ADVISORY COMMITTEE

June 2, 2026
AGENDA
10:00 AM

Meeting Location: Commission on POST - 860 Stillwater Road, West Sacramento, CA 95605

The Commission on Peace Officer Standards and Training (Commission) Advisory Committee (Committee) operates under the requirements set forth by the Bagley-Keene Open Meeting Act (Bagley-Keene) under Government Code sections 11120 through 11132. Bagley-Keene generally requires that the Committee publicly notice meetings, prepare agendas, allow public participation, and conduct meetings in a location accessible to public members unless specifically authorized by Bagley-Keene to meet in closed session.

Public comment will be limited in time at the discretion of the Committee Chair. The public comment period preceding items on the agenda will allow members of the public to comment on items not on the agenda but that are within the Committee's jurisdiction. The Committee cannot act on or deliberate on items not on the agenda and can discuss the matter only to the extent necessary to determine whether it should be made an agenda item at a future meeting, to respond briefly to statements or questions posed during public comment or to request clarification, or to refer the item to staff. Agenda items may be taken out of order and action (e.g., voting) may be taken on any agenda item. Members of the public who wish to participate during public comment may do so in person by attending the meeting or by submitting written public comment.

Written public comments are intended to allow members of the public, if unable to attend in person, an opportunity to participate to the same degree as if they attended in person; as such, written comments should be limited to no more than three pages in length and longer written comments will not be accepted or distributed to the Committee. To be considered for inclusion in the meeting record, written comments must be received by POST no later than 10 a.m. on the fourth business day (5/27/26) before the scheduled meeting. Accepted written public comments will be published on POST's website under the Public Comment section under the corresponding meeting date. Written public comments can be submitted via email to commissionpc@post.ca.gov.

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Please note: this meeting and all public meetings will be recorded. No weapons are allowed on the premises during public meetings.

CALL TO ORDER AND WELCOME

COMMITTEE MEMBERS

Rebekah Biedermann
Anthony Cordova
Kenneth Ehrman
Dominic Gamboa
Kory Honea
John Kachirisky
Tammie Murrell
Kathy Oborn
Miguel Pacheco
Alisha Rosa
Jason Salazar - Chair
Brent Stalker - Vice Chair
Vacant - California Highway Patrol
Vacant - Contemporary Law Enforcement, Peace Officer (Misc. Member)
Vacant - Public Member (Miscellaneous Member)

FLAG SALUTE

The Committee Chair will lead the Flag Salute.

MOMENT OF SILENCE HONORING THE OFFICER WHO HAS LOST THEIR LIFE IN THE LINE OF DUTY SINCE THE LAST MEETING

- Deputy Randy Hoppert Jr., Tulare County Sheriff's Office - EOW April 09, 2026

ROLL CALL OF COMMITTEE MEMBERS

INTRODUCTION OF EXECUTIVE DIRECTOR AND ASSISTANT EXECUTIVE DIRECTOR

PUBLIC COMMENT

The Committee Chair will advise the audience of the following:
This is the time on the agenda for public comment. This is time set aside for members of the public to comment on either items on the agenda or issues not on the agenda but pertaining to POST Commission business. Members of the public who wish to speak are asked to limit their remarks to no more than three minutes each.

1. **APPROVAL OF TRANSCRIPT AND ACTION SUMMARY**

   Approval of Transcript and Action Summary from the previous Committee meeting held on March 03, 2026 in San Diego, CA.

   If the Committee concurs, the appropriate action would be a **MOTION** to approve the Transcript and Action Summary from the previous Committee meeting.

   a. Advisory Committee Meeting Transcript - March 03, 2026, San Diego, CA

      If the Committee concurs, the appropriate action would be a **MOTION** to approve the Transcript from the previous Committee meeting.

b. Advisory Committee Meeting Action Summary - March 03, 2026, San Diego, CA

If the Committee concurs, the appropriate action would be a **MOTION** to approve the Action Summary from the previous Committee meeting.

2. **ANNOUNCEMENTS**

The Committee Chair will request Announcements.

3. **PRESENTATIONS**

4. **ADVISORY COMMITTEE MEMBER REPORTS**

The Committee Chair will ask for the Advisory Committee Member Reports.

5. **COMMISSIONER COMMENTS**

The Committee Chair will ask for Commissioner Comments.

6. **OLD BUSINESS**

7. **NEW BUSINESS**

8. **FUTURE COMMITTEE MEETING DATES**

Upcoming Committee Meetings will be held:

- December 01, 2026 - West Sacramento, CA

ADJOURNMENT

AGENDA ITEM REPORT

Title: ADVISORY COMMITTEE MEETING TRANSCRIPT - MARCH 03, 2026, SAN DIEGO, CA

REPORT PROFILE

MEETING DATE 06/02/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 05/11/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND:

ANALYSIS:

RECOMMENDATION: If the Committee concurs, the appropriate action would be a **MOTION** to approve the Transcript from the previous Committee meeting.

ATTACHMENT(S):
2026 03-03 POST Advisory Transcript.pdf

STATE OF CALIFORNIA

COMMISSION ON PEACE OFFICER

STANDARDS AND TRAINING

ADVISORY COMMITTEE MEETING

TUESDAY, MARCH 3, 2026
10:00 A.M.

MEETING HELD

CALTRANS DISTRICT 11 OFFICE

GARCIA CONFERENCE ROOM

4050 TAYLOR WAY

SAN DIEGO, CALIFORNIA

REPORTER'S TRANSCRIPT OF PROCEEDINGS

Stenographically Reported By:
Connie J. Parchman
California Certified Shorthand Reporter #6137

A P P E A R A N C E S

POST ADVISORY COMMITTEE MEMBERS PRESENT

JASON SALAZAR
California Police Chiefs Association
(Chairperson)

BRENT STALKER
California Police Training Managers Association
(Vice Chairperson)

DOMINIC GAMBOA
POST Private Presenter

KORY L. HONEA
California State Sheriffs' Association

TAMMIE MURRELL
California Academy Directors' Association

KATHY OBORN
California Association of Administration
of Justice Educators (CAAJE)

CINDY PONTES
California Highway Patrol (CHP)

MIGUEL PACHECO
California Peace Officer Association

ALISHA ROSA
Peace Officers Research
Association of California (PORAC)

REBEKAH BIEDERMANN
Contemporary Public
Safety Dispatcher

JOHN KACHIRISKY
California Coalition of
Law Enforcement Association (CCLEA)

KENNETH EHRMAN
Peace Officers Research
Association of California (PORAC)

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POST COMMISSION STAFF

MANUEL ALVAREZ, JR.
Executive Director
Executive Office

ANNEMARIE DEL MUGNAIO
Assistant Executive Director
Peace Officer Standards
Accountability Division
Executive Office

BRANDY ESSEX
Analyst I
Executive Office

CHANDLER KNAPP
Analyst II
Executive Office

MICHELLE WEILER
Bureau Chief
Certification Bureau

STACY TOWNSEND
Staff Services Manager
Certification Bureau

CHRISTINE FORD
Bureau Chief
Professional Conduct Southern Bureau

CHERYL SMITH
Bureau Chief
Administrative Services Bureau

MEAGAN POULOS
Legislative Liaison and Public Information Officer
Public Affairs and Executive Office

TOM OSBORNE
Assistant Executive Director
Field Services Division

POST COMMISSION STAFF
(CONTINUED)

WILLIAM "TOBY" DARDEN
Chief Counsel

THOMAS CHALK
Bureau Chief
Training Program Services Bureau

KENYA SMITH
Staff Services Manager
Training Program Services Bureau

JENNIFER HARDESTY
Supervisor
Basic Training Bureau

BRAD NEWMYER
Law Enforcement Consultant
Basic Training Bureau

ALSO PRESENT

TASHA WILLIAMSON
Public Speaker

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MARCH 3, 2026 10:00 A.M.

P R O C E E D I N G S

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CHAIRPERSON SALAZAR: All right. Good morning, everyone.

Welcome to the POST Advisory Committee meeting for Tuesday, March 3, 2026.

If you would, please stand and join me in the Pledge of Allegiance at this time.

(Pledge of Allegiance recited in unison.)

CHAIRPERSON SALAZAR: Thank you. Please take your seats.

Ms. Essex, would you please call roll.

MS. ESSEX: Good morning, committee members.

Biedermann.

MEMBER BIEDERMANN: Present.

MS. ESSEX: Cordova.

(No response.)

MS. ESSEX: Ehrman.

MEMBER EHRMAN: Present.

MS. ESSEX: Gamboa.

MEMBER GAMBOA: Present.

MS. ESSEX: Honea.

MEMBER HONEA: Present.

MS. ESSEX: Kachirisky.

MEMBER KACHIRISKY: Present.
MS. ESSEX: Murrell.
MEMBER MURRELL: Present.
MS. ESSEX: Oborn.
MEMBER OBORN: Present.
MS. ESSEX: Pacheco.
MEMBER PACHECO: Present.
MS. ESSEX: Pontes.
MEMBER PONTES: Present.
MS. ESSEX: Rosa.
MEMBER ROSA: Present.
MS. ESSEX: Salazar.
CHAIRPERSON SALAZAR: Present.
MS. ESSEX: Stalker.
VICE CHAIR STALKER: Present.
MS. ESSEX: Twelve committee members present.
CHAIRPERSON SALAZAR: Thank you, Ms. Essex.
I do just want to take a moment and welcome Rebekah Biedermann, who's now our Public Safety Communications Dispatcher rep from the La Verne Police Department.
Would you like to introduce yourself real quick? Put you on the spot.
MEMBER BIEDERMANN: Thank you. I appreciate it.
I am Rebekah Biedermann, Support Services Manager

for the La Verne Police Department. I've been in law enforcement for 31 years now. And I'm just very honored and excited to be here and be a part of this.

Thank you.

CHAIRPERSON SALAZAR: Thank you for being here. We appreciate you taking the time to be part of our Committee.

I would now like to introduce POST's Executive Director Manny Alvarez and Assistant Executive Director Annemarie Del Mugnaio.

And we will call this meeting to order.

So I will start with public comment.

This is time set aside for members of the public to comment on items of the Advisory Committee Agenda.

Pursuant to Commission policy I, as the Advisory Chair, will manage the public comment period in deference to the Committee's workload and meeting time constraints.

Up to 15 minutes is allotted at the beginning of each meeting for public comments on items on the agenda.

Members of the public who wish to speak are asked to limit their remarks to no more than three minutes each.

If we have many people who wish to speak on the same topic, I, as the chair, may intervene and will ask that you limit remarks to no more than one minute.

Pursuant to existing Commission policy, I, the chair, may conclude the public comment period if multiple speakers are voicing repetitive or similar statements and the 15-minute public comment period has expired.

Please be advised that the Advisory Committee cannot take action on items that are not on the agenda.

And please remember that this meeting is being transcribed, so I may politely interrupt and ask you to repeat or speak slowly and clearly so your comment can be correctly captured in the transcript.

And I see that there is someone who would like to address the Committee. So during public comments, when it is your turn, if you would please state your name and organization you're with and then we will hear your comment.

MS. WILLIAMSON: Hi. My name is Tasha Williamson. I'm here as a community member.

I am also a police accountability expert here in San Diego, California.

I want to say thank you for always coming here. Thank you for the work that you all do. Thank you to the investigators. They are the most thorough investigators that I have met in my life. And I really appreciate it.

To us, this is really the only Commission, only investigatory body, that holds officers accountable.

Here in San Diego, we have several IA departments. We have commissions and we have investigatory bodies that are biased. They are hiding and not transparent. They're not providing you information.

And we are absolutely tired, to the point that I have started a pattern of practice report that I'm doing on my own and with another nonprofit organization to show San Diego Police Department's pattern and practice of excessive force.

And not just excessive force. I heard you all read or recite the "justice for all" in the salute that you gave to America. But it is not justice for all here.

And I think that you all know that based on the investigations that you do, based on the things that you see.

And so it's very difficult for many of us to stand for the flag salute when we know that we don't all have the same rights and the same justice here.

In San Diego, it's very shiny outside, it's a very beautiful city. But there are a lot of dark, hidden corruptions that are happening.

I do provide them to Manny. So thank you, Manny, for always taking those emails.

It's very difficult to expose the corruption that is happening here in San Diego with SDPD and the Sheriff's Department.

We have just had another in-custody death. The largest.

I don't see Rob Bonta here. But I also am not happy that Rob Bonta does not come to this city and hold our law enforcement accountable.

But thank you for all for doing that. Thank you all for doing the work that you do. I hope that you can get to the San Diego officers who have been corrupt and have violated Senate Bill 2, because we need to get rid of them because they hide them, they cover up and they keep them employed with the most heinous crimes.

Thank you.

CHAIRPERSON SALAZAR: Thank you, Tasha, for your comments, for being here this morning, and for addressing the Advisory Committee.

Is there anyone else from public comment that would like to speak?

Okay. Seeing none, we will close the public comments and at this time move to the approval of the action summary and transcript.

The first item would be the approval of the meeting transcript and actions summary from the

December 2nd, 2025, Advisory Committee meeting.

At this time I would entertain a motion to approve the transcript and action summary.

MEMBER OBORN: So moved.

VICE CHAIR STALKER: I second.

CHAIRPERSON SALAZAR: So I have a motion Murrell, a second from Stalker.

All those in favor indicate by saying aye.

(Simultaneous response.)

CHAIRPERSON SALAZAR: Any opposed?

MEMBER OBORN: I believe the motion was by Oborn.

CHAIRPERSON SALAZAR: Sorry. Thank you.

Motion Oborn.

Any opposed?

(No response.)

CHAIRMAN SALAZAR: Any abstentions?

(No response.)

CHAIRMAN SALAZAR: Okay. The motion passes unanimously. Thank you.

We will now move on to announcements.

We'll now call upon Assistant Executive Director Annemarie Del Mugnaio to provide the announcements from POST.

MS. DEL MUGNAIO: I don't think we have any announcements this, morning, Chair Salazar.

But if you would like, I can cover the presentations for this morning.

CHAIRPERSON SALAZAR: Yes, please. Thank you.

MS. DEL MUGNAIO: Okay. We've received requests from the Advisory Committee members to have presentations on the following agenda items:

Consent Items 2b., 2d., 2e., 2f.

Finance Committee Items 3a. through 3p., although I believe we're going to just be answering questions on those items.

Administrative Services Bureau Item 4a.

Basic Training Bureau Item 5a. and Certification Bureau Items 6a. and 6b.

CHAIRPERSON SALAZAR: Okay. Thank you.

So at this time I will call upon Bureau Chief Michelle Weiler and from Staff Services Manager Stacy Townsend, both from the Certification Bureau and Bureau Chief Christine Ford, Professional Conduct, Central Bureau, who will provide a report on this item.

MS. WEILER: Good morning, everyone, Mr. Chair, Advisory Committee members.

Okay. So I'm going to go through this really quick because we have the long-awaited education data and I want to give Stacy the time to go through that with you guys.

So, really quickly, if you look at the first two slides, these are the 2025 year-end data. So it's a cumulative for the -- all of 2025 in terms of our certification statistics and decertification numbers.

I'm sorry, actually it is the first and third slide.

The second and fourth slides are the 2026 data year to date.

So you have a comparison to kind of see where we're at this year compared to overall for last year.

And then I just wanted to call attention to slide number 4, I think. So this -- I just want to call attention to this because we have had some changes since this was published. We've had one additional temporary suspension.

We have now 16 voluntary surrenders and 21 revocations and 14 ineligibility determinations since this was published.

So I just wanted to give that to you. Most of them came in over the last two weeks. That way, when you're looking at the 2025 data you have a more accurate comparison to judge where we're at compared to last year.

And then you have the demographic, various demographic data in front of you that you can go through if you have any questions.

Please let me know.

I know there's a lot of numbers here.

And then I also wanted to -- I'm not going to go over the 1029 eligibilities or the 1029 revocations. Those lists are in your packet.

If you have questions, please feel free to ask me.

I'm going to -- oh, I know we have a new member. If you have any questions, please feel free to speak up and ask.

I'm going to hand it over now to Stacy because I know especially Sheriff Honea's been really waiting for this information.

Stacy's going to give us the education data.

MS. TOWNSEND: So if we go to the first education side with the bar graph -- while they're getting there, I will just give you a little summary of my findings.

There were more than 22,000 active officers who do not have a college degree indicated on -- in our records. The data -- we got the data samples. We did 500 -- three sets of 500 officers. That's how we got our samples.

And just a high level, I found that all of the officers in the data samples had some sort of higher education or formal education, whether it be through college course work, through the academy, or through the

Advanced Officer Training.

On average, 91.2 percent of the officers have some college course work, so no degree but they have some college course work. As you can see by the charts.

This piechart is just the average of all three data samples, so all three of those sets of 500 officers, percentages.

And then this -- this breaks down each -- so this is the first dataset. And the big piechart shows the main categories of the college course work only or the college course work plus the academy, college course work plus AOT.

And then the smaller piechart breaks down even further the other credit combinations. That includes the military service or the other academies, such as fire academy or EMT and the life experience.

So, again, you can see by the smaller piechart that even though they have the other non-formal education, they still had -- most of them still had at least some college course work along with those other credits.

And the second dataset, very similar.

A little bit of difference in the averages, but for the most part, still similar to the first dataset.

And again, our third one is very similar, but still shows just more of that breakdown.

And this is the average of all three datasets together.

So, again, it still really shows that a lot of these officers do have some sort of college education even without that diploma.

And then this is a bar chart that shows the breakdown of the other types of education. So the non-formal ones. The military or the other academy or the life/work experience. Many of the officers have multiple experiences, so they are counted in one or two or three of these bar charts.

So, for example, if someone has military experience as well as life or work experience, they are counted in both of those numbers.

So on average, 6 percent out of the data samples, all three of them, the 1,500, have military service; 6.9 percent have life/work experience; and 10.1 percent have experience from another academy.

That's all I have. So if there's any questions?

MS. WEILER: And I just wanted to reiterate, this is based on the data that we received when a peace officer applies for their professional certificate. So the intermediate and advanced certificates. Generally, they tend to have degrees or the minimum 60 units when they're applying for their supervisory and above.

So it's not 100 percent accurate reflection of the education levels of our peace officers. It's only what they provided to us at the time of application.

CHAIRPERSON SALAZAR: Sheriff Honea.

MEMBER HONEA: Thank you, sir. I appreciate it.

Thank you very much for including this data. You know I've been anxiously awaiting it.

So I just want to make sure I understand a couple points.

One, you found that 22,000 of the how many peace officers in California don't have a degree of some kind?

MS. TOWNSEND: So what was found was that those 22,000 active officers with no college degree indicated when they applied.

MEMBER HONEA: Okay. Thank you. I wanted to get to that.

But of the total number, do you know the total number of active peace officers are?

MS. WEILER: Yes. It's on your first few slides. It's a total of 83,218.

MEMBER HONEA: So 22 out of the 83 don't have a degree indicated, and those officers who haven't yet achieved the number of years required to receive an intermediate may not have listed their degree because it wasn't necessary yet for them to do that. It's not a

requirement in the POST portal; is that correct?

MS. WEILER: Correct. We don't collect the data when we issue a basic certificate or proof of eligibility. That could be changing with AB 89's requirements in the future.

We haven't gotten to that point yet because it's a further-out horizon. But that will definitely be changing. We'll have more accurate data five years down the road. But we don't have that yet.

MEMBER HONEA: I understand.

From -- does your system currently -- would there be the need to make major modifications in the system, the POST portal system, to require that upon them being hired or initially certified?

MS. WEILER: I can't speak to that because that's a Computer Services Bureau question. They're the ones who set up that database and make all the changes for us.

MEMBER HONEA: Okay.

MS. WEILER: And when we made the adaptations to account for proofs of eligibility for SB 2, it did take some time.

But I -- I don't want to speak for them to see how long it would be just to add an additional degree requirement to be added.

And it is submitted to us through EDI, the

electronic data interchange. So I don't -- I don't know how easy that would be, if we wanted to start setting that up sooner rather than later to keep track of that data.

MEMBER HONEA: I recognize that would be a burden on the agencies, but given the emphasis that is now being placed on education and the requirements going forward, it sounds like it would probably be good to have that data collected sooner than later.

Going back to another statistic that you quoted, you said that 91 percent of -- is it 91 percent of the 22,000 that have some kind of education?

MS. TOWNSEND: 91 percent of the 1,500 of our data samples. So the three sets of 500 combined, 91.2 percent of them had.

So it's kind of giving an indication that probably around the same amount for the 22,000.

MEMBER HONEA: Yeah, I would think the vast majority of people that go through a basic academy get at least some college credits. So it must be on there.

And then the next correlation that I'm kind of interested in is if people with less education are -- tend to have more disciplinary issues.

And I know that -- have we got to that point yet?

MS. WEILER: We do -- it is in the data on page -- I

can't remember what page it's on.

I do try to extrapolate some of that data. On -- well, I'll just show you since I don't know what number it is for us to go back to, but it looks like this.

MEMBER HONEA: Which I can't see on that or on that, so --

MS. WEILER: So I do extrapolate statewide data as well as specifically the officers who we have allegations of misconduct for so that we can see whether there is a correlation or a difference.

It doesn't really seem to be, you know, more or less education makes you more or less prone to engaging in misconduct.

MEMBER HONEA: So at this point we haven't found a statistically significant distinction between having more education versus less education when it comes to allegations of misconduct or discipline.

Is that a fair statement?

MS. WEILER: Yes.

MEMBER HONEA: Okay.

MS. WEILER: We haven't found anything yet, yeah.

MEMBER HONEA: Okay. Fantastic. Thank you both very much for being willing to put this data together and being cognizant or at least sensitive to my questions.

Thank you. I appreciate it.

CHAIRPERSON SALAZAR: Just real quick I want to comment too to the Sheriff's point on the education, because there's also -- part of AB 89 and 992 was to, you know, establish the hiring age of 21.

But if I'm looking at the data correctly, too, when you look at average age versus average years of service, I found it interesting that the officers that were disciplined more frequently actually had more time on than what you saw. There weren't like in the first five years. They were officers who had more age and time on.

I think it will be interesting over time what research can be done to reflect how potentially officer wellness is impacting that, because that's what that suggests to me. Time on indicates more wellness types of issues and how that potentially affects training and resources, so that's what I'm seeing in that data as well.

So I just thought to that point, it was important.

Mr. Stalker, you had a question?

VICE CHAIR STALKER: Yes. Brent Stalker.

I had a question regarding the educational part of it.

Excuse me. I'm -- if you can help me on this.

Do you guys get that information from EDI?

Or do you get it from a POST resume?

MS. WEILER: We get it from EDI.

VICE CHAIR STALKER: So if, for instance, somebody entered into gets EDI, let's just say they are a ten-year veteran. And ten years ago they got their education entered into EDI. If there's no changes in that and they have since gotten a degree, then that would -- the only way that would get updated is if it was important to the officer or important to the agency; is that correct?

MS. WEILER: Correct.

So the data is only as good as what's input into EDI. And sometimes officers do just rely on what they've already submitted to us at a prior point.

So most of the time that happens if they've got a bachelor's degree, because I couldn't tell you how many officers in general have a master's degree, but if they have submitted something that shows the minimum requisite for all the certificates, they generally don't have to submit something new unless they want to.

And their master's degree does expedite the eligibility, so if somebody does have master's degree, they might submit that so that they can get it a couple of years earlier.

Generally we tell -- and it might be time for a

refresher.

We try to tell the training managers to advise their people to submit the highest degree that they have, if they do have a degree.

And all of their college transcripts if they have, you know, some from here and there so we can add them all together.

And sometimes people get caught up, depending on where they're going to school, quarter units versus semester units. They think they have enough, but they don't really because quarter units count for less than semester units.

So we try to educate on that as well.

But it's probably time for a refresher since there's such high turnover in training managers --

VICE CHAIR STALKER: Sure.

MS. WEILER: -- on that to make sure that we do capture as much of this information as we possibly can.

And I did make a note, Sheriff Honea, to talk to our Computer Services Bureau about the time frame for that. You know, they got a lot of projects going on right now. But it probably doesn't hurt to start capturing that information.

And then, you know, if officers forget to submit something, maybe the training manager remembers and they

can submit on their behalf. Because professional certificates are a two-prong process. Either the officer or the agency can initiate the process and then the other party has to confirm before it's submitted to us at POST.

So if the agency has, you know, that reminder, particularly if they're a smaller agency and they submit it, then it prompts the officer that, oh, yeah, I'm eligible for this.

You know, even with monetary incentives, a lot of officers forget. I was a training manager at LAPD for many years. And every year we get this cycle of officers who forgot, you know, so --

VICE CHAIR STALKER: Yeah, and again, I'm not saying -- you guys -- it's an enormous amount of work and I understand that. So this is more of a statement than a question.

Yeah, so, just on personal experience on that as well, I would image there is probably quite a few officers in California that do not have their education updated and I would think if we're going to start tracking that, that would definitely be an important, you know, reminder to the department.

Another statement too that, you know, just on a couple things is, you know, a lot of departments now in

California are, you know, using financial incentives for bachelor's and master's. And I'm curious to know whether or not, if an officer submits their bachelor's or their master's for financial reasons to the department, whether or not the department updates EDI based on that or if that's just an internal.

And then the last thing I would be curious about too is, I just saw this last week, where a deputy was basically eligible for their intermediate and in order for POST to be okay with that, they had to send in a picture of their bachelor's degree.

And so I would also be curious if there's a way that if that is happening -- like if an officer, you know, between their basic certificate and their intermediate got their bachelor's degree and now they're sending that picture in, if there's a way to capture that as well to update the system.

MS. WEILER: Yeah. So right now we are only accepting that information at the time of application for a certificate. We don't have an interim holding pattern type of place to hold that information.

But, when you -- and I don't know when you last applied for a certificate, but when you currently apply for a certificate, it does ask you for the supporting documentation and you upload it and then that sits in

EDI. Once you upload it, you don't have to resubmit again. Which is why sometimes when an officer gets -- say they have their AA and they get their bachelor's, they may not know to submit their bachelor's degree and apply earlier if they can.

Or they may have their bachelor's or master's degree and then they just apply for their certificates. They don't have to provide that supporting material again, because we do have it.

And they do have to be official transcripts or a copy of their diploma if that's what they have easier access to.

VICE CHAIR STALKER: Yeah, absolutely. Because, again, I'm bringing this up because of what you guys are capturing now. And, you know, even if -- again, it's hard. I understand that.

You know, some -- maybe, they don't quite have the bachelor's degree but they've got, you know, 100 units towards their bachelor's degree, I mean, that's important too because they're -- you know, that's right around the corner.

So anyhow, just curious on if there's different ways to capture that information in, I guess, a little bit more efficiently in the future.

MS. WEILER: Yeah, they don't have to have their

degree; right? It just expedites the process. They have fewer years of work experience required. And we are working on rewriting regulation 1202, which is quite bogged down in terms of what certificates are issued, how -- you can be eligible for the different certificates.

We are in process of rewriting that. Hope to have it ready by September or December commission meetings that will hopefully make it easier for an officer and training managers to figure out what's required of them at what point and when they're eligible and that sort of thing.

Because even we're starting to find that we're having difficulty keeping track. Probably not something you want to admit at POST, but, you know, if we're having a hard time, then the officers and training managers are having a hard time, so --

VICE CHAIR STALKER: I 100 percent agree with that. Because, again, I have experience in that and that's -- I'm bringing this up because it's not an easy task.

MS. WEILER: No.

VICE CHAIR STALKER: And, you know, and I also think too that there's probably -- you know, whether it's POST's responsibility or whose responsibility it is, but I think departments need to be reminded, hey, you need

to go in and update your EDI, you know, and make sure that the information on your officers is correct.

But like a department like mine, I mean we got a lot of employees. I mean, it's going to take somebody a long time to do that.

But based on what you are capturing, I think it needs to be done. You know, and that's more on the department, if you ask me.

So, last question on this is, is there also a way -- like, let's just say that maybe somebody is not updating EDI but they are creating a POST resume. And obviously you put your degrees down on your POST resume.

I'm curious if there's a way to capture that, too, if maybe EDI is not getting updated, but their POST resume is based on their, you know, educational status. I would just think that may be another way to capture that as well. But I don't know how difficult that is.

MS. WEILER: That would be another question for our Computer Services Bureau, because the resume is input and completed and held -- it is in EDI, but it's completely separate from the -- what's in the POST profile.

So, if you -- I know you don't have access to your agency, if you have access, but if you were to look at someone's profile and they're a peace officer and an

instructor, it actually has two different hyperlinks: One for the POST profile, and one for their course resume to tell you: Here's their resume and here are the courses that they're an instructor for.

So I would have to ask our CSB team if there's a way to marry that information. And even then, with the resumes they're just putting it down, to my knowledge.

As an instructor in the past, I never had to provide proof that I had a Ph.D. Right? I just put it down there and they're taking your word for it.

On the certificate side you have to provide proof that you have this educational experience.

So that's something that will probably have to talk out with some of the different bureaus.

VICE CHAIR STALKER: That may be a good thing too, you know, for that. But, anyhow, thank you for your time. I appreciate it.

MS. WEILER: Uh-huh.

CHAIRPERSON SALAZAR: Mr. Ehrman. And then I'll come back to you.

MEMBER EHRMAN: So one of the things I was going to point out too, where we may be lacking, in a sense, is at least at the state level, the education incentive that's built into the memorandum of understanding for compensation is a single -- single item. Once you

achieve that item, there's no reason to ever report back to your agency again.

I achieved a master's degree and a doctorate degree after getting that education incentive. I don't think there's any record of that whatsoever with my agency. There's no reason to ever tell them. But like you said, I have submitted a myriad of instructor resumes and different items like that. But I could see where there would be nowhere to kind of glean that information just out of that document.

But I would say for at least, I don't know, 3,000-plus peace officers at the state level, there's really no reason for them to ever report their education, if they got that first education incentive. Because we can also get it for a combination of education and/or POST certificates.

So just being around long enough on the job and not getting fired, eventually you'll get your POST certificates. And they can apply on that.

But if they were to continue going on to school, there would be no matrix that ever captured any of that information.

MS. WEILER: Yeah. And that's another, I think, confusion that we're finding with officers, is they think that: I've submitted my degrees to my agency, I

don't have to submit them to POST.

But that's not true because the agencies are paying you. All of that stuff is separate from your POST certificates. And when you submit to your agency, it does not come to POST automatically. It only comes to us, again, when the officers are applying for their certificates.

So, again, I think it goes back to Sheriff Honea's question about when do we -- how early can we capture this information, even if they're not applying for a certificate?

And if that's possible, then that could alleviate some of that, right, because when you're hired and you're appointed, or even at the time that you receive your basic certificate, if -- because the agency still has to apply for the basic certificate, whereas the proof of eligibility is automatic on our part.

Then we would have that from pretty much the beginning of your career, whatever degree you submitted at the time of appointment; right?

So those are things that we can look into.

As a researcher, I am very interested in the different correlations. And I actually talked to my husband about some of these statistics. And there's, as Chief Salazar mentioned, there is a correlation

somewhere with the time in service and the misconduct and, you know, his comment, and something I thought of, is those are the complacency years.

So I would love to be able to dive in and do that research. We just don't have the manpower for that right now.

But at some point I would love to look into that.

CHAIRPERSON SALAZAR: Thank you. I think it's going to be very interesting information.

Mr. Gamboa, you had a question?

MEMBER GAMBOA: Yeah. Just rather a statement.

First of all, I appreciate all the work you guys are doing. This is very, very complex. And especially when you're looking at some type of outcome.

I'm not here to tell you guys how to do your jobs, but, I do -- after a while working with AI engineers, there's a position called system engineer digital architect. And their sole job is to find all these different systems and let them talk to produce some of those data points that you're looking for.

So, you know, down the road, if you need some kind of recommendations of what we found, I would be more than happy to share that with you guys.

More so, my statement, more than a question, was about both the Sheriff and also Joe Salazar, the Chair,

it's important to realize that if that statistic is true about officers getting involved with incidents later in their career, and it's really tied to wellness, how do we quantify that? Sounds like that's going to be a strong academic approach as well as experiences.

What causes an officer to have those downward spirals and not get the help that they need later in their careers?

Because what happens to an officer later in their careers as he approaches retirement, and once you're done from the sworn side, nearing your retirement, that's another world that they're going to enter into and that's pretty tough.

So my statement is that wellness for peace officers is still an evolving project.

And I'm not sure how if we're going to get those data points and real conversations that would affect these stats.

So it's just more of a statement than anything else.

MS. WEILER: Yeah. Again, as a researcher, I'm more a proponent of a mixed method versus quantitative. Because the numbers only tell you so much of the story.

You need the qualitative piece to really give you the "what's-going-on;" right?

So, yes, it's going to involve quite a bit of

research. It would probably need to involve the academic world, just because they have the resources for that, to do that type of research, and really look into is there complacency going on? Is it a wellness issue?

As wellness programs roll out, you know, is it having an impact? Are these numbers coming down?

Those are definitely going to be things that we'll need some academic help with.

MEMBER GAMBOA: My last comment is just that wellness has, I guess -- it's not a guess. It's a learning domain in the academy. And as it starts to get socialized through a basic training, sometimes it loses its steam. It becomes just a loose term.

CHAIRPERSON SALAZAR: Okay. Any other questions from the Committee?

(No response.)

CHAIRPERSON SALAZAR: I do have one.

On -- let's see, I think it was slide 31, where it says, "79 percent of cases are not considered serious misconduct by POST," I was just curious if there's yet, like, any sort of theme identified as to which categories were submitted. I don't know if that was in there and I missed it or --

MS. DEL MUGNAIO: That's the next presentation by Bureau Chief Christine Ford.

CHAIRPERSON SALAZAR: All right. I will pump my brakes and wait for Christine.

MS. DEL MUGNAIO: One comment before Chief Ford takes over.

Early detection indicators have been out there for a while and obviously, as you all well know, they involve more than age and tenure; right?

It's age, tenure, assignment, what beat are they working, what area are they in and what's the culture of their agency?

And there are quite a few studies out there already that tie some of these indicators together. And we are working with some of those studies to provide you some more robust data.

They're not our studies, but they are from academia.

The one thing I would caution about our small sampling is to not draw too many conclusions, because we're just looking at POST discipline, which, as you can see from the numbers, is kind of a microscope of, you know, a larger cadre of complaints, charges and allegations. And we don't track the officers' age, tenure and all of that with the complaints and charges.

We track it -- excuse me -- with POST discipline.

So there's a lot more data out there in terms of early detection indicators. And I think it's something

that we want to work towards. But we want to be very cautious that with our small sampling we don't draw too many conclusions because it wouldn't be a fair assessment of what's going on.

The only other thing I would like to add before Christine does the misconduct side or the decertification statistical profile is Director Alvarez sent our 2025 Annual Report to all of you, which is a report to the legislature about where we're at now with all things Senate Bill 2 and the reporting and the actions we've taken.

So if there's any questions on anything you might have read in that report, we're here to answer that today.

I just wanted to point out something, and I know Chief Ford's going to talk a little bit about cases that we have going to the Office of Administrative Hearings, so that's the final leg of the adjudication.

We actually did have one case that has since -- or will be coming back to the Commission tomorrow. It was a cancellation hearing. And I just want to advise you of the cost of that.

So when we send those cases and they go all the way through the adjudication process, one case was upwards of $42,000. And we don't have cost recovery for that.

I'm not in any way trying to persuade the Commission, or anyone, to not send those cases, but it's pretty expensive. So I just wanted to kind of educate you folks on seeing it through to the end through the evidentiary stages is pretty costly to the State.

Christine? Thanks.

MS. FORD: Good morning, Mr. Chair and members.

I know you've all received this presentation. It's very lengthy, so my plan is to just cover highlights for each slide, but I welcome any questions or if you need any clarification on anything.

So, I will go ahead and proceed. Looks like we're a little stuck on the slide here.

Agency participation for serious misconduct reports are at a highest since the implementation of SB 2.

Most agencies have submitted multiple reports to us.

Twenty-two percent of the agencies have not reported, but as you see, the majority of those employ less than ten full-time peace officers, so the likelihood of them having a report is low.

Next slide.

As you all know, POST tracks -- we should be on the second slide, as far as --

POST tracks the non-reporting agencies, which have zero reporting and/or less than expected reporting. As

you recall back in October we did send letters to approximately 60 law enforcement -- traditional law enforcement agencies to verify that their submissions actually matched what we had.

I do have an update for that. Out of the 60 agencies we did receive 45 responses quite quickly within that time frame. And those 15 remaining, we have been in contact with those agencies and verifying their count.

This slide will just indicate, it just shows you the intake of serious misconduct reports.

Key things on this slide is going to indicate that for each quarter, we're taking in approximately 2,500 reports per quarter.

As we move away from our retro reporting, we now are handling cases that are current.

For public complaints, we have 3,300 public complaints that are in process. This slide will just give you an idea of how many public complaints we are in taking per quarter.

As you know, that we actively review complaints. This is just a breakdown of where they are right now. We've closed out 43 percent of our public complaints; 28 percent are actively with POST and under review; and 29 percent are with the agencies requesting and waiting for

additional documentation.

The more important thing on this slide is to indicate once we receive a agency misconduct report and then the -- it's open with the agency, from the time that they actually complete the IA investigation and return it to POST, it estimates about eight months.

Over 49,000 serious misconduct allegations thus far. As you see the top three, excessive use of force, bias, and abuse of power have been our top three since the beginning.

One of the key things I do want to mention on this slide is that about 41 percent of the allegations occurred prior to January 1st of 2022, which we could not take action on.

As you all know, we do prioritize our cases when they come in from the agencies. One key thing on the next two slides, it just is a breakdown of -- of our top allegations.

For Priority 1s, which you are aware, those are agency sustained findings. The top three allegations for our P1s are acts that violate the law, dishonesty and excessive use of force.

Ninety percent of our ITS public complaints and priority cases have been closed. As you can see, 7 percent are open with POST and under review. And three

are considered inactive.

I might also mention that the majority of the cases that you are going to see, the closures are Priority 3s, which are the cases where the agency had a not-sustained, exonerate or unfounded finding.

So as you can see, we've really progressed through the years.

I'm happy to say, that really statewide, for our P3s in particular, that's really where a lot of our retro cases came from and the bulk of our cases, we are under 800 for the whole state right now and that's a -- that's going to be a rolling number throughout. But that's a great accomplishment for our staff is we've gotten through all of our P3 cases.

To date, all of our closed cases have been cleared within that three-year statutory time frame that we do have.

Just a key note on this slide is we average about seven months from the time we get the case from the agency complete to the time that our POST investigator completes their review, it averages about seven months.

MEMBER HONEA: Quick question.

That's on top of the eight months on average it takes the agency to get done?

MS. FORD: Yes.

MEMBER HONEA: Okay. Thank you.

MS. FORD: Approximately 2 percent of our cases have been cleared by POST, and 95 percent have been closed with a no-further action closure.

On the next slide, I'll explain a little bit more into what "no further action" means.

No further action, 79 percent of those no further action cases did not meet the definition of serious misconduct; 17 percent were not actionable based on the time; and 4 percent were cases where POST received a case, we did the investigation and we could not get to the clear and convincing evidentiary standard that we have.

CHAIRPERSON SALAZAR: And Chris, Chief, so on that slide, 31, so back one slide, on that 79 percent that did not meet the definition of serious misconduct, is there a theme in that 79 percent of submittals in terms of which category of serious misconduct?

MS. FORD: I do not have the breakdown of that. I can get that.

But I also will make a statement that the majority of all those case would be your P3 cases.

We would need to do a little bit more research to break it down by allegation.

CHAIRPERSON SALAZAR: Thank you.

MS. FORD: This next slide just gives you a case closure by priority as we've talked about before, 92 percent of the closures for P3s are they don't meet serious misconduct.

Priorities 1s and 2s, the priority -- the majority of those were not going to be able to get to clear and convincing evidence to move the case forward.

Case closures for our public complaints, 86 percent of those do not meet serious misconduct. And then five percent are that we just don't have jurisdiction and those cases it's just -- it was a situation where they were not an officer that fell within that Penal Code that we work under.

Number of disciplinary actions taken by POST is above average compared to other California licensing agencies. This just -- graph gives you an idea.

You can notice the majority of them are for ineligible 1029 Government Code violations.

MEMBER HONEA: Excuse me. Honea.

Which -- I'm going to say, which other professional -- which other professions do you compare that to?

MS. FORD: California Nursing Association, the State Bar and Medical Board.

MEMBER HONEA: Okay. And ineligible under 1029.

Can you flush that out for me a little bit more, please?

MS. FORD: That would be where it was a felony conviction.

MEMBER HONEA: Okay.

MS. FORD: Under the Government Code 1029.

MEMBER HONEA: Okay. Do the other -- I know the State Bar doesn't necessarily disbar you for a felony conviction. I don't know bout the nurse -- nurses.

Does anybody --

MS. DEL MUGNAIO: Yeah, for the most part.

So if you have a felony conviction and you hold a medical license, it's probably going to get revoked.

It is not an automatic like it is for peace officers, where there is no deliberation by the governing board. There's still deliberation by the governing board.

Governing board, just because I worked for health care professions --

MEMBER HONEA: Yeah.

MS. DEL MUGNAIO: -- yeah, they're not going to allow a doctor, a nurse, physical therapist, podiatrist, to keep their license with a felony conviction.

The difference being, if it is otherwise expunged, dismissed, there's a pardon. Chances are they would be able to return to the state and petition for

reinstatement. Peace officers don't have that opportunity.

MEMBER HONEA: And I'm interested to know if that -- to what degree that would account for the higher statistical percentage with regard to peace officers versus, say for example, attorneys.

MS. DEL MUGNAIO: I think absolutely by and large if you look at the number of revocations as a result of -- revocations and ineligibility as a result of 1029.

The only difference there being that the ineligibility was cases prior to January 1st, 2022; revocation was anything after that.

That's the bulk of the numbers.

I think we've taken almost close to 900 actions since SB 2 was implemented. And primarily that involves those felony convictions.

So yes, it does absolutely contribute to the percentage of disciplinary actions that we've seen at this point.

MEMBER HONEA: Above the other professions.

MS. DEL MUGNAIO: Sure.

MR. HONEA: And don't get me wrong --

MS. DEL MUGNAIO: Good point.

MEMBER HONEA: -- felony convictions should completely bar you from being a cop. I understand that.

MS. DEL MUGNAIO: Yes.

MEMBER HONEA: But I just want to understand the distinction between the professions.

Thank you.

MS. DEL MUGNAIO: Correct. Thank you.

EXECUTIVE DIRECTOR ALVAREZ: If I may, Mr. Chair?

One other distinction, it's hard to make the comparison where there's a lot of sole practitioners that are doctors and lawyers and they don't necessarily have a big employer behind them that would report misconduct.

Where obviously with a peace officer, the department is required to reported that to us. So it's hard to make the comparison.

MEMBER HONEA: Yeah, I would agree with that. And again, being familiar with the State Bar, yeah, that process, a lot of complaints don't get reported to the State Bar. And that whole process is well established, but considerably I think more -- there's a lot more off-ramps for attorneys who engaged in misconduct than what we currently have in place for peace officers.

MS. FORD: All right. Our top allegations which resulted in action by POST are acts that violate the law, dishonesty and sexual assault.

This slide will just give you a breakdown of our

immediate temporary suspensions. As you can see on the left, the majority of the reason why we would do an ITS is due to an arrest or indictment under Government Code 1029, with the following discharge and separation as the other options.

Over half of our subject officers have received a Notice of Intent letter have not responded.

As you can see, there's 77 Notice of Intent letters that have been sent out thus far.

Forty-eight notices resulted in a default decision, which is about 62 percent.

Twenty-five have appealed. Twenty-five have been heard by the board thus far.

And 22 with the Commission with the three being heard this week.

There is a piece of information I do want to provide to you that is not on the slide. Since the last Advisory Commission meeting back in December, we've sent out 12 Notice of Investigation letters.

Of those, four have defaulted, five have appealed, and three are in that 30-day review window. At the time the letters were sent, the officer status was five were employed, four were terminated, and three resigned.

VICE CHAIR STALKER: I'm sorry. Can I ask a question?

CHAIRPERSON SALAZAR: Yes.

VICE CHAIR STALKER: Brent Stalker.

Can you reread that last -- did I understand that correctly?

A Notice of Intent?

MS. FORD: Yes. Notice of Intent to Revoke letter.

VICE CHAIR STALKER: What does that mean?

MS. FORD: That means that POST has done their investigation and we now are moving towards decertification or suspension. We've noticed the officer and given them 30 days to either respond to the appeal or they become a default.

VICE CHAIR STALKER: Okay. So when you say they are not responding, it's the individual officer not the agency?

MS. FORD: Correct. Correct.

VICE CHAIR STALKER: Okay. Thank you.

MS. FORD: Over half of the cases that -- who they received the Notice of Intent letter, POST has captured additional causes this could be for myriad of reasons. A lot of times agencies will submit a policy violation that would fall under dishonesty or abuse of power under our definitions.

And then the last slide we have is just the comparison with the Board and Commission and the

recommendations on what the Board has recommended and what the Commission has.

I know that our Assistant Executive Director had mentioned that we would provide a hearings update. I'm not sure if you would like that provided, just the current cases that we have that are scheduled for Office of Administrative Hearing.

I can provide that or it could be provided tomorrow to the Commission.

MS. DEL MUGNAIO: Why don't you go ahead, Christine, let them know so they can keep track of the, kind of, full circle.

MS. FORD: Sure.

MS. DEL MUGNAIO: Thank you.

MS. FORD: So we have five cases that have been scheduled with the Office of Administrative Hearings.

Sarabia-Medina from Los Angeles Sheriff's Department is scheduled for August of this year.

Do you want me to provide names? Or does it --

MS. DEL MUGNAIO: You can just let them know.

MS. FORD: Okay. So there's another case that is scheduled August 25th of this year.

Some of our Torrance cases are scheduled for May. Two cases in May and one in September.

MEMBER HONEA: Thank you. But just telling me their

schedule doesn't provide me any information.

Is there a prohibition against giving me some information about who they are and what they did?

MS. DEL MUGNAIO: No, it's public if you want it. Yeah, we can do that. Sure.

MEMBER HONEA: If we're going to do it.

MS. DEL MUGNAIO: Absolutely.

MEMBER HONEA: Yeah. Otherwise don't waste our time. You know, yeah, there's some scheduled -- there's some hearings scheduled but what are they about? What are these people accused of doing?

MS. FORD: Okay. Sarabia-Medina is Los Angeles Sheriff's Department and that was a dishonesty case that's scheduled for August of 2026.

Braulio Robledo is Los Angeles Sheriff's Department. That's scheduled for August 25th of 2026.

Can you refresh my memory on -- (sotto voce discussion.)

Okay. Joshua Satterfield is Torrance PD. That was a bias case. That's scheduled for May 4th of 2026.

Blake Williams, Torrance PD., again another bias case. That's scheduled for May 18th of 2026.

And Brian Kawamoto, Torrance PD., also a bias case. And that's scheduled for September of 2026.

MEMBER HONEA: Thank you.

CHAIRPERSON SALAZAR: Okay. Any other questions from the Committee?

VICE CHAIR STALKER: Yes, I have a few, please.

Brent Stalker.

I've got a couple here that I wanted to ask.

Okay. So, you know, we're talking about these statistics. And, you know, things that agencies are doing.

Couple questions.

If I understand you correctly, departments, if they fall under those categories, will submit to POST that they have some type of misconduct allegation.

My question is, is how many of those that you get do you believe -- I want to make sure I'm asking this correctly.

How many of those that you get do you believe that the department handled it properly as far as internal affairs?

Does that make sense?

So, like, if they submit something to you, I would imagine that it probably varies in California by department to department, as far as whether -- I'm just throwing this out there -- a sergeant investigates it or an internal affairs unit investigates it.

So when you get this information and you're looking

at it, do you feel like, in most cases, that the investigation was handled properly as far as, you know, should it have gone to an internal affairs versus, again, maybe a sergeant in the department handling it?

And I hope that makes sense, what I'm asking.

MS. FORD: It does.

And I can say that for the majority of cases, we're -- we find that the agency has done a thorough investigation.

Now, having said that, as you all know, our evidentiary threshold is higher. So in most cases if we are moving a case forward to the Commission and the Board, we have to do additional investigation.

That's not to say that the agency didn't do a proper investigation, it's just we have to reach a higher threshold to get to clear and convincing, when we may have to interview and get additional information specifically for our case to move it forward for decertification.

VICE CHAIR STALKER: That's actually my next question.

So let's say you get a case and you believe that -- and you may have already answered this.

But you believe that it should have been handled by internal affairs and it wasn't, do you send anything

back to the department? Or does POST just step in and handle the investigation from there?

MS. FORD: Well, we will always want to work with the agency first.

We are always in good communication with the agencies and what our needs are. So we would always defer to the agency.

There's going to be some circumstances where POST will have to do the investigation ourselves, but that's not necessarily the route that we would always want to necessarily go first.

VICE CHAIR STALKER: And it sounds like most agencies are complying with that.

MS. FORD: Yes.

VICE CHAIR STALKER: Okay. So how -- and this is more of a curiosity -- how do departments determine, or do you know this, if something needs to be handled at a sergeant level or internal affairs level?

Do they assume that if they're sending you the information, that it should be at least an internal affairs level? Or does it vary?

MS. FORD: I don't think I would be able to answer that.

VICE CHAIR STALKER: Okay.

MS. FORD: I think that's up to each agency's own

policies and procedures.

VICE CHAIR STALKER: And, again, this is just statements versus maybe questions, but are smaller agencies utilizing outside agencies for their internal affairs?

Or are they trying to handle most of them internally?

MS. FORD: Again, a question that will vary throughout the state.

VICE CHAIR STALKER: Okay.

That's all I have. Thank you.

CHAIRPERSON SALAZAR: Any additional questions from the Committee?

Okay. Seeing none, Ms. Ford, thank you.

MS. FORD: Thank you.

CHAIRPERSON SALAZAR: Chief Weiler and Stacy, thank you.

I don't know if you noticed the big smile on Sheriff Honea's face on the education piece.

We appreciate that information.

Okay. Next up we have Item 2d., and I will call upon Assistant Executive Directer Tom Osborn from the Field Services Division, who's going to provide a report on the creation and initial priorities of the Compliance Audit and Accountability Bureau.

MR. OSBORNE: Thank you, Chair.

Good morning, board members. Yeah, what a nice day in San Diego.

It's my privilege and honor to kind of introduce to you a brand new bureau here at POST.

As indicated, the Compliance, Audit and Accountability Bureau.

The mission of CAAB, and we call it CAAB, for short or long, the mission is to promote efficiency and effectiveness of POST programs through independent audits, compliance reviews, and program assessments.

On the screen in front of you, and maybe also on your laptops, is an organizational structure of what this looks like.

It will be comprised of ten individuals, led by a Bureau Chief, a new Bureau Chief that was hired at POST who worked in POSAD and was selected as the Bureau Chief. That is Robert Tripp. And I want to describe each of the three different independent units that comprise of CAAB.

First, on the far right side is our audit team. As the name suggests, they will conduct traditional audits of contracts, reimbursements and expenditures. This team will work both internally at POST as well as our external partners.

The goal of this particular unit is to make vigorous internal and external auditing kind of part of our daily routine here at POST.

On the internal side, CAAB will support the due diligence that's already currently exercised by POST program managers, auditors and supervisors.

And on the external side, as you are aware, POST has many, many contracts with the state -- has one contract in particular with the State Controllers's office that helps us look at the reimbursements we do for training to insure that we're not overpaying and we're supporting the cause there.

And -- but this particular unit will also take a look at current contracts, auditing those contracts, looking at receipts that typically a lot of times we're not able to do that with our current staffing models. And so that's one thing that they're going to be doing.

Current staffing plan relative to that, we have flown a position on the staff auditor job that has been closed. And we received a couple of really good qualified candidates. They're going to be interviewed shortly, so we're going start with that. When that person is selected, then we will pick the other three auditors to work underneath that supervisor.

In the middle you will see the quality assessment

team or QAP.

This is part of the traditional QAP that was structured previously under TPS but we're adding some additional resources to that particular program.

In particular, three LECs will comprise that particular unit. We have one current LEC II that is on board that has happened to run the traditional QAP program, but we're looking to enhance the QAP program, as well as that particular unit will look at POSAD and look at how cases are looked at from three different bureaus to make sure there's consistency in application of POST policy, Commission regulations, and the like.

So a little bit of review and oversight underneath that particular unit.

As I mentioned, the current staffing plan we have the LEC II in place. We've flown the position for the other two LECs and interviews are scheduled next week to round out that team, hopefully.

Lastly, the policy team on the far left side, which both supports the projects that are conducted by the other two teams that I just referenced, as well as identify and address gaps that they may see through their audits and compliance checks. So kind of taking a look at that.

Current staffing plan, we have on board a Manager II

already on board. And we have flown the position for an Analyst I or Analyst II position that will help round out that team.

So in summary, through these three teams, we offer independent perspective, perform thoughtful data collection and analysis, identify best practices and provide guidance to POST managers, as well as to the Commission, of different resources that the Commission may want us to take a look at.

Again, you know, we're going to look internally, we're going to look externally to enhance POST programs and regs and procedures.

So, happy to answer any questions at this time.

CHAIRPERSON SALAZAR: Any questions, comments, from the Committee?

(No response.)

CHAIRPERSON SALAZAR: I had -- so how many of these are new positions versus restructured positions?

MR. OSBORNE: All of them restructured.

CHAIRPERSON SALAZAR: All of them are restructured?

MR. OSBORNE: Yes.

CHAIRPERSON SALAZAR: And I forgot to ask a question on the last presentation on how we are on the SB 2 staffing for POSAD.

MS. DEL MUGNAIO: So we are -- if you look at the

stats, we look full. Probably half of our law enforcement consultants on the POSAD side are retired annuitants.

So we're about half full in terms of our investigators with full-time permanent staff. The other half is being supported by retired annuitants right now. So we're still looking to hire those positions as full-time permanent positions. And as we do that, we'll matriculate off our RAs, so -- thank you.

CHAIRPERSON SALAZAR: Okay. Thank you.

MR. OSBORNE: You're welcome.

CHAIRMAN SALAZAR: All right. Thank you for that report.

My apologies I messed up and I was missed a break a few minutes ago. so we're going take our morning break for the court reporter here at 11:04. So we'll be back at 11:15 and we'll proceed. Thank you.

(Break from 11:04 A.M. to 11:22 A.M.)

CHAIRPERSON SALAZAR: Okay. Everyone should be well rested and ready to get back to work.

Call the meeting back to order.

And our next presentation, I will call upon Legislative Liaison Meagan Poulos from the Office of Public Affairs and the Executive Office who will provide a Report on Legislative Update.

MS. POULOS: Thank you.

Good morning, still, Chair and advisory members.

I am Meagan Poulos. I am the legislative liaison for POST. I'm also fondly referred to as the certified black cloud. I like to call myself a messenger. So please remember that as I talk to you about new legislation for this year.

So we are in the second year of the two-year legislative session which began on January 5th. And we're now past the deadline to introduce new bills.

Many of the bills that were carried over from last year have died. And I believe in the handout in the Commission packet, there is notations on the ones that did die from last session.

Committee meetings are literally just beginning this week, so a lot has not occurred yet. And I say that because there's a lot of activity that's going to happen between now and August.

So I'm only going to be discussing a small handful of bills of interest and as they pertain to POST.

So the first one is AB 1586. This bill would essentially require every school resource officer while on duty to carry an opioid antagonist to provide emergency treatment during an overdose.

The bill would also require each SRO, upon

assignment, and every two years after, to complete an opioid overdose recognition and response training.

The next bill is AB 1814, this bill would require POST to create a course relating to the detection and apprehension of drivers whose behavior indicates they may be driving under the influence. The bill outlines course objectives and requires a minimum of three hours of training to include training scenarios. So it would be an in-person training. All peace officers with a rank of supervisor or below who are assigned primarily to traffic enforcement would be required to take this training and every two years after.

AB 2119, this bill would require POST to update existing guidelines and training to include specific gender bias prevention and trauma-informed methods for responding to victims regardless of gender.

AB 2347, this bill would require POST to review existing hate crimes training for effectiveness. And then adopt evidence-based training requirements to address gaps identified in the interview as it pertains to hate crimes.

And I think the last bill I have for you today -- yes -- is SB 937. This bill would expand on current prohibitions to disburse a crowd during a protest or demonstration to include flash bang grenades.

So if you recall a few years ago, there was a prohibition that was put on kinetic energy projectiles so now it would include flash bangs.

If you watch the news, or pay attention to legislation, you're aware that there are several bills relating to public employment, secondary employment and disqualifications with the intention to prevent ICE agents from becoming peace officers as well as peace officers working as ICE agents.

As the session progresses, POST will be, of course, tracking all of this legislation I mentioned and more.

And, of course, remain committed to providing the best standards and practices in the state.

And with that, I just, again, caution this is a very seemingly chaotic time of year in the legislature and I just really want to emphasize that there's a long road.

So I always try to kind of put that out there, because it seems like a lot, but we have a lot of time.

So with that, I'm happy to answer any questions.

CHAIRPERSON SALAZAR: Thank you for that report, Meagan.

Are there any questions or comments from the Committee on the legislative update?

VICE CHAIR STALKER: Brent Stalker.

On the influence one again. That --

MS. POULOS: The DUI bill?

VICE CHAIR STALKER: Yeah. You're saying three hours of training how often?

MS. POULOS: Every two years.

VICE CHAIR STALKER: Okay. And that's just to recognize -- help officers recognize somebody that's under the influence?

MS. POULOS: Yeah.

So the bill actually outlines pretty specific content that would be required in the course for POST to develop. It also does a carve out for current CHP training. So if you were to take their course instead of the POST-created course, that would satisfy the mandate as well.

VICE CHAIR STALKER: Thank you.

CHAIRPERSON SALAZAR: Any additional questions or comments?

Okay. Thank you for that report, Meagan.

MS. POULOS: You're welcome.

CHAIRPERSON SALAZAR: Okay. Our next report will be Item 2f., report on Regulation 1005 update. I'll call upon Chief Counsel William Toby Darden, Legal Affairs Bureau, who will provide a report on this item.

MR. DARDEN: Good morning, Mr. Chair, Advisory Committee members, nice to see you again.

This will be a very brief update.

Really more of a procedural update instead of a substantive update with respect to our efforts to substantially revise POST Regulation 1005.

You may recall that we've been before the Commission a number of times in the past -- how long has it been? A year and a half? Two years? Something like that.

It's been a long -- a long slog to fundamentally revise Regulation 1005 and to go from about a page and a half in the regulations to almost 18 pages in the regulations by covering, in detail, each category of peace officer in California and discussing what the minimum entry level training requirements would be.

So our attention had been to hopefully be able to put it out for public comment and be able to have that back to the Commission at this meeting.

Unfortunately, what we learned was, in putting together the paperwork for OAL, there were a couple problems.

First, based on the OAL publication deadlines, we just weren't able to get it done in time for public comment to conclude prior to this meeting.

But more importantly, and more fundamentally, what we realized in putting together a draft to go out

for public comment, is that this regulation has, over time, become a monster.

So it covers a number of discrete subject areas within the regulation, it's not just the foundational or minimum entry level training requirements.

The regulation, the current regulation, that talks about those standards, for basically RBC officers. Then it goes into basic course waiver and field training. And then it goes back to the foundational training again and then covers a bunch of other topics.

So in putting this out for public comment, what it will do is as we now insert these new 18 pages of standards in the beginning of the regulation, it changes all of the numbering for all of the sequential portions of the regulation.

Now, we've also received feedback, our staff has, I haven't personally, but a number of staff that's worked with OAL on 1005, we've gotten feedback from OAL that the regulation itself is such a monster that at some point it would be a good idea to go through and try to separate it out a little bit for clarity purposes.

So we decided this really was the time to do that.

So I put it up on the screen, that what we're proposing is to go through 1005, and to separate it out

into effectively call it subsections, but separate sections by discrete subject area.

So our proposal is that regulation 1005 would simply talk about the scope of the 1005 sections.

And then the new 1005.01 would be all of the new foundational or minimum entry level training requirements.

And then 1005.02 would be our basic course waiver process;

.03 would be the field training program requirement;

.04 would be continuing professional training;

And then .05, as you see, leg-mandated courses;

.06, supervisory course;

.07, management course requirements;

.08, rifle and shotgun training;

And .09 optional training.

So, hopefully, as you can see by that recitation of the discrete number of subject areas, the regulation itself had become very extensive and difficult to navigate. So the thought is that this would really help provide clarity to the regulations and make it a lot easier for our officers in the state, our agencies, and the public to understand what the regulation is intended to do.

So, again, no substantive updates. We did receive some feedback, Sheriff Honea, from you, and from others, which I appreciate, and we will include that when that goes out for public comment.

But it's really just a procedural update, and hopefully by the next meeting that we have in the summer, we will have been able to have gotten this sort of massive renumbering project done and have it put out for public comment and then we'll be back and able to discuss any substantive concerns that the field has with it at that time.

So with that, happy to answer any questions.

CHAIRPERSON SALAZAR: Questions and comments from the Committee?

(No response.)

CHAIRPERSON SALAZAR: Okay. Seeing none, thank you for that report.

We will now move on to finance and contracts.

At this time, I'll call upon Bureau Chief Cheryl Smith from the Administrative Services Bureau who will provide a report on the Budgetary items, year-to-date expenditures and contract expenditures.

Cheryl, I'm going to -- so, there's like 16 contracts here. I don't think we need a presentation on each of these.

I think there were some specific questions.

So unless you want to speak of each one of them.

MS. SMITH: No. Do you want me to go over expenditures at all? Where we're at with the budget? There's attachments in the agenda item. I don't --

CHAIRPERSON SALAZAR: Yeah, let's do that. And then I think there might be some --

MS. C. SMITH: You want to do that?

CHAIRPERSON SALAZAR: -- specific questions as regards to contracts.

MS. C. SMITH: Okay.

CHAIRPERSON SALAZAR: That we'll have.

MS. C. SMITH: Perfect.

So this first part is expenditures, the contract expenditures. So it's just showing us where we're at with what we currently have for contracts that require Commission approval. So any contracts, 250,000 and up, this is what it looks like for expenditures as of February 4th.

I think the next slide is going to show expenditures. This shows both State Penalty Fund and General Fund and where we are at currently with what our expenditures are as of February 4th.

The next slide's going to be a breakdown more of State Penalty Fund and each of the pools of money:

Standards, Training, Peace Officer Training and POST Administration.

Where we are with spending.

And then the next one is the General Fund and the breakdown of each of the pools of money, appropriations, for the different expenditures.

Any questions on the expenditures?

I think the next -- oh, the next slide is going to be proposed budget.

So currently the proposed budget for 26-27 has been released. And I think it's at $94 million is what POST's budget will be for 26-27.

Any questions on that?

VICE CHAIR STALKER: Brent Stalker.

I can't see the difference on that one, as far as the POST budget between I guess it would be '24 and '25, and now '26.

MS. C. SMITH: It's less. We had -- the state asked for money to be given back, so we did budget drills and we've given back some money. And we've also given back some positions to save money for the state.

VICE CHAIR STALKER: Okay.

So, again, what's the difference on --

MS. C. SMITH: So I think we were at 102 and now we're at 94.

VICE CHAIR STALKER: Thank you.

MS. C. SMITH: We were at 102 and we're at 96.

VICE CHAIR STALKER: Thank you.

MS. C. SMITH: Questions on that?

CHAIRPERSON SALAZAR: Any other questions on that piece? Okay.

(No response.)

MS. C. SMITH: All right. The next slide is the contracts requiring Commission approval. So any contracts 250,000 and above require Commission approval. And you're going to have specific questions for these?

CHAIRPERSON SALAZAR: I do believe we had some specific questions on the contracts.

So, Mr. Stalker?

VICE CHAIR STALKER: Yes, Brent Stalker.

I had some questions.

I know we've had some discussions on the QAP program. And just some different changes on that. I don't know how familiar you are with that. But it's --

MS. C. SMITH: I am not. I think Tom -- Bureau Chief Tom Chalk was going to come up here with Kenya to discuss that.

Is there any other questions on any of the other ones?

(No response.)

MS. C. SMITH: No?

CHAIRPERSON SALAZAR: Seeing none, no.

MS. C. SMITH: Then I will let them come talk about QAP.

VICE CHAIR STALKER: Thank you.

MR. CHALK: Good morning, Chair Salazar, members of the Committee.

I'm Tom Chalk, Bureau Chief of the Training Program Services. And to my right is Kenya Smith. She's our Staff Services Manager for Training Program Services as well.

I am disappointed, though, to find out that we are not going to cover all 16 contracts. But, okay, we'll talk about QAP.

And I don't have a QAP presentation ready to go, so if there's specific questions that, sir, you would like to ask, I hope I can answer those for you. Or Kenya.

VICE CHAIR STALKER: Yeah, I just wanted to -- I know in the past it's been talked about a little bit and I know there's been some changes, positive changes, with the program.

But some of the specific questions if, for instance, let's just say a course or the course presenter is not going along with the suggested changes from a QAP evaluator, what would POST do on a situation like that?

MR. CHALK: Sir, I can answer that.

And let me just back up, real quick just for a little bit of context. And this is in your agenda packet as well.

So, from fiscal year 2023-24 through 25-26, we actually, through QAP, we assess 9,199 instructional hours, which that resulted in 2,303 recommendations.

And we've also identified certain courses where we put into what's called modification where there's been a problem that was recognized through the course from our evaluator, that wasn't able to be corrected on site.

So what we would do is input that course into modification, meaning that it cannot be presented to any students until whatever deficiency was recognized is addressed.

And that's something we do automatically. It could happen right away. Doesn't require a Commission vote or anything. It's up to the program manager or our LECs to make that happen. So it's an automatic.

VICE CHAIR STALKER: Okay. So if a course presenter is not following through on the suggestions, then that would be something that, if I'm understanding you correctly, POST would possibly put the course into modification until they decide to fix whatever recommendation that is being presented?

MR. CHALK: Yes, sir. That's correct, and -- although rare.

Our goal is to work with the presenters and try to make any improvements or changes while they're on site, while they're conducting that evaluation.

However, if that's not possible, yes, we will put the course into modification immediately and then work with the presenter to fix the deficiencies.

But again, the important piece of that is the course is not being presented any further to any student until those issues have been corrected.

VICE CHAIR STALKER: Thank you.

MEMBER PACHECO: Question. Miguel Pacheco, CPOA.

Have any of those course modifications dealt solely with the instructor, meaning there's been enough complaints on a given instructor that the modification would be that that instructor could no longer teach that course?

MR. CHALK: In the 11 courses that were in modification, four of those were the result of instructor conduct, in which the presenter voluntarily removed those instructors from teaching that course. So we did not have to actually take any further action.

However, we're prepared to do that as well, with our instructor conduct regulation that you'll be seeing very

soon. That's coming down the road as well.

MEMBER PACHECO: I would be interested in that. I think this Board has traveled that road a little bit, so if that's something coming, I would be interested in getting information on that.

MR. CHALK: Yes, sir.

MEMBER PACHECO: Thank you.

CHAIRPERSON SALAZAR: Mr. Gamboa.

MEMBER GAMBOA: Gamboa.

Quick question, Chief.

If a course goes into modification -- I just need clarity. Does that mean they can teach the class, but the students don't get POST credit for it or modification means they can't teach it entirely until those corrections are made?

MR. CHALK: For example, let's say we're doing a QAP on a 24-hour -- it could be a use of force course, let's say.

And there's some deficiencies that were -- that were noted by the instructor. If they can't be fixed while the course is going on, we, of course, would allow -- unless it's a safety issue, we'll let that course continue and the students will get credit for the 24 hours.

However, if we can't address whatever improvement

that needs to be done, that course then, for future presentations, will be placed in a modification status where it cannot be presented until we, POST, allow that to happen.

Once our LECs, our Law Enforcement Consultants, determine whether or not those deficiencies have been corrected, if they have, then it's -- we go into the system and make that course active again.

But if it's not active, it can't be presented.

But we're not going to -- if you're sending your officers to one of our courses, we're not going to place it into modification midway through where you've just wasted all that money sending someone to a course where they're not going to get credit for. That doesn't happen.

MEMBER GAMBOA: Just a -- from a -- just a comment from a private presenter standpoint.

When a class goes into modification for us, it's revenue. So, you know, the longer it's out and we can't publicize the class, it's a problem.

So thank you for sharing that.

MR. CHALK: You're welcome, sir.

VICE CHAIR STALKER: One other comment, too, is it's -- we saw this on the last presentation that it's moved -- QAP has moved bureaus. So it's now with the

Compliance Bureau, so seems like a very positive change.

MR. CHALK: It seems to fit very well, in the mission of that bureau, the Compliance and Auditing Accountability. So it just was moved there. But the mission and the role will stay the same.

VICE CHAIR STALKER: Excellent. Thank you.

MR. CHALK: Yes, sir.

CHAIRPERSON SALAZAR: Sheriff Honea.

MEMBER HONEA: Can I ask a question about two other contracts? Sorry.

CHAIRPERSON SALAZAR: Manny, do you have a comment on this item?

EXECUTIVE DIRECTOR ALVAREZ: Yes, if I may. Thank you, Mr. Chair.

So the instructor conduct regulation has already been approved by the Commission. It's not final yet. But they did approve that previously.

After a series of meetings, now the processes and procedures need to be put in place behind it. And that's internal at POST.

There's been, you know, as mentioned earlier today, just a little bit of a shift in how we address courses or instructors.

I think there was a mindset years ago, right or wrong, that how a course is presented, as long as it

meets the regulations, is not really our problem. It is the problem of the presenter and if they have a bad instructor or -- that's their problem.

I think that's -- we've changed.

I think we want to, obviously, address misconduct by instructors, which, if we have some of it to remove them altogether. As well as performance issues, when we know that they're not doing well.

So we're hoping that now that we're kind of modifying our procedures and we have a regulation behind it to be able to take action, that that will help us.

We're also, behind the scenes, have already deployed a process for surveys that will come to us electronically. We've started it with our own legacy courses, we've been doing it at SLI, Command College and some of our basic training courses, where they will complete a survey with the QR code at -- in the course.

Those results come back to us. And with Power BI, we're tracking the responses to see where the issues are, if there's safety issues. If they're bad instructor issues, that we will be able to see and then obviously be able to share that as opposed to a paper form that's collected at the very end. That will hopefully give us better data.

But really -- and that will be tracked as well by

QAP.

But I think the point is, one, the regulation's in place now the procedures have to come in.

And then, two, that we do feel that it is our responsibility if there's an inefficient instructor, there's misconduct, it is our problem. And we should be able to decertify that course or decommission that course and they can teach it, just without POST certification.

So just a little bit of a shift in how we do things. I think it's the right thing to do. But that's hopefully where we're moving forward.

MEMBER PACHECO: Thank you. I appreciate that.

Being an instructor on the side and also, you know, being in management, and I said this a few meetings ago, there's nothing worse than sending people to training and you're trying to do something above and beyond.

I mean, we just heard about two other courses that might be coming as mandated. And then sending them there and having an instructor that, quite frankly, has no business in front of, you know, staff or kind of creating that culture that we don't want.

So for what it's worth, thank you for POST doing that in the shift. I think it is your responsibility because you put your cert on it; right? So, thank you

for that. It's appreciated.

CHAIRPERSON SALAZAR: Any other questions related to the QAP? Questions or comment related to that?

MEMBER GAMBOA: Last one, Chief. Just a quick question.

Is there a bridge to like -- see if I say this right -- SB 2 standard?

So let's say you get a retired officer that said something that may be a little bit outdated and can be construed as maybe demonstrating bias, and it ends up in the QAP, what's the process?

Is there a reporting system for that?

MR. CHALK: Yes, there is.

More than one type of reporting system. Not just the QAP would we have the ability to receive that type of information. The students themselves do a course evaluation.

As a matter of fact, in two instances that I've been involved with, with instructor misconduct, it was reported to us from the student, which we investigate.

And in this particular case, we actually, that resulted in a QAP after the fact for that particular course.

Meanwhile, that course was placed in -- not in a modification; however, that instructor was voluntarily

removed by the presenter to make that course go forward.

One of the things that I think is important for everyone to understand is, if the presenters of these courses, it's in their best interest to comply with POST and to do what -- follow the recommendations that we provide. Because at the end of the day, it's their responsibility to make sure that training that they're providing is within the regulation that may be outlies that curriculum or follows the rubric that we have.

So they want to follow that as well.

And so, we haven't really had any issue where a presenter is not willing to address an instructor issue, at least at this point. To my knowledge.

MEMBER GAMBOA: Thank you.

VICE CHAIR STALKER: Just a comment on that.

Brent Stalker.

I think that's a great thing in place.

I mean, we -- I know POST is huge on training throughout California.

And, you know, I'm happy for that. I'm happy for the amount of work that goes into training officers in California.

So I just think that's a good checks and balance on that. So I appreciate it. Thank you.

CHAIRPERSON SALAZAR: Director Alvarez.

EXECUTIVE DIRECTOR ALVAREZ: Thank you, Mr. Chair.

So there's no regulatory requirement for a presenter to advise us, at least at this point, if there's misconduct by an instructor. Perhaps there should be. I don't know.

But there isn't, at this point, so we do hear about it either from the students or from the presenter or from someone else, that has happened, especially with bias complaints that you've mentioned.

We do cross-check. Obviously, there is a regulation now that is in place that if they do not have active -- or their certification has been temporarily suspended or revoked, that they can't teach in a POST-certified course.

But there is no regulatory requirement, at this point, for them to report to us when they're -- when there's misconduct by an instructor.

MEMBER GAMBOA: Thank you.

VICE CHAIR STALKER: Sorry. Quick question on that, Director.

Would that -- if you do get that, though, that does trigger, you know, either an audit by QAP or I would imagine something on the POST level, so to me that's positive.

EXECUTIVE DIRECTOR ALVAREZ: Sure. It could be done

by QAP or it could be done by POSAD, Peace Officers Standards Accountability Division, if it was misconduct as a peace officer. And they violated the nine definitions. So it could go either way. Yeah.

VICE CHAIR STALKER: Thank you.

CHAIRPERSON SALAZAR: Okay. Sheriff Honea, you had questions on a couple other contracts.

MEMBER HONEA: I apologize for not alerting you ahead of time.

I'm interested or curious about potential overlap between two contracts. One is for the SLI and the other one is for the Museum of Tolerance.

My question is based on, first, an assumption that I want to make sure is correct.

My understanding is that at least one session of the SLI course is taught at the Museum of Tolerance; is that correct?

EXECUTIVE DIRECTOR ALVAREZ: That is correct. Session 6.

MEMBER HONEA: And I notice that there's a -- it's about $2.9 million contract for SLI and 1.5 million contract for the Museum of Tolerance.

The contract for Museum of Tolerance indicates that it's for various tools that they can provide to various levels of training.

Does the SLI contract also pay the Museum of Tolerance for that session separately?

Or is that part of the Museum of Tolerance contract?

Does that make sense?

EXECUTIVE DIRECTOR ALVAREZ: Yeah.

Would you like to answer that?

MS. K. SMITH: Excuse me. The SLI contract does not overlap as far as the funding is concerned, but it is a separate contract.

MEMBER HONEA: So the 1.5 to the Museum of Tolerance covers the instruction that is given SLI?

MS. K. SMITH: It's covered for the -- what's given at -- I believe you said Session 6, is that -- Session 6, yes.

MEMBER HONEA: It's all part of the -- okay. Thank you very much. That was the question I had, actually.

Thank you.

CHAIRPERSON SALAZAR: Okay. Any other questions on contracts, QAP?

Okay. Thank you for that presentation.

We'll move on to Administrative Service Bureau Item 4a. which is a report on Proposed Changes to Commission Regulation 1015, Reimbursements for Training.

And Bureau Chief Cheryl Smith from the Administrative Services Bureau and Supervisor Jennifer

Hardesty Basic Training Bureau will provide a report on this item.

MS. C. SMITH: Thank you.

So can you pull up the attachments at all? So we can pull up Attachment A first.

I'll go over Attachment A.

We're doing these separately just because we think it will be easier during the rule-making process.

So the first part is Attachment A. We're proposing to update the current subsistence reimbursement rates. These rates have not been updated since 2006.

The POST changes will update the subsistence rates to closely match the rates set forth by the US General Service Administration and Department of Human Resources.

Each rate is calculated by the appropriate county or city, lodging reimbursement rate per night to include $68 for meals and incidentals.

This increase will cost us approximately an additional $2 million a year and we anticipate our existing budget can absorb this increase.

Does anybody have questions in regards to updating the subsistence allowance for training reimbursement requests?

VICE CHAIR STALKER: Brent Stalker.

Did I understand it correctly, the lodging has not been updated since 2006?

MS. C. SMITH: That's correct.

VICE CHAIR STALKER: Okay. Yeah, that's -- that's quite a change there.

MS. C. SMITH: Exactly.

VICE CHAIR STALKER: Okay. So it -- yeah, I would say I would agree that that definitely need to be looked at. So, yeah, it's changed so --

MS. C. SMITH: The agencies are probably having to pay -- if they're having trainees go to any place, they're having to pay for lodging, they're paying probably half and we're paying half.

VICE CHAIR STALKER: And you mentioned that -- well, how does that -- how does that dollar amount get determined right now?

You said it gets determined by county to county?

Do we follow anything as far as what California is doing?

Because I know, correct me if I'm wrong, like the Cal -- like under CalHR it talks about, you know, current rates for, like, lodging. Do we follow any of that?

MS. C. SMITH: Yeah, so these are going to follow what the current rates are, currently right now with

CalHR and the GSA, it is the government rates. So we're just mirroring those.

VICE CHAIR STALKER: Awesome. Thank you.

MS. C. SMITH: So it will change month by month, also just like CalHR currently do.

VICE CHAIR STALKER: I think CalHR just recently updated theirs.

MS. C. SMITH: Yes.

VICE CHAIR STALKER: So -- because I know that they're looking or they've got numbers for 2026.

Thank you.

MS. C. SMITH: All right. Any other questions?

CHAIRPERSON SALAZAR: Director Alvarez.

EXECUTIVE DIRECTOR ALVAREZ: Thank you, Mr. Chair.

So we did try to change the reimbursement rates a couple years ago. And we decided to shelve it based on the budget issues that we were having within the state and the uncertainty of POST. So we shelved it.

Now we're coming back to it to try and get, you know, up the reimbursement rates. But I believe, and correct me if I'm wrong, Cheryl, that we brought this to the Commission, did we not, like two or three years ago?

And they approved it --

MS. C. SMITH: Yes.

EXECUTIVE DIRECTOR ALVAREZ: And then we just --

MS. C. SMITH: Yes.

EXECUTIVE DIRECTOR ALVAREZ: -- and there was some uncertainty on our part, so we didn't move it forward to the rule-making process.

MS. C. SMITH: Yeah. OAL rejected it, actually. There were some errors.

CHAIRPERSON SALAZAR: Other questions or comments?

(No response.)

CHAIRMAN SALAZAR: Okay.

MS. HARDESTY: So I will move forward with mine.

So Cheryl talked about reimbursement rates, the Section of Commission Regulation 1015.

What I want to speak about relates to certification plans, five, six and seven courses.

So these plans were created to allow POST to reimburse the presenter for their actual presentation costs after completion of the course, meaning there's no cost to the agency for tuition. For their -- for their staff to attend.

The presenters must enter budgets into EDI, which are approved and are the basis for reimbursement via a presenter reimbursement request or PRR form.

The cost for instructors, coordinators, clerical staff, travel and indirect costs do not change based on the number of students in attendance, yet they play the

most significant role in the overall cost of the course.

The cost for printing or reproduction, instructional materials, office supplies and other miscellaneous items play a less substantive role in the overall cost, but are the only costs that change based on the number of attendees.

Currently Commission Regulation 1015 does not require there be a certain number of attendees from POST-participating agencies in the course, nor does it prohibit course attendance by individuals who are not eligible for POST reimbursement.

Additionally, Commission Regulation 1015 does not require the presenter to charge tuition for those attendees who are not eligible for reimbursement, which means POST is covering the full cost of the course in most cases.

However, we do have a handful that will charge tuition, but the majority are not.

In processing the PRRs, staff have identified there are times a significant number of attendees are not eligible for POST reimbursement. Sometimes it's as much as -- more than half of the course attendees.

When processing PRRs for reimbursement, the number of attendees does not affect the higher cost items for course presentation which results in the cost per

student who is eligible for reimbursement to be much higher.

To provide a few examples, in one course the cost per student should have been $579.56. There were a total of 22 students who attended the course, 12 of whom were ineligible for reimbursement and no tuition was collected per the PRR, making the cost per student eligible for reimbursement $1,331.61.

In another course, the cost per student should have been $298.74. A total of nine students attended that course, five of whom were ineligible for reimbursement. And again, no tuition was collected per the PRR, making the cost per student eligible for reimbursement $610.76

So the proposed change will accomplish two things.

It will require a minimum of 80 percent of the maximum enrollment be comprised of attendees with POST-participating agencies. And it will require the presenter to deduct the cost of attendance for individuals who are not eligible for reimbursement from the total course cost when they are submitting their PRR.

To ensure training can still be conducted when extenuating circumstances happen, we've also developed a process that will allow the presenter to submit a written request to continue presentation of that course

once they've received approval from POST staff.

So if you have a situation where there is a mass casualty event or some sort of thing that happens where you have attendees that are going to have to cancel last minute, we would still permit that course to proceed to get the remaining attendees trained.

The proposed change will also help ensure that POST-participating agencies have priority for course attendance. And that the cost of presenting the course is shared by POST and those who are ineligible for reimbursement.

A lot of attendees are from probation departments, you may have CDCR attendees. They all have training budgets. So this will help ensure that when they are attending training, that they are sharing in the cost.

So these changes will also be consistent with requirements for reimbursement that we have started, including in our contract language.

So -- and we've seen a positive change with those contracts where we are paying less because those costs are being shared with those outside entities that are attending.

POST has paid -- actually, let's see. That's for the 25-26 fiscal year.

So at this time I'm happy to take any questions if

you have any.

CHAIRMAN SALAZAR: Director Alvarez, did you have a comment?

EXECUTIVE DIRECTOR ALVAREZ: Yes. Thank you.

Actually, Jennifer kind of hit on it at the very end there. This is the program that she outlined with the constraints or the restrictions and who attends and who pays. We already instituted that last year in our contracts.

Eighty percent POST personnel or approval by POST staff prior to the course being presented.

So this is simply catching up with regulations on reimbursement plans where we're invoiced to do exactly the same thing.

We are completely cognizant of the fact that there are -- there are homicides that happen, there's mass casualty events.

But we want the classes full, including with POST-participating individuals. We're always happy to give exceptions when those things happen.

Obviously, if there's a class of 20 people and 80 percent is 16, they have 14 because there's something that happened, we'll approve it.

But we don't want courses being put on and we've seen, either with very few POST personnel and we're

paying the entire bill.

Or when they should have canceled the course, but the presenter said: Oh, I'm not going to cancel it, POST is going to pay the full bill, so we're going to have three people go through the course. We're not going to pay for that. That's a hypothetical.

So this simply catches up with the invoicing side for reimbursement requests.

So, thank you, Jennifer. I just wanted to make that clear, that we've been doing it.

And there may be some tweaks. We are hearing some challenges from presenters, meeting that 80 percent requirement. So we're one year into it. So obviously we're willing to listen and make modifications as necessary.

MS. HARDESTY: And some ways to do that might be as simple as reducing the maximum enrollment for the course.

When I was looking at gathering some examples, the one where they had nine attendees, there were actually only 14 signed up for the course. Their maximum enrollment is 30. So there may be cases where you can reduce that maximum enrollment to help make it easier to meet that 80 percent threshold as well.

EXECUTIVE DIRECTOR ALVAREZ: Of course, you know, we

know that sometimes there's hotel contracts and other things and we're obviously willing to take that into consideration in giving the exemption, so it's not that the presenter should foot the whole bill if there's a problem.

MS. HARDESTY: Correct.

CHAIRPERSON SALAZAR: Questions or comments?

Yes, Mr. Gamboa.

MEMBER GAMBOA: Gamboa.

So maybe this is not the right segment, but maybe Committee Member Murrell can weigh in on this.

How does this standard apply to like modular training?

Because if these are entry-level folks that are coming through without or with an agency, don't know how the 80 percent works.

And then also when you're talking about enrollment, I think the colleges also have a limit or threshold to put on that class.

So just trying to put the pieces together.

Does this apply to modular?

MS. HARDESTY: It does not relate to basic training.

MEMBER GAMBOA: Okay.

MS. HARDESTY: It is only for courses more in-service level courses, I would say.

MEMBER GAMBOA: Okay.

MS. HARDESTY: So it's anything -- I want to say that the majority of basic courses are planned-for courses.

MEMBER GAMBOA: Okay.

MS. HARDESTY: We don't have any that are planned five, six or seven courses.

MEMBER GAMBOA: Okay. Right. Right.

CHAIRPERSON SALAZAR: Stalker?

VICE CHAIR STALKER: Brent Stalker.

Actually I'm just going to go along with your statement there.

One of the things that I've been seeing that's a little concerning to me -- and this -- not from POST, this is just throughout California, is it seems like there are colleges that are putting in place guidelines for how many students are necessary to put on a POST course. And POST may be putting out some different guidelines.

But where my concern is, is it seems like for colleges, that threshold is higher. But, what is happening is you will have people coming from out of town and literally, if one student doesn't show up, the course could be canceled based on college requirements versus maybe what POST is requiring.

So my question is, has there been any talk on that?

Because it just seems -- if I was coming from out of town and I show up for a course and maybe I either took vacation or, you know, my department, you know, backfilled it or something like that and I get in and it's missing one student and now the whole course is canceled because we don't have, you know, those guidelines, that, to me, is not only -- it's not cost-effective but it's detrimental to students that are coming out of town.

And so sorry for the long statement there. I was just curious if there's been any type of talk about trying to get some basic guidelines across the board on, you know, how many students, you know, do we need before -- before we cancel a course?

MS. HARDESTY: Well, I mean, I don't think we've had any conversations with the College Chancellor's Office or anything like that, in terms of our requirements.

So if they want to submit a request to still conduct the course, even under that 80 percent threshold, they have to do that within 30 days of the presentation date. So there is a little bit of time built in to allow, you know, changes in travel arrangements and such, if the course was not going to be conducted at that point in time.

But I don't think that -- I'm not aware of any conversations with the Chancellors' Office to make a standard all the way around.

VICE CHAIR STALKER: I'm glad to hear that. Thank you.

And again, it's got nothing to do with POST, it's just stuff that I'm seeing where I'm like, man, that's -- you know, if that's -- if they bump a number, you know, just for instance, I'm hearing you know, 22 minimum students.

Well, you know, you may have an FTO class that gets put on with 21 and, you know, if the college says no we're going to cancel that, because you don't have 22 students in it, it just seems like that threshold is really high. Especially based on, you know -- you know, the demographics or the area that the class is being put on and it's concerning to me on some of the stuff that I'm seeing on that.

MS. HARDESTY: And I have heard that on the basic course side a few times.

From what I've heard, their threshold is 10 or 11. They have to have a minimum of 10 or 11 in the course to be able to run the course.

I haven't heard of anything as high as in the -- in the 20s, but I have heard the number 10 or 11 thrown

around from some of the basic course presenters.

VICE CHAIR STALKER: That's a lot better. Thank you. I'm happy to hear that. Thank you.

CHAIRPERSON SALAZAR: Any additional questions or comments?

(No response.)

CHAIRMAN SALAZAR: Okay. Thank you for that report.

Okay. We're going to move on to Basic Training Bureau, Item 5a., a Report to Amend Commission Regulation 1006, extension of time limit for course completion.

Call upon Law Enforcement Consultant Brad NewMyer from the Basic Training Bureau who will provide a report.

MR. NEWMYER: Good morning, all.

This regulation change is our second poll. It's the same one.

The last Commission meeting we came out and we talked to you about adding two words to the extension of time limit for course completion. We had an oral presenter, a case presenter who's uniquely positioned to request the extension because they're there, the course isn't completed hours, and the key concepts aren't taught so they either have to give noncredit for the course or extend the course time completion and have it

completed at another date, when they put it on the next time, in a month.

An example, a 40-hour 832 arrest course, they missed the last eight hours. So they can schedule them to come back to the next course presentation to submit an incomplete roster for the first one, they complete the eight hours in the second one, they resubmit the roster showing completion and they're good.

So previously written, the department was the only one identified in the regulation allowed to do and the department is defined as a POST-participatory agency.

That's not a college, that's not a private presenter.

So it opens it up to have the presenter do it, who's a unique station to do it. Sometimes the department is the presenter, so there's no issue there. So we add an oral presenter to add it.

When it hit OAL, they were very concerned about a rogue presenter making a request of extension without contacting the employing agency.

I guess that's fair, you know, but typically if they have to reschedule the reappearance, or they don't complete the minimum training, they can be fired.

If they're going to schedule them to go to complete the hours or they just say, no, we're going to send them

to the whole course again, there's going to be an automatic conversation with the employing agency.

But the lawyers were very concerned that there was nothing directive in the regulation telling them they have to contact the employing agency to get direction from them.

So they said if you're up for it, we would like to add a sentence.

And I'm like, what happens if I'm not?

They're like, we probably wouldn't approve it.

So, okay, we'll add a sentence.

So the sentence going forward we added was simply to say, "Any presenter, before making a request to the commission for extension of time limit for completion of any course by any student identified in the regulation, other than a peace officer trainee, shall contact the employing agency for approval of the request."

The reason we identified peace officer trainee is because it's the only one in that regulation that is a non-affiliated position identified in the regulation.

Because "trainee" is a person who's hired, going through training. Peace officer, reserve peace officer, and dispatcher are all known entities. But the only one our regulation is peace officer trainee is an unaffiliated student, so that's why we identified that

one in the sentence.

So hopefully they will accept this verbiage on the sentence. They said they had several they would accept.

So we're going to say this one's a go and hopefully with your approval and the Commission's approval, they will say the sentence is sufficient to prevent a rogue presenter from making a request without the permission of the employing agency.

So I really made this short, cut to the chase, it's only one sentence. Pretty straightforward.

So I'm open to any input you might have or any suggestions or thoughts on this matter.

CHAIRPERSON SALAZAR: Questions or comments?

(No response.)

CHAIRMAN SALAZAR: Brad, I'm glad you're up for it. Thank you.

MR. NEWMYER: Thank you very much. Thanks for your time.

CHAIRPERSON SALAZAR: Okay. Certification Bureau, Item 6a., report on proposed amendments to Commission Regulation 1003, employment status notifications, and Commission Regulation 1011.

Professional Certificates for public safety dispatchers and record supervisors.

And we have Bureau Chief Michelle Weiler from the

Certification Bureau to provide this report.

MS. WEILER: Good morning, again. Really quick before we get started, I just wanted to clarify. I was looking at my stats again.

There were not 2025 year-end. It is actually a composite of 2023 through 2025, so the last three years.

So I was looking at the numbers, it's like, wait that's not right.

So that's why.

And then also, I wanted to just draw your attention to -- because you've heard us talk about it so much -- our disciplinary guidelines have finally been approved and are in effect.

Unfortunately, due to the tardiness of the approval, we don't have copies available for all of you, but it is available online in our publications. And as of this morning there is a hyperlink now available directly to the regulation.

So -- and then this is under publications in the POST website, if you would like to take a look and print our own copy out.

Okay. So those things I forgot to mention earlier.

For this proposed regulatory amendment, we are addressing some shortcomings that we've noticed in terms of appointments and certificates for our public safety

dispatchers and our records supervisors.

So we wanted to clarify some of those requirements.

First with Commission Regulation 1003. And if you would like to see this, I know it's in your packet, just let us know. We can have it pulled up for you.

For Commission Regulation 1003, we just wanted to spell out some distinctions between requirements for peace officers and requirements for appointments of our non-sworn personnel. Only very specific classifications of non-sworn personnel are required to be entered into EDI. That is our background investigators for the purposes of granting access to the NDI.

Public safety dispatchers, records supervisors, and then our trainees are considered non-sworn personnel in EDI. So we wanted to clarify some of those requirements.

And also clarify, because we did have a lot of questions, the affidavit of separation is only required for peace officers. It's not required for dispatchers, it's not required for public safety dispatchers -- I'm sorry -- yeah, our records supervisors, public safety dispatchers or our background investigators. Only peace officers, along with the attestation of peace officer eligibility. So we wanted to clarify that in regulation.

Those questions also come up in cycles as training managers and the EDI users cycle through.

And then, correspondingly, Commission Regulation 1011, we found some carryover language that was related to prior 1011 incorporating peace officer certifications. We wanted to eliminate the carryover language, and then again, be a bit little more specific on what is required for the certificates for our public safety dispatchers and our records supervisors. Some of the things, again, related to requirements for peace officers.

So we wanted to clarify that because we do get questions about those from dispatchers on occasion. And the rare occasion records supervisors, although we are getting more of those requests as well.

Any questions?

CHAIRPERSON SALAZAR: Okay. Questions, comments on Item 6a.?

(No response.)

CHAIRMAN SALAZAR: Okay. Seeing none.

Michelle, if you would like to hang out for a second and report on 6b., proposed amendment to voluntary surrender peace officer certification form.

MS. WEILER: Tobais, on this one, can we pull up the form attachment?

So this was born out of a couple of different things. The regulatory amendment itself is just the date, to update -- reflect update on the form.

We have two revisions to the form. We've added an Item Number 8, which is -- I'll read it to you since it's not quite up yet.

> "I hereby acknowledge and agree that I have entered into this voluntary surrender of my own free will and volition after consultation with, or an opportunity to consult with, counsel of my own choice, and that I was not coerced to do so nor was I under duress at the time of executing this voluntary surrender. I further acknowledge and agree that I have chosen to enter into this voluntary surrender knowingly and voluntarily."

This was something that we had previously discussed in prior versions and eventually removed. And now with the voluntary surrenders being utilized as part of plea bargains or after having conversations with some of our law enforcement consultants, we wanted to make sure that it was clear that the officer was not feeling that they were having to surrender under any duress or pressure.

And if they, you know -- so this is kind of a reminder like, hey, if you're unsure, you might want to

talk to your legal counsel or get legal counsel if you don't have one. And that way they also can't come back later and say, well, I felt pressured because, well, you're acknowledging that you didn't do it under pressure.

And then on the backside, we had a clarification also, where we received some confusion under the signatory line where it says signature of officer. It was meant to be an officer of the court or a notary. So now we're just clarifying that it is the signature of the notary, not the -- and the -- or the court officer, not the actual peace officer, because we have had some confusion on is this supposed to be signed by the peace officer. And so, we decided we needed to make that clear as well so there's no confusion. We don't have to kick it back and put the officer through this process again, you know, questioning the validity of the document.

Any questions?

CHAIRPERSON SALAZAR: Any questions on Item 6b.?

Sheriff?

MEMBER HONEA: Thank you. Honea.

So I don't disagree with the language there. It's good to put the language in there from that standpoint.

But I would submit to you that anybody voluntarily

surrendering their certificate is probably under some form of coercion, insofar as if they don't, they're probably going to lose it anyway.

That said, you said you put it in there so that they couldn't come back later and say that they signed it under duress or coercion.

Who would they come back to?

MS. WEILER: Well, not us. They would -- at this point, based on statutory language, any of these actions is final except if they were to take it to court and, you know, have a court ruling in their favor that would then restore their certification status.

MEMBER HONEA: So they would have to go to Superior Court and get a writ of mandate?

MS. DEL MUGNAIO: They would have to file a writ. Yeah.

MEMBER HONEA: Okay.

MS. DEL MUGNAIO: We don't want to be responsible for coercion. We understand that the DA's office is negotiating settlements that includes surrender. Call that what you will.

MEMBER HONEA: Sure.

MS. DEL MUGNAIO: It's not us.

MEMBER HONEA: Okay. I mean, doesn't hurt to put it in there.

MS. DEL MUGNAIO: Yeah. Yeah.

MS. WEILER: Covering our bases.

CHAIRPERSON SALAZAR: Additional questions or comments?

VICE CHAIR STALKER: Brent Stalker.

So if they do sign that -- I think you just answered this, it's -- unless they go to court, it's not being changed once they volunteer and they get that, that certificate pulled, then the only way to get that back would be to go to court.

MS. WEILER: Right. And it is one of the check-box items.

It's been a long time since I've looked at each individual item. Sorry.

I'm a lot slower reader than I thought I was.

Oh, it's Item Number 3, "The surrender of my peace officer certification is non revocable per Penal Code Section 13510.8(f)."

Yeah, so that's part of their acknowledgment. And I know not everybody reads everything that they sign, but once they sign it, it's their responsibility.

VICE CHAIR STALKER: And then the last question.

Are you seeing a lot of these?

And is it because they're -- they just don't want to go through the process?

Or they just have no desire to be a police officer anymore?

Or what are we seeing on this?

MS. WEILER: So we have seen an uptick in voluntary surrenders in the last couple of years. I think '24 and '25 each had right around 60 voluntary surrenders.

I believe the statistic I gave you this morning, we've already had 16 in these first two months.

And part of it is that we are going through more cases. Part of it is the officers don't want all the details of their cases made public.

And some of them -- well, a handful of them have come in after they've received a Notice of Intent to Revoke. And I think -- I can't speak for the officers in that regard as to why they're deciding at that point to voluntarily surrender, because at that point, we do publish not every aspect of their case, but we do publish a notice of determination, which is a summary of the allegations against the officer and our findings. So there is still some public information, but not all the details.

So, again, I can't speak for the officers as to exactly why there is an uptick, but there are increasing numbers of voluntary surrenders.

VICE CHAIR STALKER: I apologize. I have a third

question.

Okay. So --

MS. WEILER: You're hitting your limit.

VICE CHAIR STALKER: I know, I know it.

How quick is this presented to them?

So is it further along in the investigation?

Or is it as soon as they find out that there's an investigation, they get presented with this?

Do you have -- because I think, in my opinion, the sooner the better.

So that's why I'm wondering if it gets -- if it's closer to the start of the investigation.

MS. WEILER: So first I want to make are clear, a peace officer can surrender their certification at any time for any reason.

Once we get an allegation and we begin the investigative process, at the onset they do get a letter from us along with a packet of: Here's what to expect. And part of that is a copy of the voluntary surrender form.

Our law enforcement consultants generally have a conversation with them about the process, what to expect in the process and, you know, voluntary surrender as an option.

VICE CHAIR STALKER: Just want to thank you.

MS. WEILER: Uh-huh.

MS. DEL MUGNAIO: Just want to clarify one thing.

So they get a notice of investigation if it's a sustained allegation.

For the not sustained, exonerated, or unfounded cases, they typically don't get a notice of investigation on those.

Sustained findings, they receive the notice of investigation and that's really what triggered kind of an uptick in our voluntarily -- voluntary surrenders, is once we started sending out those notices.

I think we had made an uneducated assumption early on that these officers knew they were under investigation because their agency probably did an IA. But, come to find out, there were a number of agencies that didn't notify officers that cases were being submitted to POST.

So we felt that it was important for us to send them a notice of investigation so the officer themselves were aware that we were looking into a matter that was sustained by their agency. And then that contributed to, kind of, this uptick of voluntary surrenders that we saw.

CHAIRPERSON SALAZAR: Any other questions or comment on this item?

(No response.)

CHAIRMAN SALAZAR: Okay. Thank you for that report.

All right. We've got about ten minutes or so before we break for lunch and our food isn't here yet, so I'm going to go ahead and kind of start the intro piece of the awards portion of the meeting.

And then just please don't forget it over lunch.

And then we'll jump into the awards discussions probably after our lunch break.

But -- so, we'll start with reviewing guidelines for nominations. So we will move into review and recommendations of the nominations for the POST Excellence in Training awards and the O.J. "Bud" Hawkins Exceptional Service Award for 2025.

The first item is to review guidelines for nominations.

I will serve as the scribe. I've got some notes I'll take here. But if any committee member believes they should be recused from a nomination they may indicate that they elect to abstain on that decision for that specific nominee. The reason for the abstention does not need to be disclosed.

A consensus must be made and if the Committee does not believe the nomination reached the threshold, there is no necessity for the Committee to present the award.

Any concerns or differences of opinion for any of the nominees should be discussed here and resolved here within this forum before being presented to the full Commission.

So, first off, are there any questions or comments from the Committee on the guidelines?

Pretty straightforward, I think.

And I think our food just arrived.

So why don't we -- I think we -- let's go ahead and do this before we kind of jump into all these.

This would be a good time to take a break. So we'll break a little bit early. We'll have a lunch and so the food just came in.

We will plan on coming back here right about 1:00 o'clock, if that works and we'll get back to the award portion.

So I will adjourn the meeting now for lunch and see you back at about 1:00.

(Lunch break, 12:23 P.M. to 1:10 P.M.)

CHAIRPERSON SALAZAR: All right. We're going to call this meeting back to order.

We will proceed with the Annual Excellence in Training awards review at this point.

So as you will recall, we just went over some of the guidelines in a nutshell. If you need to recuse

yourself, that's fine, you don't need to disclose your reason for recusing.

And then what's the other piece?

If you do not believe one of the nominees or any of the nominees in a category reach the threshold for the award, we do not have to present the award.

So, with that, we will review the nominations list.

I'm going to start with the individual achievement. I should have said before we broke for lunch, there are copies of the nominations packets on the table behind you, as well as the action summary forms.

If you don't have that, you should have it in your packet, and have had the opportunity to look at each of the nominations.

But if you need to see a hard copy, they're right behind you on the tables over there where the food was.

Okay. So nominations for POST Excellence in Training Award under Individual Achievement we have five nominations.

The first nomination is Officer Scott Olcese, from the San Mateo Police Department.

Second, we have Sergeant Jason Lamb from the Palm Springs Police Department.

Third is Administrative Analyst and Training Coordinator Natalie Blumfield from the Torrance Police

Department.

Fourth is Officer Leo Arcitio from the Fresno Police Department.

And fifth is Sergeant Kevin Jackson from the Milpitas Police Department.

So at this time, I would open it up under the individual category. Again, hopefully you've all taken a look at those nominations.

I would open the floor for any discussion or comments related to the five individuals nominated for this and then we will discuss the nomination for the award.

Mr. Gamboa.

MEMBER GAMBOA: Gamboa. Thank you.

I read quite a few of those -- throughout the whole -- all the topics and stuff like that. And I decided to write something up so that I can keep my thoughts focused. And I promised my committee members I'll keep this short.

I do want to start off by -- for this award to say that innovation is often talked about in law enforcement training, but rarely built from the ground up.

Officer Scott Olcese, that's what he did. He built it. He was driven by work ethic and vision.

Scott recognized that traditional training systems

were no longer sustainable. He leveraged modern technology and forward thinking, including AI-driven approaches to redesign how training is delivered and managed.

Scott serves as the San Mateo Police Department's training officer and POST compliance lead, which I think is a really good idea to combine those two. He's responsible for the design, delivery and accountability for all training programs.

Scott developed -- and here's where his innovation comes in -- the San Mateo Police Department University and digital training portal. These systems centralize training compliance, tracking, onboarding and professional development.

It's a shift from a fragmented, paper-heavy system to modernized, efficient and a reliable system. He built this entirely in-house. If all you guys recall from his narrative, no outside vendor, no added cost.

What it did though, it caused realtime access to training, supervisor tracking and accountability, and a continuous learning environment.

The impact was immediate and measurable results. He streamlined training compliance, improved officer readiness and competence, instant audit capabilities for command staff and reduced administrative burdens.

On a broader perspective, other agencies are now looking to replicate this model. This is not just a department solution, this is a sustainable one.

And in closing, in a profession that demands accountability and adaptability, Scott Olcese has set the new standard for training. He did not just improve a system, he built a model for future of law enforcement training.

For this reason, I respectfully recommend Officer Scott Olcese for this award.

I yield back. Thank you.

CHAIRPERSON SALAZAR: Thank you, Mr. Gamboa.

Any other comments from the Committee or questions related to any of the five nominees?

Tammy.

MEMBER MURRELL: I'm just going to throw one more.

Tammie Murrell from CADA.

I'm going to throw one more name out there. And I -- taking nothing away from Officer Olcese.

Jason Lamb, and the types of training that he put together, were very timely. The active shooter training was exceedingly comprehensive. And perhaps I'm biased because I just came from the conference last week on active shooter. He put his agency well in front of the curve, I believe, from a training perspective. Active

shooter, mobile field force.

Recognizing through body-worn camera reviews an excessive speed problem in developing a course of training.

And then the tactical casualty care program.

These are all major training competencies that he undertook in a very short period of time and I felt like he needed to be considered as well.

CHAIRPERSON SALAZAR: Sheriff.

MEMBER HONEA: Agree with comments from both my colleagues. I too was impressed with Lamb for the reasons that you stated in terms of training.

But one of the other things I noted in his submission was the creation of what I believe he called "Mindset Saturdays," where he spent some time talking with officers about their mindset and how they approached the job. And one of the things is embracing gratitude.

And I think that's something that we should all probably be a little bit better at. I liked that approach as well.

CHAIRPERSON SALAZAR: That was under Lamb as well; correct?

MEMBER HONEA: Correct.

CHAIRPERSON SALAZAR: Any other comments?

VICE CHAIR STALKER: Brent Stalker.

I just want to throw this out here.

I mean, one, I was so happy to see that the application list went way up since when I first started.

So I don't know if the rest of you noticed that. But -- it's, you know, to see the work that's going into these, I'm really happy about it, because there's so many deserving people throughout the State of California.

And so, on that note, to have -- to have as many as we did to take a look at, I'm, you know, even thought it's more work for all of us, I'm hoping it doubles next year.

But, again, looking at all of the candidates, again they're great. They're great.

I'm throwing my name in for Scott Olcese again.

I was looking at, you know, the work. And I think part of -- part of what I was looking for is, you know, what did they develop?

And the amount of work that it takes. And for somebody to take something on that, you know, on is -- that's important to me. Because coming from a training background, it's -- it's an enormous amount of work and I would imagine a lot of it was probably done on his own time.

So that's just my -- my thought on our individual achievement award.

MEMBER PACHECO: I would like to echo that.

Great trainers all the way around.

Just for me, the innovation of creating a portal to better document and track and get data points to talk and touch to each other, for me Scott set himself apart in that. And I'm sure he's a great instructor as well, just the other nominees.

But for me, that's something he gave not to just his department, but that was something we would pay for. I think he created something that agencies would go out to bid for, basically training management software.

So for, me Scott, his innovation set him apart for me.

MEMBER EHRMAN: I would say the same thing. The creation of something that didn't previously exist, it likely was done a lot on his own time, like you mentioned, sir. I doubt the agency said: Go ahead and just start brainstorming and let us know when you come up with something.

So I do believe the innovation and the creation of something that exists which will probably, when come back in five years, everybody will be doing something similar to that, I think is really something stellar.

CHAIRPERSON SALAZAR: Any other questions, comments from any other members?

MEMBER BIEDERMANN: I would like to just echo that as well, with the creation of something that he built all in-house and didn't cost the agency money. I think most of our agencies are going through budget constraints and things like that and training is one of the things that sometimes will suffer when it comes to budget. And so I think the innovation that he showed in building this, and building it in such a way that it can be dynamic and it can change with different requirements, different training, modules, different things like that, I -- he was the one that stood out to me as well.

Thank you.

CHAIRPERSON SALAZAR: Thank you for the comments.

Okay. Any other comments on any of the five nominees?

(No response.)

CHAIRMAN SALAZAR: If not, I would entertain -- so we come up with two decisions here.

We have to nominate a -- recommend someone actually be given the award. And then we have a runner up as well.

So if there's no further discussion or comments,

then I would open the floor for a motion for either of those for individual achievement.

MEMBER PACHECO: Scott Olcese for the award.

CHAIRMAN SALAZAR: So I have nomination -- a motion from Pacheco to nominate Scott as the winner of the award. Scott Olcese.

Second from -- (inaudible) Oborn?

All in favor indicate by saying aye.

(Simultaneous ayes.)

CHAIRMAN SALAZAR: Any opposed or abstain?

Any further discussion?

Okay. And how about for runner up for this award.

MEMBER MURRELL: I nominate Jason Lamb as the runner up.

MEMBER GAMBOA: I second. Gamboa.

CHAIRPERSON SALAZAR: So Murrell motion, second Gamboa.

All those in favor of Lamb as the runner-up for this award, please indicate by saying aye.

(Simultaneous ayes.)

CHAIRMAN SALAZAR: Any abstentions or noes, nayes?

Okay. Motion passes unanimously.

Okay. So there's individual.

Next we will move on to Organizational Achievement Award.

There are four nominations that we received here.

The first is for Seaside Police Department.

Second is for Regional Training Center.

Third nomination was for the Irvine Police Department, Office of Professional Development.

And the fourth was from the Santa Rosa Police Department's training team.

And at this point, I would open it up for any discussion on Organizational Achievement Award of these four nominees.

VICE CHAIR STALKER: Brent Stalker. I'll start on this one.

And again, very happy to see we've got four agencies.

So, as I went through this, I was looking at the different things that they've all accomplished, which is amazing.

But what stood out to me was the Regional Training Center. And the reason for that is -- what specifically stood out to me was the 19 copyrighted, you know -- they created 19 copyrighted systems on the unmanned aircraft.

And then on top of that, I was reading that they have literally trained over 1,600 instructors on that. And all over the world.

So, for me, that's, again, an enormous amount of

work and the fact that they did that.

And then also, you know, if we just look at drones in general, that's a huge process and a huge step forward for law enforcement right now and it's a big topic throughout California.

So, that was something that really stood out to me.

So that would be my nomination for the Organizational Achievement.

CHAIRPERSON SALAZAR: Discussions or comments on the four nominees?

Mr. Gamboa?

MEMBER GAMBOA: Gamboa.

So I nominate Seaside Police Department.

Seaside has demonstrated that training is not simply a requirement, but a core organizational strategy that shapes officers' performance, culture and community trust.

Seaside may be a small agency with limited resources, but they chose to think bigger than themselves.

At the center of this nomination is their Seaside Speaker Series. It's an innovative training platform that brings law enforcement professionals together, including national subject matter experts, federal partners, to address real-world high-risk topics, such

as case investigations, ethics, media relations and active shooter response.

These sessions also have drawn hundreds of officers from across California, expanding their impact beyond their own agency.

So internally their training has influenced officers' mindset, decision-making and professionalism, particularly in areas such as investigations and moral conduct.

Externally, their efforts have contributed to strengthening relationships with the community in the environment where trust in law enforcement can be challenged. They used that training as a tool to promote understanding and engagement.

This dual impact both internal and external directly aligns with the intent of this POST Excellence in Training Award.

The work that has gained -- their work has gained national law enforcement publications and has contributed to high profile case discussions further validating the effectiveness of the program.

Seaside exemplifies innovation, impact and effectiveness of law enforcement training.

For this reason, I respectfully recommend the Seaside Police Department as the top selection for this

award.

Thank you.

CHAIRMAN SALAZAR: Thank you.

MEMBER GAMBOA: One more thing.

So Seaside Police Department were the runners-up last year. I just want to note that.

They've evolved this year and today they represent what training excellence should be.

Thanks.

CHAIRPERSON SALAZAR: Thank you for sharing that.

Okay. Any other questions, comments, on the four nominations for Organizational Achievement?

All right. It's one to one so far. So --

VICE CHAIR STALKER: That's not good.

CHAIRMAN SALAZAR: Sheriff.

MEMBER HONEA: So, I do think that drones are an emerging technology that law enforcement really has to step into.

And so, I would throw my vote towards Regional Training Center, given the fact that they stepped into that space and seem to be the leaders there.

CHAIRPERSON SALAZAR: Okay. Any other comments, questions?

I'm going to do this one this way, since we're kind of -- so we've heard comments on two.

So unless there's any other comments for Irvine or Santa Rosa, I'm going to narrow it down to Seaside and Regional Training Center. I'm seeing a lot of nods, so we'll go that route.

If Seaside is the winner, just indicate by a show of hands so I can get a sense. Seaside as your nomination for the winner.

Okay.

Regional Training Center?

Okay.

So Regional Training Center will be the agency or the organization that will be the nominee for this -- winner of the award.

And then can we say runner up is going to be Seaside? Is that going to be accurate?

Okay.

Next up we have review nomination for the Lifetime Achievement Award. We have three Lifetime Achievement nominations.

The first is for Lieutenant Lawrence Ryan from the San Francisco Police Department and San Francisco City College.

The second is Instructor/Coordinator Kimberle Swobodzinski, Center for Criminal Justice Research and Training, CSULB.

And the third is Training Officer Tricia Nelson from the California Department of Justice.

So we'll open the floor at this point for comments, questions on any of these three nominees for this award.

Mr. Gamboa.

MEMBER GAMBOA: It's me again.

CHAIRPERSON SALAZAR: Perfectly fine.

MEMBER GAMBOA: Lieutenant Lawrence, or Larry, Ryan dedicated nearly four decades to law enforcement training, instructed in the academy, taught criminal law in higher education, and mentored instructors, and helped raise the intellectual standards of training long before it was the norm.

He stood at the intersection of tradition and modernization. He preserved discipline and structure while elevating academic and training rigor.

He influenced -- did not conclude when he retired. He continues to train other officers and his officers are showing the benefits of that, many of whom became leaders, supervisors, instructors themselves.

When we elevate the sustained contribution the advancement of professional standards and measurable generational impact, the nomination clearly meets and exceeds that threshold.

In a field of strong candidates before us today,

this is the nomination that reflects lifetime influence at scale.

It is our goal to recognize enduring impact on California Peace Officer Training. We can be confident in this selection. This is a career that represents the standard that we all say we value.

Thank you. I submit back to you.

CHAIRPERSON SALAZAR: Thank you.

Mr. Stalker?

VICE CHAIR STALKER: Brent Stalker.

Again, I'm happy to see we've got candidates on here to choose from, so I am going to second Lawrence Ryan.

And when I was looking and really going through these -- and this again is my opinion on this -- but, you know, it just seemed like he was doing innovative training before it was even a concept.

And so I know it's moved a long way since then, but he's been around a long time. And he just has been a huge part of the training.

And then, you know, another thing that stood out to me, is, you know, he got his teaching credential as well to become a better instructor, before, you know, it was something that became a concept.

So there's just something that stood out to me and so I would like to second that for Lawrence Ryan.

CHAIRPERSON SALAZAR: Okay. Any additional comments?

Okay. By show of hands, then, we have -- anybody else agree with Ryan Lawrence -- or Lawrence Ryan, sorry -- as the selection for this award?

Show of hands?

Any additional recommendations?

Okay. So the winner it appears to be Lawrence Ryan.

And how about for runner up between Kimberle Swobodzinski and Tricia Nelson?

MEMBER PACHECO: I'll speak to Kimberle.

I was impressed with her. It was -- for me it was a toss-up between the two.

But she also, for years, has been kind of elevating kind of on the non-sworn side, the CSI, she did a lot for the core, which is not typical of a non-sworn person.

Her publications and number of courses that she developed and she continued to train, not just her own region, was impressive to me.

CHAIRPERSON SALAZAR: Any other comments for either Kimberle or Tricia?

MEMBER MURRELL: I would make that motion for Kimberle as well. I'm not even going to try and say her last name.

We tend, in this profession, to overlook our professional staff, our civilian staff. She has been at the core of really cutting-edge training for years and years.

We call it the CSI effect. I'm old enough to remember that when someone wanted to be an evidence technician, we had to beg people for that job. And then CSI came out and everybody wants to be in forensics.

And so she led the charge and created the courses and I would recommend her as our runner up.

MEMBER OBORN: Second by Oborn.

CHAIRPERSON SALAZAR: Okay. By show of hands all those indicating support for runner up to Kimberle Swobodzinski.

All right. That's unanimous.

So the runner up goes to Kimberle.

All right. Next up we have review of nomination for the O.J. "Bud" Hawkins Exceptional Service Award. We have one nomination for this award and that is Doctor Sandy Boyd.

Open the floor for any questions or comments related to this award.

Ms. Murrell.

MEMBER MURRELL: I had Doctor Boyd as an instructor way back in the day when she was starting the St. Mary's

leadership graduate school master's program. And I think this is highly deserving.

I noticed that wasn't mentioned on her resume. I guess the other things that she's done have overshot her role at St. Mary's. But I learned a lot from her. And I also had her as an instructor in Command College. I feel like it's very well-deserved. For a long, long time she has been trainer in professionalism and police leadership.

And having gone to St. Mary's for their leadership cohort, it was a -- it was a well -- it was a well-run program back then. I'm sure it's even better now.

CHAIRPERSON SALAZAR: Any additional comments?

Anybody that's been through POST Command College is very familiar with Doctor Sandy Boyd and her impact on training in law enforcement. So I would absolutely support that.

So do we agree that she meets the criteria and would be nominated for the award for the O.J.? "Bud" Hawkins.

Show of hands? Indicates unanimous.

So O.J. "Bud" Hawkins award will go to Sandy Boyd.

And that concludes our review of the awards.

Good job. Thank you. That was quick.

Okay. The next item on the agenda is the Advisory Committee member reports.

This is the time for Advisory Committee members to report on any items from their respective organizations. And I'll start right here to my left with Lieutenant Stalker.

VICE CHAIR STALKER: Yes.

Since our last meeting, we've had -- CPTMA has had a meeting in Tulare at Tulare PD. And it was really good. We had a really good showing, which I was happy because our goal, obviously, with CPTMA, is to, you know, branch out and get as much representation as we can, especially with the smaller agencies.

So we had a really good meeting.

We followed that meeting up with a meeting in Turlock for our northern chapter. And part of those two meetings, we had a sergeant from Fresno County SO that came and did a presentation at both meetings on drones. And it was really good.

And, again, that was a big -- a big driving point on that was from, you know, our director, Fred Johnson, on that. Because he's seeing the importance of drones and he's always trying to find ways to bring training to CPTMA. And so we were able to do that for, again, Tulare and -- and Turlock.

So I just wanted to thank our Sergeant, Scott Weishaar, for putting time -- time into presenting

at CPTMA on drones.

So as an organization, we continue to look and ask all of our, you know, departments and representatives in the area for ideas on training and things that they believe, you know, they need. And we're getting some really good responses. And so, just happy to see our membership growing and, again, trying to help these departments.

So that's a little bit on CPTMA.

CHAIRPERSON SALAZAR: Thank you.

Next up, Rebekah Biedermann.

MEMBER BIEDERMANN: Thank you.

I just wanted to say I -- obviously it's my first meeting, so I really appreciate and am humbled by the opportunity to have a seat at the table.

As a professional staff member for quite a few years, having this opportunity to present the challenges that professional staff faces and having the Board and POST be willing to listen to what our employees are going through really means a lot, from everything from the challenges with getting Next Gen 911 implemented to what exactly our reclassification as first responders means. What exactly does that mean for dispatchers?

And so I'm honored and humbled and am very thankful to be here.

I just came from the CALNENA meeting. And there were over 800 dispatchers that were there. And so, every -- every day, they're giving their everything. And so us having a seat here at the table really means a lot to me. So thank you.

CHAIRPERSON SALAZAR: Thank you.

Mr. Ehrman.

MEMBER EHRMAN: So as a statewide director of PORAC, we represent the law enforcement officers at the state level. And what was kind of -- remains a topic and it always is, SB 2 is always -- there's always talk about it. The publication or the presentation we just received in our email prior to the meeting is very well put together and the statistics are -- it's really astounding the amount of work that's been going on there and the amount of the cases that are referred in the reports, it's just a tremendous amount to imagine getting through.

I think, like anything else, I continue to say most people that are concerned about it is because they don't take the time to really get an idea what's going on there. They still see it as this kind of blind process or witch hunt. But I think it's really come a long way since when it was first brought about.

And the other thing that's come up multiple times,

and myself included, the POST Use of Force Training and Train the Trainers course that's been rolled out. Most of us that are Use of Force instructors now have gone through it. And just universally talked about it. It's a fantastic course. You folks did a tremendous job putting it together.

Cal State Long Beach is the primary presenter. And I think like a lot of things, the requirement to teach those courses came out, but a lot of instructors didn't go for the T for T. I just think of all the courses I've tooken as an instructor, it's a fantastic class and it's really universally sought around the state. It's just really well put together. So we appreciate that and we thank POST for that.

CHAIRPERSON SALAZAR: Thank you.

Mr. Gamboa.

MEMBER GAMBOA: Nothing really at this time, other than a statement.

Every committee meeting that I go to, I walk away with an abundance of information that I can take back to private presenters to help them better understand POST protocols and intentions and it works. It really does.

And so I just want to thank everybody on this Committee for the collaborative information that I can take back.

Thank you.

CHAIRPERSON SALAZAR: Thank you.

Sheriff Honea.

MEMBER HONEA: I have no report from CSSA. Thank you, though.

CHAIRPERSON SALAZAR: Thank you.

Kachirisky.

MEMBER KACHIRISKY: Yeah, John Kachirisky from CCLEA.

I just wanted to express we -- CCLEA lost our director this year, Grant Ward, who was the President for SEBA. And I know Alisha's going to be doing an amazing job to take over that position.

I just want to really express on behalf of CCLEA and the entire, you know, state different associations, we really lost a good one.

Also, in regards to our -- for CCLEA Craig Lally's going to be retiring. He's the president from the League after 40 years. So there's going to be a little different shake-up in the leadership.

But that's all I have to report.

So thank you so much for listening.

CHAIRPERSON SALAZAR: Thank you.

Murrell.

MEMBER MURRELL: CADA has not had a meeting since we

last met.

I just wanted to welcome Rebekah to this Committee and thank POST and the staff. You are all outstanding and very much appreciate the work you do.

CHAIRPERSON SALAZAR: Thank you.

Ms. Oborn.

MEMBER OBORN: Ditto what Gamboa said. And -- no, no report at this time.

And welcome, Rebekah, to the clan.

MEMBER BIEDERMANN: Thank you. I appreciate it.

CHAIRPERSON SALAZAR: Pacheco.

MEMBER PACHECO: Just that we found our director for CPOA. So Scott Jones, the old Sacramento County Sheriff will be taking over Monday, actually. So a little less than a week.

So Greg Wilson did a good job keeping the boat going the right way, but I'm looking forward to meeting with Scott and just see what -- his intentions for us and collaborating with POST, like we've doing a good job. So, that's it.

CHAIRPERSON SALAZAR: Thank you.

Ms. Pontes.

MEMBER PONTES: Thank you.

I just want to thank POST for your continued partnership and collaboration with us for training

classes. We greatly appreciate all you guys do in helping us.

We had 129 cadets graduate February 6.

We have 143 set to graduate April 10th.

And the next class is set to start April 20th with 160 cadets. So, we'll keep going.

MEMBER ROSA: Hi, Good afternoon. Alisha Rosa for PORAC. Thank you, Kach, for talking about Grant. So appreciate that.

Not only with was he a director for CCLEA, but obviously he was the -- one of the Executive Committee for PORAC. And obviously a very statewide known name. So his presence will be missed.

But, unfortunately and fortunately, I guess, we had discussed our succession planning well in advance. And so he prepared me for a lot of the things that he wants to see going forward.

One of his last charges was Assembly Bill 1383. If you haven't looked at that bill, it is something that we all need to keep our thumb on.

It's legislative -- basically reforming the PEPRA. So it's a McKinnor bill. It's something that will make some changes to the formula right now. It will actually give some teeth to counties and cities. It has passed through Appropriations Committee right now. And it is

going to the Senate.

And so I know that we have at PORAC, made that our top priority legislatively because it will help with retention. It will help with recruitment.

And there is a cost to it. And so that's, I think, one of the biggest hang-ups. There's going to be some amendments that we are fighting right now. But hopefully that -- it passes through and -- because I think it's what we all need. I think everybody in this room and anyone who knows a cop or works beside a cop, knows that driving a patrol car and doing this job until you're 57 years old is quite different than many of the other public-sector jobs. And it just makes sense.

So that is our top priority at PORAC.

We continue to expand our recruitment as far as our legal defense fund. I think it's becoming more and more known, if you don't know already, you need an attorney on your side, because it's just -- it's just the way that things are going now.

And so, I'm fortunate to be a trustee on LDF as well. So that is one of the jobs that I actually enjoy doing, because I'm able to really go to bat for cops that are going through legal issues.

But on the other side of that, is nobody wants to have bad cops and giving us bad names. So we do

appreciate that and understand that. And we have a board of five trustees. And we all are very educated and aware of -- of a lot of the challenges that law enforcement faces nowadays.

So very proud to serve on that as well as many of the other hats I wear.

So that's about it as far as my report goes for PORAC.

As far as things go in the Inland Empire, we're just chugging along and not getting as many people as you are, but we -- actually we are actually doing fairly well. So things are looking up for us. And hopefully becomes more and more popular to be a law enforcement officer in California. That's it.

CHAIRPERSON SALAZAR: Great. Thank you for that report.

I'll close it out with a report from the California Police Chiefs Association.

It's been a busy year. But we have our annual training symposium coming up here in a couple of weeks, March 15th to 18th, down here in San Diego. It is sold out for the first time that we've held this. So we're excited about that.

And I'm excited to turn over the reins at that point to Chief Sean Thuilliez from the Tustin PD who will take

over as the president.

CPCA also started a podcast called Four Star Conversations that is on our website, interviewing a number of different chiefs just to get kind of a statewide perspective of what chiefs are thinking and dealing with. And so you're more than welcome to join that.

Our Rise -- which used to be WLLE, the Women in Law Enforcement -- registration, that conference will be here in San Diego as well and registration opens April 6th at 0900 hours. If you have had any experience with that before, you should be online to register April 6 at 0900 hours, because it will sell out fast.

And then we are active, obviously, in the legislature with more than 150 bills that we have under review currently.

And finally CAPS, which is California Accreditation on Public Safety, that's the statewide accreditation program that Cal Chiefs has started, has officially launched this week. It launched actually March 1st, so Sunday was the first day we opened it up. We have a number of agencies that are already signing up to participate and undergo statewide accreditation through Cal Chiefs. We're very excited about that. It's specific to statewide issues and open to all law

enforcement agencies, whether it is sheriffs or police departments. So invite you to take a look at that and consider it for your agencies or recommend it to someone. And it's going to be a great program, so we're excited about that.

And that's the wrap from Cal Chiefs.

Our next item on here is Commissioner comments. I don't see any of the commissioners present. I know we had Commissioner Woolery was present earlier, but I don't see him now.

Director Alvarez, is there anything you wanted to close with at all?

EXECUTIVE DIRECTOR ALVAREZ: No, sir. Thank you.

CHAIRPERSON SALAZAR: Okay. We have no old business.

Under new business, I will turn it over to Assistant Executive Director Annemarie Del Mugnaio.

MS. DEL MUGNAIO: Thank you, Chair Salazar.

So we have a few items that I'm going to invite people to come just brief you on.

But I want to start by thanking Sheriff Honea for your participation as a presenter in the Crisis Management Coordination Conference last week. We got tons of feedback on the presentation. You did a fabulous job. Thank you for doing that.

I love your lack of a filter. I'm just saying that personally, not endorsing that from POST.

MEMBER HONEA: As I tell people I'm an acquired taste and I understand that.

MS. DEL MUGNAIO: It went over well, sir.

Rick Braziel also. Commissioner Braziel was a presenter and people also enjoyed his presentation. So thank you very much for doing it.

A few things I just wanted to mention to the Advisory Committee that -- most of which will be discussed tomorrow before the Commission.

But we are discussing with the Commission an option to create a module format for the dispatcher basic course. So split it up in 80 hours and 82 hours. And that would happen -- it would have to be taken within the year. So depending on how many months in between, I think we're still figuring that out. But that is a discussion before the Commission.

And then Jennifer Hardesty is joining us from BTB.

We're also beta testing our field training course. And so, Jennifer, do you want to enlighten them?

MS. HARDESTY: Yes. So we held a workshop to develop what the modular format would look like for the dispatcher's basic course.

Currently we have a few presenters that are

certified for modular formats, but there is no standardization for what those modulars look like. So you could take a module O from one location and somebody else might have a module A and they're not the same. So, it really means you have to take the full course with one presenter.

We want to standardize it, similar to the modular format for the peace officer basic course.

And so it will be, like she said, two modules, 80 hours each module, but it would permit an individual to take the first module at one location and the second module at another location.

I believe we're anticipating an early 2027 effective date to give the presenters that currently run their modules time to get people through those modules before we decertify those and have them transition to the POST-approved modules.

In terms of FTO, so we are piloting a process right now that will allow agencies to add field training completion to profiles. So currently there is no way to confirm an individual completed a field training program because we don't track that information.

So we have two agencies right now -- I believe San Diego Police Department is one agency that is piloting it. And we have another -- I can't remember

who the other one is. San Bernardino maybe. I can't remember.

Anyway, we have two agencies that are piloting it for us. And it's going successfully with that pilot.

So at some point, we will be releasing it as an option. And then moving forward with regulating entry of field training on profiles. So it will help an agency who's looking to hire someone to determine if that individual did, in fact, complete field training.

From a basic course perspective, it will be helpful for some of our presenters who, you know, have to look at field training to select somebody as a scenario manager and evaluator as well, so --

MS. DEL MUGNAIO: Jennifer, we'll be recording the name of the field training officer as well as the completion date for the officer going through the field training; correct?

MS. HARDESTY: Correct. So there will be status options. So it will have you enter the date they start field training, it will have you list all of their training officers through the field training process, and then it will give a status on if it's still in progress, if it's ended, if they did not pass field training. And all of that information will be on the profile.

MS. DEL MUGNAIO: Thank you.

VICE CHAIR STALKER: Can I ask a question?

MS. DEL MUGNAIO: Yes, please.

Jennifer, don't go anywhere. I can't answer questions.

VICE CHAIR STALKER: On the field training, so let's say that, just out of curiosity, an officer goes to one department and does not pass the FTO program. And goes to another department and passes the FTO program.

Does that get tracked?

Or would it just be the fact that they just passed an FTO program?

MS. HARDESTY: No, that would be tracked.

MEMBER KACHIRISKY: Okay.

MS. HARDESTY: So any agents -- and I will say, once they pass a field training program, if they lateral to another agency and they put them through a modified field training, they would or would not have to track that information.

It would be up to the agency if they wanted to enter that information.

Once an individual satisfies the field training program, for right now that's all we're requiring beyond there.

But if they went somewhere, started and were

unsuccessful, that would be on their profile. And then the new agency, because they weren't successful there, they're starting over at a new agency. So that information would also be on their profile.

VICE CHAIR STALKER: I understand.

MS. HARDESTY: Once they pass that field training a new agency would not be required to enter anything on there unless they wanted to.

VICE CHAIR STALKER: Thank you.

And then can you just go back to the dispatch part of it?

MS. HARDESTY: Sure.

VICE CHAIR STALKER: So if I'm understanding it correctly, are we talking about the four-week dispatch current course?

MS. HARDESTY: It's the 160-hour course.

VICE CHAIR STALKER: And that would be broken up now to how many --

A. Two modules.

VICE CHAIR STALKER: Two modules. Okay. And I'm sorry. How does that work again?

So they would go to one module somewhere and then module --

MS. HARDESTY: It would give them an option.

VICE CHAIR STALKER: I see.

MS. HARDESTY: So currently, if you go through a dispatch course in modular format, we have multiple presenters, but it's not standardized.

So they've kind of set up those modules how they want to. So if you went to, let's say, Fresno County Sheriff's Office and the PD ran dispatch, basic course, both of them. They both have a modular format, but you guys have decided what's going to be included in each module.

So I couldn't take a module at the Sheriff's Office and then turn around and take a module at the PD, because I run the risk of not getting all of the content in those two modules because it probably includes different content.

So what we wanted to do is standardize it so that when we certify those modules, it's the same content with any presenter.

So, currently now in the peace officer modular format, I could take a module 3, you know, at College of the Siskiyous and go take a module 2 at Sierra College. And the expectation is I'm getting the same content or the same content in that two that I would get at College of the Siskiyous, if that makes sense.

So right now the modules are not standardized.

VICE CHAIR STALKER: Okay. 100 percent, I --

MS. HARDESTY: So we just want to standardize that process, which gives people the flexibility. They can choose to take it all at one location or they can take it at two different locations.

VICE CHAIR STALKER: I appreciate that.

So if an agency right now wants to run it for the entire four weeks, there's no problem with that --

MS. HARDESTY: Correct.

VICE CHAIR STALKER: -- as long as they've got the -- they're using the standardized content?

MS. HARDESTY: Correct.

VICE CHAIR STALKER: But like -- I'm sorry. But like --

MS. HARDESTY: No.

VICE CHAIR STALKER: -- a student, let's say they miss week two --

MS. HARDESTY: Uh-huh.

VICE CHAIR STALKER: -- they would now be able to go to somewhere else to take week two because the content is the same. Is that it?

MS. HARDESTY: Well, I mean, I guess it would depend on how many weeks they're running that course, because it is not broken up by week.

It's by content.

VICE CHAIR STALKER: Sure.

MS. HARDESTY: So if they missed week two, I would say that could be a situation where they could do a like Brad spoke about the 1006 extension, that would give them the ability to come back in a later presentation of that course, if they were to miss the second week of that course.

But because it's two modules, I would guess each module is going to be two weeks in length, 80 hours.

VICE CHAIR STALKER: Well, in both of these, I think it's fantastic to be able to do that and give the students the options on that.

So I appreciate the work.

MEMBER BIEDERMANN: I have a quick question as well.

MS. HARDESTY: Sure.

MEMBER BIEDERMANN: Rebekah Biedermann.

How will this affect the agencies or the -- I'm sorry, the colleges that present this in a semester-long format?

So it's the 180 hours, but it's over a full semester. How would this modular format affect that?

MS. HARDESTY: Well, I would say it would be up to them if they want to present the modular. It's not going to be required.

Tammie can speak to that, because she --

MEMBER MURRELL: It was the same question I had

because I present it in extended format.

And I think I know the answer. In the basic course, the regular basic course, we can offer it in intensive or extended format. And I'm assuming it's the same. That as long as the modules A and B are correct and the content is correct, you can go in intensive format or extended format.

MS. HARDESTY: Correct.

MEMBER BIEDERMANN: Thank you.

CHAIRPERSON SALAZAR: Okay. Any other questions or comments?

Okay. Thank you very much.

MS. DEL MUGNAIO: I would now like to invite Bureau Chief Christine Ford to discuss a symposium that we're going to be holding in May of this year.

MS. FORD: Thank you.

POST is excited to announce our POST symposium this year, the Power of Mentorship.

It's going to be a one-day, tuition-free, POST-reimbursable training. And it's going to be very specific to professional staff, dispatchers, dispatch supervisors, FTOs, RTOs, corporals and newly promoted supervisors.

We think it's an extremely important training for those particular groups of individuals, so that's why we

chose that theme this year.

It's on May 13th. And, as a matter of fact, we just opened up our registration on our website today.

MS. DEL MUGNAIO: And where are we going to be holding it?

MS. FORD: It's going to be at the Embassy Suites in El Segundo, right next to LAX airport.

MS. DEL MUGNAIO: All right. That completes the new business update.

CHAIRPERSON SALAZAR: All righty.

It appears I may have been wrong and we have time for Cheryl to go over some more contracts.

All right. Future meetings. Upcoming Advisory Committee meetings will be held, next one is June 2nd, 2026, at POST HQ in West Sacramento.

And then the next December 1st, 2026, at POST HQ in Sacramento.

I want to thank you all for your time and your work today. I think we got some good feedback and questions.

I appreciate your time. And thank you for coming.

And with that, we will adjourn today's meeting.

Thank you.

(Proceedings concluded.)

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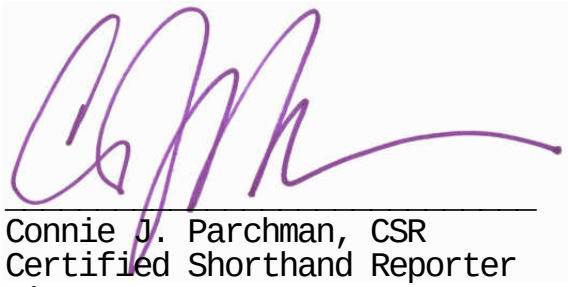
CERTIFICATE OF REPORTER

I, CONNIE J. PARCHMAN, a Certified Shorthand Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing proceedings were reported, to the best of my ability, in shorthand by me, Connie J. Parchman, Certified Shorthand Reporter of the State of California, and thereafter transcribed into typewriting.

I further certify that I am not of counsel or attorney for any of the parties to said proceedings nor in any way interested in the outcome of said proceedings.

IN WITNESS WHEREOF, I have hereunto set my hand this 17th day of March 2026.



Connie J. Parchman, CSR
Certified Shorthand Reporter
License No. 6137

E R R A T A S H E E T

Page	Line	Correction

AGENDA ITEM REPORT

Title: ADVISORY COMMITTEE MEETING ACTION SUMMARY - MARCH 03, 2026, SAN DIEGO, CA

REPORT PROFILE

MEETING DATE 06/02/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 05/08/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND:

ANALYSIS:

RECOMMENDATION: If the Committee concurs, the appropriate action would be a **MOTION** to approve the Action Summary from the previous Committee meeting.

ATTACHMENT(S):
2026_March_Advisory_Action_Sum_Final.pdf

COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

POST

GAVIN NEWSOM

GOVERNOR

POST ADVISORY COMMITTEE MEETING

Caltrans District 11
Garcia Conference Room
4050 Taylor Way
San Diego, CA 92110

March 03, 2026

ACTION SUMMARY

CALL TO ORDER

Chair Jason Salazar called the meeting to order at 10:00 a.m.

FLAG SALUTE

The pledge of allegiance was led by Chair Salazar.

ROLL CALL OF COMMISSION MEMBERS

PRESENT	PRESENT	ABSENT
Rebekah Biedermann	Miguel Pacheco	Anthony Cordova
Kenneth Ehrman	Cindy Pontes	
Dominic Gamboa	Alisha Rosa	
Kory Honea	Jason Salazar – Chair	
John Kachirisky	Brent Stalker – Vice Chair	
Tammie Murrell		
Kathy Oborn		

A calling of the roll reflected a quorum was present.

Chair Salazar welcomed new Advisory Committee Member Rebekah Biedermann, Public Safety Communications Dispatcher, La Verne Police Department.

INTRODUCTION OF POST ASSISTANT EXECUTIVE DIRECTOR AND THE EXECUTIVE DIRECTOR

Chair Salazar introduced POST Assistant Executive Director Annemarie Del Mugnaio and POST Executive Director Alvarez.

PUBLIC COMMENT PERIOD

Chair Salazar opened the floor for public comment. One public comment.

1. APPROVAL OF TRANSCRIPT AND ACTION SUMMARY

Approval of the Transcript and Action Summary of the following meeting:

1a. Approval of Transcript – December 02, 2025

1b. Approval of Action Summary – December 02, 2025

MOTION – Oborn, Second – Stalker and carried by unanimous consent to approve the Meeting Transcript and Action Summary of the December 02, 2025, Advisory Committee Meeting.

2. ANNOUNCEMENTS

Chair Salazar called upon Assistant Executive Director Annemarie Del Mugnaio to provide announcements.

No announcements.

3. PRESENTATIONS

Assistant Executive Director Del Mugnaio announced there would be presentations on Consent items from the Commission agenda: 2b., 2d., 2e., 2f., Finance items: 3a. through 3p., Administrative Services Bureau item 4a., Basic Training Bureau item: 5a., and Certification Bureau items: 6a. and 6b.

CONSENT ITEMS

Report on Certification/Decertification Update

Chair Salazar called upon Bureau Chief Michelle Weiler and Staff Services Manager Stacy Townsend, both from the Certification Bureau, who provided a report.

This report was provided for information only. No action was required.

Report on Certification/Decertification Update

Chair Salazar called upon Bureau Chief Michelle Weiler andStaff Services Manager Stacy Townsend, both from the Certification Bureau, and Bureau Chief Christine Ford, Professional Conduct Central Bureau, who provided a report.

This report was provided for information only. No action was required.

Report on the Creation and Initial Priorities of the Compliance, Audit and Accountability Bureau (CAAB)

Chair Salazar called upon Assistant Executive Director Tom Osborne, Field Services Division, who provided a report.

This report was provided for information only. No action was required.

Report on Legislative Update

Chair Salazar called upon Legislative Liaison Meagan Poulos, Office of Public Affairs in the Executive Office, who provided a report.

This report was provided for information only. No action was required.

Report on Regulation 1005 Update

Chair Salazar called upon Chief Counsel William "Toby" Darden, Legal Affairs Bureau, who provided a report.

This report was provided for information only. No action was required.

FINANCE - CONTRACTS

Chair Salazar called upon Bureau Chief Cheryl Smith, Administrative Services Bureau, who provided a report on budgetary items, year-to-date expenditures and contract expenditures.

This report was provided for information only. No action was required.

BASIC TRAINING BUREAU

Report to Amend Commission Regulation 1006 - Extension of Time Limit for Course Completion

Chair Salazar called upon Law Enforcement Consultant Brad NewMyer, Basic Training Bureau, who provided a report.

This report was provided for information only. No action was required.

CERTIFICATION BUREAU

Report on Proposed Amendments to Commission Regulation 1003 – Employment Status Notifications and Commission Regulation 1011 - Professional Certificates for Public Safety Dispatchers and Records Supervisors

Chair Salazar called upon Bureau Chief Michelle Weiler, Certification Bureau, who provided a report.

This report was provided for information only. No action was required.

Report on Proposed Amendment to Voluntary Surrender of Peace Officer Certification Form, POST 2-358

Continuing – Bureau Chief Michelle Weiler, Certification Bureau, who provided a report.

This report was provided for information only. No action was required.

4. REVIEWING GUIDELINES FOR NOMINATIONS

Chair Salazar articulated the guidelines for the nominations.

5. REVIEWING THE NOMINATIONS LIST

Chair Salazar articulated the list of all nominations, thirteen (13) in total.

6. REVIEW NOMINATIONS FOR THE POST EXCELLENCE IN TRAINING AWARD – INDIVIDUAL ACHIEVEMENT

2025 POST Excellence in Training Individual Achievement:

- Scott Olcese, Officer – San Mateo Police Department
- Jason Lamb, Sergeant – Palm Springs Police Department
- Natalie Blumfield, Administrative Analyst/Training Coordinator – Torrance Police Department
- Leo Arsitio, Officer – Fresno Police Department
- Kevin Jackson, Sergeant – Milpitas Police Department

The Committee discussed the nominations.

Chair Salazar called for a **MOTION** to recommend an award winner for the 2025 Individual Achievement category.

MOTION – Pacheco moved to nominate Officer Scott Olceses, Second – Oborn and carried by unanimous consent to approve Officer Olceses as the winner of the 2025 Excellence in Training in the Individual Achievement category.

Chair Salazar called for a **MOTION** for the Individual Achievement runner-up.

MOTION – Murrell, Second – Gamboa and carried by unanimous consent to approve Sergeant Jason Lamb as the runner-up for the 2025 Individual Achievement category.

7. REVIEW NOMINATIONS FOR THE POST EXCELLENCE IN TRAINING AWARD – ORGANIZATIONAL ACHIEVEMENT

2025 Post Excellence in Training Organizational Achievement:

- Seaside Police Department
- The Regional Training Center
- Irvine Police Department, Office of Professional Development
- Santa Rosa Police Department, Training Team
- Kevin Jackson, Sergeant – Milpitas Police Department

The Committee discussed the nominations.

After the discussion, Chair Salazar narrowed the nominations to Seaside and the Regional Training Center. A show of hands vote was conducted, and the Regional Training Center was selected as the winner of the 2025 Excellence in Training in the Organizational category. By general consensus, Seaside was identified as the runner-up.

8. REVIEW NOMINATION FOR THE POST EXCELLENCE IN TRAINING AWARD – LIFETIME ACHIEVEMENT

2025 Post Excellence in Training Lifetime Achievement:

- **Lawrence Ryan, Lieutenant (Ret.) – San Francisco Police Department**
- **Kimberle Swobodzinski, Instructor/Coordinator – Center for Criminal Justice Research and Training CSULB**
- **Tricia Nelson, Training Officer – California Department of Justice**

The Committee discussed the nominations.

MOTION - Gamboa, Second – Stalker and carried by unanimous consent to approve Lieutenant Lawrence Ryan as the winner of the 2025 Lifetime Achievement category.

MOTION – Murrell, Second – Oborn and carried by unanimous consent to approve Instructor/Coordinator Kimberle Swobodzinski as the runner-up for the 2025 Lifetime Achievement category.

9. REVIEW NOMINATIONS FOR THE O.J. "BUD" HAWKINS EXCEPTIONAL SERVICE AWARD

2025 POST O.J. "Bud" Hawkins Exceptional Service Award:

- Sandy Boyd, Ed.D.

The Committee discussed the nominations.

Following discussion, Chair Salazar confirmed that Sandy Boyd, Ed.D., met the qualifications for the O.J. "Bud" Hawkins Exceptional Service Award. By unanimous show-of-hands vote, Dr. Boyd was selected as the 2025 recipient.

10. ACTION SUMMARIES FOR RECOMMENDED NOMINEES

11. DISCUSS THE SELECTION OF THE WINNING AND RUNNERS-UP NOMINEES

2025 Post Excellence in Training and O.J. "Bud" Hawkins Winners and Runner-Ups:

Individual Achievement – Winner: Scott Olcese. Runner-Up: Jason Lamb.

Organizational Achievement – Winner: The Regional Training Center. Runner-Up: Seaside Police Department.

Lifetime Achievement – Winner: Lawrence Ryan. Runner-Up: Kimberle Swobzinski.

Exceptional Service Award – Winner: Sandy Boyd, Ed.D.

12. ADVISORY COMMITTEE MEMBER REPORTS

Chair Salazar called for Committee Member reports:

- Member Vice-Chair Stalker: Report from CPTMA - Successful meetings held in Tulare and Turlock, strong attendance and increased participation from smaller agencies. Both meetings featured a drone presentation by Sergeant Scott Weishaar of the Fresno County Sheriff's Office, highlighting the growing importance of drone training - an initiative supported by Director Fred Johnson. CPTMA continues to expand membership and actively solicit training ideas from participating agencies to better support their needs.

- Member Biedermann: Appreciate the opportunity to participate in my first POST Advisory Committee meeting and grateful for the opportunity to contribute.

Challenges with Next Gen 911 implementation and the reclassification of dispatchers as first responders. Value having these concerns heard by the Board and POST.

- Member Ehrman: Report from PORAC - Ongoing attention to SB 2, the significant volume of cases and the substantial work reflected in recent reports has not gone unnoticed. While concerns remain, the process has improved and is better understood by those who engage with it. POST created fantastic courses, both "Use of Force Training and Train-the-Trainer course", is well-developed and highly regarded program statewide.
- Member Gamboa: Representing private presenters, no substantive updates, but each meeting provides valuable information that can be shared with private presenters to better understand POST protocols and intentions.
- Member Honea: No report from CSSA.
- Member Kachirisky: Report from CCLEA - Loss of Director Grant Ward, his contributions made positive impacts across the state, but confident in Alisha's leadership moving forward. CCLEA President Craig Lally will be retiring after 40 years of service, resulting in upcoming leadership changes.
- Member Murrell: CADA has not met since the last Advisory Committee meeting. Rebekah welcome to the Committee and thank you to POST and staff for the continued outstanding work and ongoing efforts.
- Member Oborn: No report from CAAJE. Welcome Rebekah.
- Member Pacheco: Report from CPOA - Scott Jones has been selected as the new Director of California Peace Officers' Association. Greg Wilson did great to keep things going during the transition. Look forward to future collaboration with POST under the new director's leadership.
- Member Pontes: Report from CHP - Appreciation to POST for its continued partnership and support of training programs. Recent and upcoming academy activity includes 129 cadets graduating in February, 143 scheduled to graduate in April, and a new class of 160 cadets set to begin later in April.
- Member Rosa: Report from PORAC - On behalf of Peace Officers Research Association of California, we want to acknowledge the passing of Grant Ward. Assembly Bill 1383 is PORAC's top legislative priority, the bill proposes reforms to PEPRA aimed at improving recruitment and retention, though cost considerations and amendments remain under discussion as it advances to the Senate. Expansion of PORAC's legal defense fund and the importance of legal representation for officers, while still underscoring accountability within the profession is ongoing. Conclude with steady progress in recruitment efforts within the Inland Empire.
- Member Chair Salazar: Report from CPCA - California Police Chiefs Association annual training symposium in San Diego is scheduled for March 15–18 and is sold out for the first time. Sean Thuilliez, Tustin Police Department will take over as

president. Additionally, Cal Chiefs has launched a podcast titled *Four Star Conversations*, featuring interviews with chiefs statewide. Registration for the RISE (formerly Women in Law Enforcement) conference will open April 6 and is expected to fill quickly. CPCA is actively reviewing more than 150 legislative bills and recently launched the California Accreditation on Public Safety program, a statewide accreditation initiative open to all law enforcement agencies, with several agencies already participating.

13. COMMISSIONER COMMENTS

No Commissioner comments were made.

14. OLD BUSINESS

No Old Business for discussion.

15. NEW BUSINESS

Chair Salazar called upon Assistant Executive Director Annemarie Del Mugnaio, Executive Office, to discuss new business.

- Supervisor II Jennifer Hardesty, Basic Training Bureau shared information regarding the Dispatcher's Basic Course Modular format, pilot program.
- Bureau Chief Christine Ford, Professional Conduct Southern Bureau shared details regarding the upcoming POST Symposium – The Power of Mentorship that will be held on May 13, 2026, in El Segundo.

16. FUTURE MEETINGS

Chair Salazar read the future meeting dates:

- June 02, 2026 – POST HQ, West Sacramento, CA
- December 01, 2026 – POST HQ, West Sacramento, CA

17. ADJOURNMENT – 2:47 p.m.

Respectfully Submitted,

Brandy Essex
Analyst I