

§ 1005. Minimum Standards for Training (Refer to Regulation 1007 and PAM Section H for reserve ...
11 CA ADC § 1005

(a)-(c)***[Remain Unchanged]***

(d) Continuing Professional Training (CPT) (Required)

CPT is required for certain peace officer and dispatcher personnel who are employed by POST participating departments. The purpose of CPT is to maintain, update, expand, and/or enhance an individual's knowledge and/or skills. CPT is training that exceeds the training required to meet or requalify in entry-level minimum standards. Qualifying and non-qualifying courses are described in Subsection 1005(d)(3) below.

(1) Requirement

Every peace officer (other than a Level III Reserve Peace Office), every Public Safety Dispatcher, and every Public Safety Dispatch Supervisor shall satisfactorily complete the CPT requirement of 24 or more hours of POST-qualifying training during every two-year CPT cycle, based on the statewide CPT Anniversary Date as specified in Subsection 1005(d)(2) below. Completion by jail deputies of in-service training required by Standards and Training for Corrections (STC) for custodial officers [Section 100 et seq. of Title 15] is considered to meet the POST CPT requirement.

Effective January 1, 2009, certain peace officers in specific duty assignments must satisfy a portion of the CPT requirement by completing Perishable Skills ~~and Communications~~ training as specified in Subsection 1005(d)(4).

(2) Determination of Two-Year Cycle

The beginning date for the two-year CPT cycle for all POST participating agencies will be January 1, 2009.

(A) CPT Cycle Start

Effective January 1, 2009, the CPT Anniversary Date is used to start a peace officer's or dispatcher's CPT training cycle. The actual CPT cycle will start only after the employing department is an authorized participant in the POST Program.

1. One Time Transition Period

For purposes of implementing the CPT Anniversary Date, a transition period, with no CPT requirement, is granted to all

personnel appointed to any California peace officer or dispatcher position identified in subsection 1005(d)(1).

2. First-Time Appointments

A grace period with no CPT requirements, is granted when an individual is appointed for the first time to one of the subsection 1005(d)(1) positions. This grace period is the time period between the individual's appointment date and the first occurrence of the CPT Anniversary Date. It is granted to allow completion of entry-level requirements that do not count towards CPT.

3. Reappointments/Lateral Transfers

A grace period, with no CPT requirement, is granted for an individual rehired into one of the subsection 1005(d)(1) positions with the same department or who transfers to a different department. This grace period is the time between the date reappointed and the next cycle CPT Anniversary Date.

4. Reappointments

A grace period, with no CPT requirement, is granted for an individual rehired into one of the subsection 1005(d)(1) positions with the same department. This grace period is the time between the date reappointed and the next cycle CPT Anniversary Date.

(B) Status Changes

As the CPT Anniversary Date is a statewide permanently assigned date, it does not change with status changes within a peace officer or dispatcher classification series (e.g., promotion, lateral transfer, probation, military leave, or administrative leave, etc.)

(C) Dual Employment

In some situations, an individual may have dual employment as a peace officer/peace officer, a dispatcher/dispatcher, or as a peace officer and a dispatcher.

1. Within the Same Classification

The same requirement applies to a dispatcher working for two departments simultaneously. The individual holding two positions in the same classification (i.e., dispatcher/dispatcher classification) shall be held to the statewide CPT cycle.

2. Within Two Different Classifications

The same requirement applies to an individual employed as a peace officer and a dispatcher whether within the same or different departments (e.g., a peace officer who is also a dispatcher). In such cases, the CPT remains separate for the peace officer job and the dispatcher job. The CPT training must be job-related to qualify. See the examples in subsection 1005(a)(2)(C)3.

3. Dual CPT Credit POST-certified training courses attended by an individual in dual employment, such as a peace officer and dispatcher, may count for CPT credit for both positions/classifications if the training course is job related for both a peace officer and a dispatcher. For example, a Tactical Shotgun course would not qualify as CPT for dispatchers. A Missing Persons course is job-related for both dispatcher and peace officer classifications and would qualify for dual CPT credit.

(D) CPT Training in Excess of 24 Hours

POST-qualifying CPT training in excess of 24 hours during a two-year cycle shall not be credited toward any future or prior CPT cycles.

(3) Qualifying and Non-Qualifying Training

Subsection 1005(d) CPT requirement is met by satisfactory completion of one or more POST-certified courses totaling a minimum of 24 hours, as referenced below.

(A) While recommended topics for CPT are listed in PAM Section D-2, POST-certified training courses may be used for CPT credit, with the exception of the following POST-certified courses that do not qualify for CPT:

- Regular Basic Course - Standard Format
- Regular Basic Course - Modular Format (all components)
- Field Training Program
- Investigation and Trial Preparation Course
- Specialized Investigators' Basic Course
- PC 832, Arrest and Firearms Course
- Coroners' Death Investigation Course
- Campus Law Enforcement Course
- Aviation Security Course
- Public Safety Dispatcher's Basic Course
- POST Requalification Course

POST Workshops (those designed to provide input or advice to POST)
Field Management Training
Team Building Workshops

(B) The CPT requirement may be satisfied by an alternative method of compliance as determined by the Commission, i.e., non-POST-certified courses (refer to Regulation 1060 and PAM Section D-2-3).

(4) Perishable Skills/~~Communications~~ Requirements for CPT

Effective January 1, 2002, all peace officers (except reserve officers and jail deputies) below the middle management position are required to complete Perishable Skills ~~and Communications~~ training. In-lieu of completing the training, the requirement may be met by successfully passing a presenter-developed test that measures the approved training objectives.

(A) Perishable Skills training shall consist of a minimum of ~~142~~ hours in each two-year period. Of the total ~~142~~ hours required, a minimum of 4 hours ~~of each of~~ is required for the three following topical areas Arrest and Control, Driver Training/Awareness, and Firearms. A minimum of 2 hours is required for Communications. The required minimum and course objectives shall be completed for each topic is listed below:

1. Arrest and Control

Minimum Topics/Exercises:

- a. Policies, legal standards, and report writing
- b. Use of Force considerations
- c. Safety orientation and warm-up(s)
- d. De-escalation/Verbal commands– in exercise(s)
- e. Body balance/stance/movement patterns – in exercise(s)
- f. Search – in exercise(s)
- g. Equipment/Restraint device(s) use – in exercise(s)
- h. Subject's Actions and Officer's response to force
- i. Control/Takedown - in exercise(s) Verbal command
- j. Class exercises/Student Evaluation/Testing
- k. Recovery/First Aid (as applicable)

Course Objectives:

The trainee will:

- 1. Demonstrate knowledge of their individual Department Arrest and Control Policy and current case law.

2. Demonstrate knowledge of the importance of mental and physical conditioning as it relates to effective arrest and control techniques
3. Demonstrate a minimum standard of arrest and control skills with every technique and exercise, to include:
 - A. Judgment and Decision Making
 - B. Officer Safety
 - C. Body Balance, Stance, and Movement
 - D. Searching/Handcuffing Techniques
 - E. Control Holds/Takedowns
 - F. De-escalation/Verbal Commands
 - G. Effectiveness Under Stress Conditions

2. Driver Training/Awareness or Driving Simulator*

Minimum Topics/Exercises:

- a. Safety Policy/Orientation
- b. Policy, legal and moral issues
- c. Vehicle Dynamics
- d. Defensive driving
- e. Intersections exercise(s)
- f. Backing/parking exercise(s)
- g. Behind the wheel exercises to improve driving skills – judgment and decision making
- h. Class Exercises, Student Evaluation, and or optional Testing

Course Objectives:

The trainee will:

1. Demonstrate knowledge of their Driver Training/Awareness skills and techniques
2. Demonstrate a minimum standard of psychomotor skills with every technique and exercise to include:
 - A. Judgment and Decision Making
 - B. Policy, Legal and Moral Issues
 - C. Basic Driving Principles and Vehicle Dynamics
 - D. Defensive Driving

*All minimum topics shall be included regardless of whether the course is completed behind the wheel or in a simulator.

3. Tactical Firearms* or Force Options Simulator

Minimum Topics/Exercises:

- a. Safety Policy/Orientation
- b. Moral Obligations
- c. Use of Force considerations
- d. Policy and/or Legal Standards

- e. Sight Alignment, Trigger Control, Accuracy
- f. Target Recognition and Analysis
- g. Weapons Clearing/Manipulations
- h. Live Fire Tactical/or Simunitions Tactical
- i. Basic Tactical Firearms Situations, Judgment and Decision-Making Exercise(s)
- j. Class Exercises/Student Evaluation/Testing

Course Objectives:

The trainee will:

1. Demonstrate knowledge of their individual Department's Use of Force/Firearms Policy.
2. Identify the tactical analysis key points related to tactical firearms as reported in POST Law Enforcement Officers Killed and Assaulted (LEOKA) Studies (1994 to Present).
3. Demonstrate a minimum standard of tactical handgun proficiency with every technique, exercise, and course-of-fire, to include:
 - A. Judgment and Decision Making
 - B. Firearms Safety
 - C. Fundamentals of Marksmanship
 - D. Safe Drawing and Presenting Firearms
 - E. Shoot/No Shoot
 - F. Speed, Accuracy and Effectiveness under stress and movement conditions
 - G. Shot Placement: Combat Effectiveness
 - H. Malfunctions Clearing
 - I. Loading/Reloading

*All minimum topics shall be included regardless of whether the course is completed using live fire or simulated.

*Refer to PAM Section D-2 for minimum requirements.

4. ~~(B) Strategic~~ Communications ~~training, either tactical or interpersonal, shall consist of a minimum of 2 hours in each two-year period as specified in PAM Section D-2.~~

Minimum Topics/Exercises:

- [a. Officer Safety](#)
- [b. Escalation Versus De-escalation](#)
- [c. Communication Elements](#)
- [d. Listening Skills](#)
- [e. Questioning Techniques](#)
- [f. Persuasion](#)
- [g. People with Disabilities](#)
- [h. Team Communication During a Critical Incident](#)
- [i. Class Exercises/Student Evaluation/Testing](#)

Course Objectives:

The student will:

- [1. Demonstrate the basic components of communication skills and techniques.](#)
- [2. Demonstrate the importance of listening and persuasion skills as they relate to effective strategic communication.](#)
- [3. Demonstrate the skills needed to communicate effectively.](#)
- [4. Demonstrate a minimum standard of strategic communication skills with every technique and exercise, to include:](#)
 - [A. Officer Safety](#)
 - [B. Listening/Persuasion](#)
 - [C. Judgment and Decision Making](#)
 - [D. De-escalation, Verbal Commands](#)
 - [E. Effectiveness under Stress Conditions](#)

[For the 2021-2022 CPT cycle, individuals who completed any of the Perishable Skills courses between January and July 2021, adhering to prior versions of the required Minimum Topics and Course Objectives, will remain compliant for the remainder of the cycle.](#)

It is recommended that managers and executives complete, within their two-year compliance cycle, two hours of CPT devoted to updates in the perishable skills topical areas enumerated above.

(C) Agency Exemptions

Agencies may request an exemption from all or part of the Perishable Skills and Communications training requirement. Agencies must request an exemption in writing and provide an attestation that their peace officers do not carry firearms, or they infrequently interact with or effect physical arrests of criminal suspects, or do not utilize marked emergency vehicles during normal course of business.

(D) Perishable Skills Program (PSP) Instruction Exemptions

Instructors who are certified or qualified (see section 1070 or 1004(a)(5)(A), respectively) to instruct a Perishable Skills course are exempt from attending a PSP course as a student in the topic they are qualified or certified to instruct, and are exempt from being required to demonstrate their competency by successfully passing a presenter-developed test that measures the approved training objectives for PSP credit, if they have presented a course in this topic within the same two-year Continuous Professional Training (CPT) cycle.

Instructors who have not presented a course in their topic area within the same CPT cycle must attend a course in that topic as a student or demonstrate their competency by successfully passing a presenter-developed test that measures the approved training objectives for PSP credit.

The agency must maintain and be able to provide documentation that an instructor has presented a course within the same CPT cycle during the POST compliance check.

The agency head may establish a higher training requirement for their instructors.

(e)-(i)***[Remain Unchanged]***

Note: Authority cited: Sections 832.1, 832.3, 832.6, 13503, 13506, 13510, 13510.3, 13510.5, 13515.26 and 13519.8, Penal Code. Reference: Sections 830.33, 832, 832.1, 832.3, 832.6, 13506, 13510, 13510.3, 13510.5, 13511, 13513, 13514, 13515.29, 13515.295, 13516, 13517, 13519.8, 13520 and 13523, Penal Code.