher selection  
6 test battery. This test is required to be administered  
7 to public-safety dispatcher applicants pursuant to  
8 Commission Regulation 1957.

9 This test consists of a booklet, a CD, and a  
10 Scantron that's shipped to agencies. The approximate  
11 cost to POST for one of these tests and the Scantron is  
12 \$5. And, again, shipping costs vary.

13 From 2012 through 2014, the average number of  
14 dispatcher tests processed was 7,629.

15 A third item for your consideration is the POST  
16 background investigation tabs. These are tabs used to  
17 organize a peace-officer and dispatcher candidate's  
18 background and investigation tabs. Each tab notates all  
19 statutory and regulatory documents needed in the file,  
20 and also describes some common errors to avoid.

21 These tabs mirror a checklist used by POST staff to  
22 ensure agencies' compliance with background investigation  
23 requirements. These tabs consist of 15 -- a set of  
24 15 three-hole punch, eight-and-a-half by eleven  
25 preprinted card stock.

**POST Advisory Committee Meeting, February 18, 2015**

1           The cost to POST to produce a set of tabs is \$7.99,  
2           excluding any shipping costs.

3           From 2012 to 2014, agencies requested a total of  
4           25,000 peace officer tabs and dispatcher tabs.

5           A current fee is charged of \$2.69 for agencies not  
6           in the program, as well as private investigators who  
7           conduct law-enforcement backgrounds.

8           Other items listed in the agenda item would be  
9           perhaps opening a Sherman Block Supervisory Leadership  
10          Institute to qualified out-of-state candidates, charging  
11          a non-reimbursable tuition, as well as some other items  
12          listed in the agenda item.

13          We're asking for the Commission's approval to  
14          conduct a feasibility study to institute fees. We would  
15          obviously survey the field to discuss financial impact,  
16          and then present the report back to the Commission before  
17          any fees would be charged to agencies.

18          EXECUTIVE DIRECTOR STRESAK: A quick comment.

19          Obviously, we have to look at this and look at the  
20          reality of the services that we've been providing for  
21          many, many decades at the expense of POST, which was  
22          easily absorbable once upon a time.

23          The comment I'd like to make is on some of the  
24          identified costs currently, it indicates what it costs us  
25          today. But that is not necessarily the recommended

**POST Advisory Committee Meeting, February 18, 2015**

1 price, if you would, should the Commission and you agree  
2 to, moving forward with this, evaluating this concept.

3 So we have to consider not only maintaining current  
4 programs, but looking at future research and development  
5 of the programs, and any kind of additional future  
6 viability, technological changes, and so on and so forth.

7 So we'd have to -- if we looked at any of these  
8 pricing models, we'd have to incorporate some of those  
9 factors.

10 MS. SCOFIELD: Any questions?

11 COMMITTEE CHAIR BEITEY: Sandra?

12 MEMBER SPAGNOLI: I just have a comment. Sandra  
13 Spagnoli, representing CPOA.

14 Just to keep in mind that sometimes when you  
15 increase your fees, the pass-through fees will go to  
16 whatever company you're working with, the agency will  
17 pay and then get reimbursed, sort of the backdoor way.  
18 So I think we would request to keep that in mind and  
19 for consideration, that if POST is charging a fee, that  
20 other agencies can't then pass on the fee to the agency.  
21 So either we get doubly charged, or POST is paying for  
22 the fee, or reimbursing for the fee that they're charging  
23 in a roundabout way. And I think that they're cognizant  
24 of that, when I know CPOA puts on training classes.

25 So I would ask for consideration when you're doing

**POST Advisory Committee Meeting, February 18, 2015**

1 this survey, to make sure that the agencies don't get  
2 double-charged or charged, and then reimbursed by POST.  
3 It seems like a cumbersome process.

4 MS. BULLARD: Absolutely. We'll take that.

5 EXECUTIVE DIRECTOR STRESAK: Thank you.

6 COMMITTEE CHAIR BEITEY: And, Bob, I would assume  
7 that any feasibility study would look into the possible  
8 reduction in the number of agencies participating with  
9 POST training, as well as the amount of POST training  
10 that you might be seeking if there was, indeed, a cost  
11 to that agency that they never had to assume in the past.

12 Would that be a fair statement as part of your  
13 study?

14 EXECUTIVE DIRECTOR STRESAK: If I heard you  
15 correctly, are you suggesting that we would reduce the  
16 number of agencies participating?

17 COMMITTEE CHAIR BEITEY: I'm saying that agencies  
18 might reconsider how much training they will be seeking  
19 out for their personnel, if there is, indeed, a cost  
20 down the road, when there hasn't been one.

21 EXECUTIVE DIRECTOR STRESAK: I think that they would  
22 all be part of the feasibility study, looking at the  
23 whole umbrella of the issues.

24 Some of these examples are primarily just direct  
25 services we provide. For example, the issuance of

POST Advisory Committee Meeting, February 18, 2015

1 certificates that would be borne by the individual  
2 recipient.

3 With the PELLET B test, those are police-officer  
4 academies. They're not even -- there wouldn't be any  
5 costs borne by any kind of agency whatsoever.

6 So to answer your question that we would look at  
7 the residual ripple effects -- all these decisions before  
8 a final recommendation would be made.

9 COMMITTEE CHAIR BEITEY: Okay. Thank you.

10 Any other questions or comments?

11 *(No response)*

12 MS. BULLARD: Okay. Thank you, Stephanie.

13 COMMITTEE CHAIR BEITEY: Thank you, Stephanie.

14 MS. BULLARD: Is there a request for a report on  
15 any of the other regular agenda items?

16 *(No response)*

17 MS. BULLARD: This concludes my report.

18 COMMITTEE CHAIR BEITEY: Could I get a motion to  
19 support these items being on the regular agenda?

20 COMMITTEE VICE CHAIR CASAS: Mario Casas. I make a  
21 motion to accept the agenda items as stated.

22 MEMBER YOUNG: Second.

23 COMMITTEE CHAIR BEITEY: From Brad Young, second.

24 Okay, all in favor?

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

**POST Advisory Committee Meeting, February 18, 2015**

1 COMMITTEE CHAIR BEITEY: Any opposed?

2 (No response)

3 COMMITTEE CHAIR BEITEY: The motion carries.

4 The next item is the report on the nominations for  
5 the *POST Excellence in Training Awards*.

6 And as the chair, I will be making that report.

7 Yesterday, we met and reviewed the voluminous amount  
8 of nominations submitted this year for the various  
9 awards. And we had a couple subcommittees split up and  
10 ponder these; and there was a lot of very spirited  
11 discussion.

12 And the results are for the Individual Award, the  
13 runner-up is Sergeant Don Hudalla from the Los Angeles  
14 County Sheriff's Department.

15 Some of the highlights about Don was that he had  
16 formed partnerships with multiple agencies to combat  
17 mental-health problems. He had trained numerous agencies  
18 on mental-health issues throughout Los Angeles County.  
19 And he was responsible for the creation of the  
20 Los Angeles County Sheriff's Mental Evaluation Team.

21 The recommended winner of the individual category is  
22 Gaylord Wynn Mooney from the Fresno Police Department.

23 Among his noted highlights are that he was the  
24 primary designer and developer of the Regional Training  
25 Center's EVOC site, as well as is contributing to the

1 overall center's design.

2 He was a tenured and well-respected instructor for  
3 over 20 years. He has taught EVOC to officers from more  
4 than 85 agencies. And he has reduced injuries and  
5 liability costs for agencies because of his innovative  
6 training.

7 In the Lifetime Award, the recommended runner-up is  
8 Assistant Chief Sandy Jo MacArthur from the Los Angeles  
9 Police Department.

10 Among her highlights, she oversaw the successful  
11 implementation of the agency's consent-decree  
12 requirements, established the Leadership Enhancement and  
13 Development Program, and created the Police Orientation  
14 and Preparation Program.

15 The recommended winner of the Lifetime Award is  
16 Greg Dossey, retired from Allan Hancock Police Academy  
17 as director and retired Los Angeles Police Department  
18 sergeant.

19 Among Greg's notes as an arrest-and-control expert,  
20 he developed the LAPD model that is used worldwide. He  
21 is past president of the California Academy Directors'  
22 Association, where he was the president for six years.  
23 He's a long-serving member of POST Instructor Standards  
24 Advisory Council. And he has had a major impact on  
25 self-defense training for law-enforcement officers on a

1 local, state, and worldwide level.

2 For the organizational category, the runner-up is  
3 the San Diego Police Department Wellness Unit, which is  
4 also the employee wellness training.

5 Under "innovation," they conducted in-depth  
6 research, they implemented a cultural change.

7 Their impact was, it was an incorporation of this  
8 component into many different areas that excels. The  
9 participant rate exceeded 750 members in their surveys.  
10 And they react to an average of one phone call per day,  
11 related to cultural change.

12 They have a number of recommendations from -- too  
13 numerous to mention -- but from quite a few of the media  
14 throughout San Diego County, as well as national, *Wall*  
15 *Street Journal*, *LA Times* articles.

16 And the overall impression from the Committee was,  
17 this was an important and necessary work that can be  
18 modeled.

19 The Committee-recommended winner is the Tools For  
20 Tolerance for Law Enforcement Program. They use  
21 anonymous voting mechanisms, personal testimonies from  
22 Holocaust survivors and civil rights icons, contemporary  
23 examples of intolerance.

24 Their impact, they've reached out to over 100,000  
25 members of law enforcement statewide. 95 percent of

1 those are thinking or speaking about the program six  
2 months later. And 77 percent of the participants are  
3 putting into practice the tools discussed.

4 They have received both local and national  
5 recognition, including President Clinton's Initiative on  
6 Race, cited this program as a promising practice, and  
7 recognized by both Los Angeles Police Department and  
8 Los Angeles Sheriff's Department.

9 The overall impression, it's now a robust program  
10 with ten POST-certified courses that meet the needs of  
11 California law enforcement, such as building trust,  
12 communication on skills development, racial profiling,  
13 and hate-crime investigation.

14 And finally, the recommended winner for the  
15 *O.J. "Bud" Hawkins Award* is Steve Ames, who is the  
16 retired Criminal Justice Training Center coordinator  
17 and retired from -- I believe it was Orange Police  
18 Department. Somebody has "Los Angeles." Orange Police  
19 Department.

20 Steve has 37 careers as a peace officer, an  
21 instructor, and a training coordinator. He's been a  
22 major contributor to the development of training centers  
23 throughout his career. He's consistently noted for his  
24 personal character, leadership, and ethical behavior.  
25 And he has been a role model for his dedication to

**POST Advisory Committee Meeting, February 18, 2015**

1 providing the most professional training possible.

2 So those were the Advisory Committee's  
3 recommendations on the various training awards.

4 The next item is Advisory Committee member reports.

5 Let's start with the same, with Member Waltz.

6 MEMBER WALTZ: Randy Waltz, CAPTO. I have no  
7 report.

8 MEMBER McFADON: Alan McFadon, Dispatchers. I have  
9 no report.

10 MEMBER SPAGNOLI: Sandra Spagnoli. No report.

11 MEMBER BONNER: Ed Bonner, California State  
12 Sheriffs' Association.

13 The annual conference for the State Sheriffs will be  
14 in April, and Amador County Sheriff Martin Ryan will be  
15 installed as president, replacing Stanislaus County  
16 Sheriff Adam Christianson.

17 In December, we had new sheriff training. We had  
18 14 new sheriffs come into the ranks, and we met down in  
19 Monterey. And we'll have a good run with them.

20 At our last board meeting, a couple of the topics  
21 that were discussed have some impact on us all:

22 The federal change in the asset forfeiture rules and  
23 regulations.

24 And several sheriffs have gone back to Colorado for  
25 a summit regarding the legalization of marijuana. And

POST Advisory Committee Meeting, February 18, 2015

1 the best description, I think, was given to us as: It's  
2 a bullet train that's left the station, and we're trying  
3 to catch up. So there's a lot of interesting things on  
4 the horizon.

5 Thank you.

6 MEMBER BANNING: Elmo Banning, public seat. No  
7 report.

8 MEMBER YOUNG: Brad Young, CAAJE. No report.

9 MEMBER BLANCO: Marcelo Blanco with PORAC.

10 Actually, we do have a little bit to add.

11 We are going to be working with the Governor's  
12 office, in light of the wonderful news from the financial  
13 committee earlier today on how well POST is doing and  
14 how well the Governor is taking care of POST to ensure  
15 that the funding that has been slashed is hopefully  
16 brought back to where it needs to be. So PORAC is going  
17 to be doing some meetings with the Governor to fix those  
18 things.

19 MEMBER LINDSTROM: Richard Lindstrom, representing  
20 CADA. This will be my last meeting here.

21 I just want to thank every one of you, and thank the  
22 Commission for the opportunity to serve on the Advisory  
23 Committee for the last, I believe, seven and a half  
24 years.

25 At the last CADA meeting, CADA took many volunteer

**POST Advisory Committee Meeting, February 18, 2015**

1 applications verbally from people that would like to  
2 sit in this position. And those names went before the  
3 executive committee. And they selected James Davis, who  
4 is the current director for Southwestern College.

5 I know Jim is a retired chief from --

6 COMMITTEE CHAIR BEITEY: El Cajon.

7 MEMBER LINDSTROM: -- from El Cajon.

8 And he will be an outstanding representative, and  
9 I look forward to the Commission approving him tomorrow.

10 And the reason I am stepping down is because of the  
11 POST Strategic Plan. At the last Commission meeting,  
12 the Commission asked the Advisory Committee, along with  
13 a few Commission members, to move forward with sort of  
14 taking the lead in developing that, and like I think was  
15 mentioned here at the first meeting, in March, coming up.

16 I didn't want to get involved in this at the  
17 beginning, and then have to switch horses in the middle  
18 of the stream. And I felt it would be appropriate to  
19 have the same person be involved from the get-go on this  
20 Strategic Plan, and then be there at the end, when it's  
21 actually done.

22 I don't intend to actually retire until probably  
23 June the 30<sup>th</sup> of '16 from my position at the college, and  
24 as the director. But I just felt it was going to give,  
25 in this case Jim Davis, the opportunity to move forward,

**POST Advisory Committee Meeting, February 18, 2015**

1 and still be there when it's completed, and provide some  
2 continuity for that program.

3 So that's my report.

4 COMMITTEE CHAIR BEITEY: Thank you.

5 MEMBER KING: Charles King, CHP. No report.

6 MEMBER BOCK: Jim Bock, Specialized Law Enforcement.

7 No report.

8 MEMBER BERNARD: Alex Bernard, public member. No  
9 report.

10 COMMITTEE VICE CHAIR CASAS: Mario Casas with CCLEA.  
11 No report from the association. But I'd just like to  
12 say, I hopefully express what everyone was saying, it was  
13 an honor working with you, Richard. You'll be sorely  
14 missed, and I hope you enjoy your full retirement when it  
15 happens in '16.

16 MEMBER LINDSTROM: Thank you.

17 Could I? I do have something else to report, and  
18 it's with California Community Colleges. You know, about  
19 half the academies around the state are run through  
20 community colleges. And this is going to affect the  
21 agency academies also, but specifically the college  
22 academies.

23 100 percent of our instructors at the academy are  
24 adjunct faculty. And because of the nature of the  
25 curriculum, there are some times when instructors have

**POST Advisory Committee Meeting, February 18, 2015**

1 to work more than 30 days in a row -- or 30 hours in a  
2 week. And our district, anyway, is still taking the  
3 ObamaCare, Affordable Care Act, under advisement, and  
4 seeing how the compliance is going to work out on that.  
5 I'm not sure. But if that occurs, that they don't  
6 average that out over a semester or preferably a year,  
7 and just do it week by week, it will have a tremendous  
8 impact on community college academies.

9 And I'm sure the departments are going to suffer the  
10 same thing in other ways.

11 COMMITTEE CHAIR BEITEY: I can actually speak to  
12 that.

13 At my college, we have to monitor that, the number  
14 of hours that our adjuncts teach, both in the academy  
15 and out of the academy; because once they reach a  
16 certain level, they become employees who are entitled  
17 to benefits. And as we all know, medical insurance can  
18 be very expensive. So we do have to monitor that and  
19 make sure people don't teach too many hours.

20 MEMBER LINDSTROM: Well, we monitor that, too,  
21 for that purpose of having to hire them as permanent  
22 employees. But that's a little bit different thing than  
23 the 30 hours a week. That's a 67 percent load factor.  
24 And our problem is, they haven't made a decision on the  
25 30 hours per week, or to average it over an extended

POST Advisory Committee Meeting, February 18, 2015

1 period of time.

2 COMMITTEE CHAIR BEITEY: Thank you.

3 George Beitey, reporting for California Community  
4 Colleges.

5 The only item I have is that I've briefed you in  
6 the past year and a half or several years about  
7 asynchronous training not being allowed by the  
8 community-college system for instructional-service  
9 agreements. And I think I announced last time that they  
10 had approved it; but the actual implementation date  
11 hadn't been set. And that has been, and it is actually  
12 less than a month away, on March 5<sup>th</sup>, that will be  
13 allowed under the instructional-service agreement.  
14 So it took many years, but it's finally resolved. So  
15 I'm happy to report that.

16 At this time, are there any comments from any of the  
17 commissioners in the audience?

18 *(No response)*

19 COMMITTEE CHAIR BEITEY: Don't all speak at once  
20 now.

21 Okay, thank you.

22 Any old business?

23 *(No response)*

24 COMMITTEE CHAIR BEITEY: And any new business?

25 MS. BOUVIA: Chair Beitey, may I please have a

POST Advisory Committee Meeting, February 18, 2015

1 motion for the nominee?

2 COMMITTEE CHAIR BEITEY: Okay. We need a motion  
3 then to accept -- or to propose the new nominee, Jim  
4 Davis, to replace you, Richard.

5 MEMBER LINDSTROM: So moved. Lindstrom.

6 MEMBER BLANCO: Second.

7 COMMITTEE CHAIR BEITEY: Second by Blanco.

8 All in favor?

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

10 COMMITTEE CHAIR BEITEY: Any opposed?

11 *(No response)*

12 MS. BOUVIA: Thank you.

13 COMMITTEE CHAIR BEITEY: All right, next meetings.

14 MS. BULLARD: Tomorrow, the Legislative Committee  
15 is going to meet at 8:30. It's in the California Grill  
16 Room. So when you walk into the restaurant, just keep  
17 going all the way back to the wall. And right on your  
18 right is a secret door. And when you go in it, there is  
19 a small boardroom where that meeting will be taking  
20 place.

21 At ten o'clock will be the Commission meeting. It  
22 will be held here, in this room.

23 The June Commission meeting is going to be taking  
24 place at the Sheraton Universal in Universal City.

25 Finance and Advisory on the 24<sup>th</sup> of June. Legislative

POST Advisory Committee Meeting, February 18, 2015

1 and Commission on the 25<sup>th</sup>.

2 And as a reminder, it's at the Commission meeting  
3 next June -- this coming June -- that we will be holding  
4 the *Training in Excellence Awards* ceremony.

5 COMMITTEE CHAIR BEITEY: Thank you.

6 Before I adjourn, I would like to also publicly  
7 thank Richard Lindstrom for his contributions.

8 I've been in my position for about nine years, and  
9 I've seen Richard at many, many meetings. And I can  
10 honestly say that if Richard doesn't speak up about a  
11 lot of topics, they will get buried.

12 And I appreciate you bringing those sometimes  
13 unpopular views and opinions out to the forefront,  
14 because they need to be kept out there.

15 So on behalf of myself and the Committee, thank you,  
16 Richard. I appreciate it.

17 (*Applause*)

18 EXECUTIVE DIRECTOR STRESAK: Are you going to be  
19 here tomorrow?

20 MEMBER LINDSTROM: Yes, I am, God willing.

21 EXECUTIVE DIRECTOR STRESAK: All right. I'll bite  
22 my tongue until then.

23 COMMITTEE CHAIR BEITEY: All right, the meeting is  
24 adjourned.

25 (*The gavel was sounded.*)

**POST Advisory Committee Meeting, February 18, 2015**

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*(The Advisory Committee meeting concluded  
at 1:48 p.m.)*



**REPORTER'S CERTIFICATE**

I hereby certify:

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

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

In witness whereof, I have hereunto set my hand on March 9, 2015.

---

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