

**TEXT OF PROPOSED REGULATORY ACTION**  
**Peace Officer and Public Safety Dispatcher Selection Standards**  
**Regulation(s) 1951 and 1960**

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11 CCR § 1951

**§ 1951. Peace Officer Reading and Writing Ability Assessment.**

(a) Every peace officer candidate shall be able to read and write at the levels necessary to perform the job of a peace officer. Satisfactory completion of this requirement may occur at any time prior to date of employment. Reading and writing ability shall be demonstrated by one of the following:

(1) Achievement of a score deemed acceptable by the hiring department on the POST Entry-Level Law Enforcement Test Battery or other professionally developed and validated test of reading and writing ability. The test can be administered by either the department or another entity, or

(2) Proof of successful completion of the Regular Basic Course or the Specialized Investigators' Basic Course, or

(3) Proof of possession of a Basic Course Waiver.

(b) A department that uses the POST Entry-Level Law Enforcement Test Battery must have a current *Test Use and Security Agreement* (~~Rev. 08/2015~~2017), herein incorporated by reference, on file with POST.

Note: Authority cited: Sections 13503, 13506 and 13510, Penal Code. Reference: Section 13510, Penal Code.

11 CCR § 1953

**§ 1953. Peace Officer Background Investigation.**

(a) Government Code Mandate

Every peace officer candidate shall be the subject of a thorough background investigation to verify good moral character and the absence of past behavior indicative of unsuitability to perform the duties of a peace officer [Government Code section 1031(d)].

(b) Background Investigation Evaluation Criteria

The POST *Background Investigation Manual: Guidelines for the Investigator* (~~2012~~2017) provides assistance in conducting background investigations. The use of the manual is discretionary; except the POST Background Investigation Dimensions herein incorporated by reference described in the manual - Integrity, Impulse Control/Attention to Safety, Substance Abuse and Other Risk-Taking Behavior, Stress Tolerance, Confronting and Overcoming Problems, Obstacles, and Adversity, Conscientiousness, Interpersonal Skills, Decision-Making and Judgment, Learning Ability, and Communication Skills - shall be considered in the conduct of every peace officer background investigation.

(c) Personal History Statements

Every peace officer candidate shall complete, sign, and date a personal history statement at the onset of the background investigation. A personal history statement can be either the *Personal History Statement - Peace Officer*, POST 2-251 (~~02/2013~~2017) or an alternative personal history statement. An alternative personal history statement shall include inquiries related to the

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following areas of investigation: personal identifying information, relatives and references contact information, education history, residence history, experience and employment history, military history, financial history, legal history, driving history, and other topics related to moral character.

[1953 (d) – (f)...continued]

Note: Authority cited: Sections 1030, 1031, 1031.2 and 1031.5, Government Code; Section 2267, Vehicle Code; and Sections 13503, 13506 and 13510, Penal Code. Reference: Sections 1029, 1030, 1031, 1031.2, 1031.5 and 12900 et seq., Government Code; Sections 2267 and 12500, Vehicle Code; Sections 13510 and 29805, Penal Code; and Title 18 Section 922(d)(9), US Code.

11 CCR § 1954

**§ 1954. Peace Officer Medical Evaluation.**

[1954(a)-(d)(3)...continued]

(e) Medical Evaluation Reporting Requirements

(1) The evaluating physician shall ~~submit~~ provide the department with a medical evaluation report suitability declaration to the department that shall include the following information:

- (A) The physician's printed name, contact information and medical license number,
- (B) The candidate's name,
- (C) The date the evaluation was completed, and
- (D) A statement, signed by the physician, affirming that the candidate was evaluated in accordance with Commission Regulation 1954. The statement shall include a determination of the candidate's medical suitability for exercising the powers of a peace officer. Prior to appointment as a peace officer, the candidate must be determined to be medically suitable.

(2) The department shall maintain the ~~medical evaluation report~~ suitability declaration in the candidate's background investigation file; the ~~report~~ declaration shall be available to POST during compliance inspections.

(3) The physician shall provide any additional information to the department that is necessary and appropriate for the hiring department, such as the candidate's job-relevant functional limitations, reasonable accommodation requirements, and potential risks posed by detected medical conditions. All information deemed medical in nature shall be maintained as a confidential medical record, separate from the background investigation file.

(4) The *POST Medical Examination Report - Peace Officer*, POST 2-253 (~~Rev. 12/2012~~2017) is available for use in reporting this information; however, its use is discretionary.

(5) Information from the medical evaluation may be provided to others involved in the hiring process, if it is relevant to their respective determinations of candidate suitability.

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(f) Second Opinions

(1) A candidate who is found medically unsuitable has the right to submit an independent evaluation for consideration before a final determination of disqualification is made [2 California Code of Regulations section 11071(b)(2)].

(2) When a candidate notifies the department that s/he is seeking an independent opinion, the department shall make available the peace officer duties, powers, demands, and working conditions and the medical screening requirements specified in Commission Regulation 1954. Other information, such as specific procedures or findings from the initial evaluation, may be shared with the second-opinion evaluator at the discretion of the department. The means for resolving discrepancies in evaluations is at the discretion of the department, consistent with local personnel policies and/or rules.

Note: Authority cited: Section 1031, Government Code; Sections 13503, 13506 and 13510, Penal Code. Reference: Section 56.11, Civil Code; Section 1031, Government Code; and Section 13510, Penal Code.

11 CCR § 1955

**§ 1955. Peace Officer Psychological Evaluation.**

[1955(a) – (a)(1)...continued]

(2) The psychological evaluator (hereinafter referred to as “evaluator”) shall be competent in the conduct of preemployment psychological screening of peace officers. The required areas of competence, as defined in the *POST Peace Officer Psychological Evaluator Competencies* (Competencies), are herein incorporated by reference. The Competencies are contained and defined in Chapter 3 of the *POST Peace Officer Psychological Screening Manual (2014/2017)*.

[1955(a)(3) – (b)(2)...continued]

(3) Evaluator CPE Requirement

~~(A) The evaluator must complete 12 hours of POST approved instruction over a two-year period, which shall run concurrently with the evaluator's two-year license renewal cycle. The POST CPE requirement must be met no later than the evaluator's license renewal date. Additional CPE hours above the 12 hour minimum do not count toward the next two-year cycle.~~  
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~~(B) Prior to September 1, 2014, all evaluators must have completed a minimum of six (6) hours of CPE. The POST approved CPE must have been completed between May 1, 2012 and August 30, 2014.~~

~~After September 1, 2014, the 12-hour two-year CPE requirement commenced. CPE hours were prorated at .5 hours per month, based on the evaluator's license renewal cycle. For example, if the evaluator's license renewal date was February 28, 2015, by that date the evaluator must have completed .5 hours of CPE for each of the six months that elapsed since September 1,~~

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~~2014 (i.e., three hours). Thereafter, the evaluator must meet the regular 12 hours of CPE for every two-year cycle per Regulation 1955(a)(3).~~

(A) Effective September 1, 2014, all evaluators must complete an initial six (6) hours of POST-approved CPE prior to conducting preemployment psychological screening. The evaluator must subsequently complete 12 hours of POST-approved CPE every license renewal cycle. For partial cycles, CPE hours are prorated at .5 hours per month, based on the evaluator's license renewal date. The POST CPE requirement must be met no later than the evaluator's license renewal date. Additional CPE hours above the 12 hour minimum do not count toward the next two-year cycle.

~~(B)(C)~~ The evaluator may satisfy no more than 75% [~~up to nine (9) hours~~] of the POST CPE requirement through independent learning that meets Regulation 1955(b)(1). Independent learning includes, but is not limited to, courses delivered via the Internet, CD-ROM, satellite downlink, correspondence, and home study.

[1955(b)(4) – (d)(1)...continued]

(2) Every peace officer candidate shall be evaluated, at a minimum, against job-related psychological constructs herein incorporated by reference in the *POST Peace Officer Psychological Screening Dimensions* (Dimensions): Social Competence, Teamwork, Adaptability/Flexibility, Conscientiousness/Dependability, Impulse Control, Integrity/Ethics, Emotional Regulation/Stress Tolerance, Decision Making/Judgment, Assertiveness/Persuasiveness, and Avoiding Substance Abuse and Other Risk-Taking Behavior. The Dimensions are contained and defined in Chapter 4 of the *POST Peace Officer Psychological Screening Manual* (~~2014~~2017).

(3) The *POST Peace Officer Psychological Screening Manual* (~~2014~~2017) provides guidance in the evaluation of peace officer candidates. The use of this manual is discretionary with the exception of the required Psychological Evaluator Competencies and the Psychological Screening Dimensions outlined in subsections 1955(a)(2) and 1955(d)(2), respectively.

[1955(e) – (f)(1)...continued]

(2) The evaluator shall ~~submit~~provide the department with a psychological suitability declaration~~evaluation report to the department~~ that shall include the following information:

- (A) The evaluator's printed name, contact information and professional license number,
- (B) The name of the candidate,
- (C) The date the evaluation was completed, and
- (D) A statement, signed by the evaluator, affirming that the candidate was evaluated in accordance with Commission Regulation 1955. The statement shall include a determination of the candidate's psychological suitability for exercising the powers of a peace officer. Prior to appointment as a peace officer, the candidate must be determined to be psychologically suitable.

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(3) The department shall maintain the psychological ~~suitability declaration~~ evaluation report in the candidate's background investigation file; the ~~report~~ declaration shall be available to POST during compliance inspections.

[1955(f)(4) – (g)(2)...continued]

Note: Authority cited: Section 1031, Government Code; Sections 13503, 13506 and 13510, Penal Code. Reference: Section 56.11, Civil Code; Section 1031, Government Code; and Section 13510, Penal Code.

11 CCR § 1956

**§ 1956. Public Safety Dispatcher Selection Requirements.**

[1956(a) – (2)(b)...continued]

(c) Exceptions

For purposes of these regulations, individuals described in this section are not considered “public safety dispatcher candidates” and are therefore exempted from Regulations 1957-1960.

(1) The department has sole responsibility for determining what, if any, assessments are necessary for a public safety dispatcher who:

(A) Is employed by a department that, through reorganization, is merged with another department within the same city, county, state or district, if documentation is available for inspection verifying that the dispatcher was hired in accordance with the POST requirements in effect at the time of hire.

(B) Is reappointed to the same POST-participating department within 180 days of voluntary separation.

[1956(c)(2) – (3)...continued]

Note: Authority cited: Sections 13503, 13506 and 13510, Penal Code. Reference: Section 13510, Penal Code.

11 CCR § 1957

**§ 1957. Public Safety Dispatcher Verbal, Reasoning, Memory, and Perceptual Abilities Assessment.**

[1957(a) – (a)(3)...continued]

(b) A department that uses the POST Entry-Level Dispatcher Selection Test Battery must have a current Test Use and Security Agreement (~~03/2010~~2017), herein incorporated by reference, on file with POST.

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Note: Authority cited: Sections 13503, 13506 and 13510, Penal Code. Reference: Section 13510, Penal Code.

11 CCR § 1959

**§ 1959. Public Safety Dispatcher Background Investigation.**

[1959(a)...continued]

(b) Background Investigation Evaluation Criteria

The POST *Background Investigation Manual: Guidelines for the Investigator* (2013/2017) provides assistance in conducting background investigations. The use of the manual is discretionary; except for the POST Background Investigation Dimensions described in the manual which are herein incorporated by reference - Integrity, Impulse Control/Attention to Safety, Substance Abuse and Other Risk-Taking Behavior, Stress Tolerance, Confronting and Overcoming Problems, Obstacles, and Adversity, Conscientiousness, Interpersonal Skills, Decision-Making and Judgment, Learning Ability, and Communication Skills - shall be considered in the conduct of every public safety dispatcher background investigation.

(c) Personal History Statements

Every public safety dispatcher candidate shall complete, sign, and date a personal history statement at the onset of the background investigation. A personal history statement can be either the *POST Personal History Statement - Public Safety Dispatcher*, POST 2-255 (Rev 41/2014/2017) or an alternative personal history statement. An alternative personal history statement shall include inquiries related to the following areas of investigation: personal identifying information, relatives and references contact information, education history, residence history, experience and employment history, military history, financial history, legal history, driving history, and other topics related to moral character.

[1959(d) – (g)(3)...continued]

Note: Authority cited: Sections 13503, 13506 and 13510, Penal Code. Reference: Section 13510, Penal Code.

11 CCR § 1960

**§ 1960. Public Safety Dispatcher Medical Evaluation.**

[1960 (a) – (d)(3)...continued]

(e) Medical Evaluation Report

(1) A medical ~~evaluation report~~ suitability declaration shall be submitted to the department that includes the following information:

- (A) The physician's, printed name, contact information and medical license number,
- (B) The candidate's name,
- (C) The date the evaluation was completed, and

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(D) A statement, signed by the physician, affirming that the candidate was evaluated in accordance with subsection 1960. The statement shall include a determination of the candidate's medical suitability for performing as a public safety dispatcher.

(2) The department shall maintain the medical ~~evaluation report~~ suitability declaration in the candidate's background investigation file; the ~~report~~ declaration shall be available to POST during compliance inspections.

(3) The physician shall provide any additional information to the department that is necessary and appropriate for the hiring department, such as the candidate's job-relevant functional limitations, reasonable accommodation requirements, and potential risks posed by detected medical conditions. All information deemed medical in nature shall be maintained as a confidential medical record, separate from the background investigation file.

(4) The POST Medical Examination Report - Public Safety Dispatcher, POST 2-265 (~~Rev 12/2012~~ 2017) is available for use in reporting this information; however, its use is discretionary.

[1960(e)(5)-(f)...continued]

Note: Authority cited: Sections 13503, 13506 and 13510, Penal Code. Reference: Section 13510, Penal Code; Sections 12900 et seq., 12940 and 12946, Government Code; Section 56.11, Civil Code; and 42 USC 12101.