ADVISORY COMMITTEE

June 3, 2025
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 (5/28/25) 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.

Persons requesting disability-related accommodations or modifications may do so by contacting the Commission assistant at (916) 227-3909 (voice), commissionpc@post.ca.gov (email), or Speech-to-Speech users may dial 7-1-1 for the California Relay Service to request special accommodations.

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

Anthony Cordova
Chela Cottrell
Kenneth Ehrman
Dominic Gamboa
Kory Honea
Tammie Murrell
Kathy Oborn
Miguel Pacheco
Cindy Pontes
Alisha Rosa
Jason Salazar - Chair
Brent Stalker - Vice Chair
Vacant (California Coalition of Law Enforcement Associations - CCLEA)
Vacant (Contemporary Law Enforcement - Peace Officer (Miscellaneous Member)
Vacant (Public Member (Miscellaneous Member)

FLAG SALUTE

The Committee Chair will lead the Flag Salute.

MOMENT OF SILENCE HONORING THE OFFICERS WHO LOST THEIR LIVES IN THE LINE OF DUTY SINCE THE LAST MEETING

- **Deputy Hector Cuevas Jr, San Bernardino County Sheriff's Department - EOW March 17, 2025**
- **Officer Osmar Rodarte, Marysville Police Department - EOW March 26, 2025**

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 04, 2025 in San Diego, CA.

   1 a. Advisory Committee Meeting Transcripts - March 04, 2025, San Diego, CA

   If the Commission concurs, the appropriate action would be a **MOTION** to approve the meeting transcripts from the last Advisory Committee meeting.

2 b. Advisory Committee Meeting Action Summary - March 04, 2025, San Diego, CA

If the Committee concurs, the appropriate action would be a **MOTION** to approve the Action Summary from the last Advisory 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 MEETINGS**

Upcoming Committee Meetings will be held:

- December 02, 2025 - POST HQ, West Sacramento, CA

ADJOURNMENT

AGENDA ITEM REPORT

Title: ADVISORY COMMITTEE MEETING TRANSCRIPTS - MARCH 04, 2025, SAN DIEGO, CA

REPORT PROFILE

MEETING DATE 06/03/2025	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 05/14/2025
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND:

ANALYSIS:

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the meeting transcripts from the last Advisory Committee meeting.

ATTACHMENT(S):
2025 03-04 POST Advisory Committee Transcripts.pdf

STATE OF CALIFORNIA

COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

ADVISORY COMMITTEE MEETING

TUESDAY, MARCH 4, 2025
10:04 A.M.

MEETING HELD

AT THE MARINA VILLAGE CONFERENCE CENTER

CAPTAIN'S CONFERENCE ROOM

1936 QUIVIRA 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 Training Managers Association
(Vice Chairperson)

ANTHONY CORDOVA
California Community College
Chancellor's Office

CHELA COTTRELL
Citrus Heights Police Department

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

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POST COMMISSION STAFF

MANUEL ALVAREZ, JR.
Executive Director
Executive Office

JIM GROTTKAU
Assistant Executive Director
Peace Officer Standards
Accountability Division
Executive Office

WILLIAM "TOBY" DARDEN
Chief Counsel

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

TOM OSBORNE
Assistant Executive Director
Field Services Division
Executive Office

BRANDY ESSEX
Staff Services Analyst
Executive Office

CHANDLER KNAPP
Staff Services Manager
Executive Office

MICHELLE WEILER
Bureau Chief
Certification Bureau

ROBERT GUYTON
Bureau Chief
Professional Conduct, Northern Bureau

CARRIE HOLLAR
Bureau Chief
Basic Training Bureau

POST COMMISSION STAFF
(CONTINUED)

CHERYL SMITH
Bureau Chief
Administrative Services Bureau

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

ANITA FINNER
Staff Services Manager
Training Bureau

BRYANT HENLEY
Attorney IV
Legal Affairs Bureau

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MARCH 5, 2025 10:05 A.M.

P R O C E E D I N G S

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CHAIRPERSON SALAZAR: Good morning. Welcome to the POST Advisory Committee meeting for March 4th, 2025.

I'll call this meeting to order. And we'll start with a flag salute and a moment of silence. If you could please stand and join me in the pledge of allegiance. And remain standing for a moment of silence honoring a former commissioner, as well as the officers who have lost their lives since the last meeting.

And we will start with a flag salute.

(Pledge of Allegiance recited in unison.)

CHAIRPERSON SALAZAR: Please join me in a moment of silence for former commissioner Reverend Jethroe "Jeff" Moore, II, former POST Commissioner died on December 26, 2024.

And for Deputy Sheriff Timothy Corlew of the Riverside County Sheriff's Office, Jurupa Valley Sheriff's station, end of watch, January 8th, 2025.

(Moment of silence observed.)

CHAIRPERSON SALAZAR: Thank you. Please take your seats.

We will now move on to the roll call of commission members.

Ms. Essex, will you please take roll call.
MS. ESSEX: Good morning, advisory members.
Cordova.
MEMBER CORDOVA: Present.
MS. ESSEX: Cotrell.
MEMBER COTTRELL: Present.
MS. ESSEX: Ehrman.
(No response.)
MS. ESSEX: Gamboa.
MEMBER GAMBOA: Present.
MS. ESSEX: Honea.
MEMBER HONEA: Is that me?
MS. ESSEX: Yeah. Sorry. Honea.
MEMBER HONEA: Honea, yes, I'm here.
MS. ESSEX: Murrell.
MEMBER MURRELL: Here.
MS. ESSEX: Oborn.
MEMBER OBORN: Present.
MS. ESSEX: Pacheco.
MEMBER PACHECO: Here.
MS. ESSEX: Pontes.
MEMBER PONTES: Here.
MS. ESSEX: Rosa.
MEMBER ROSA: Here.
MS. ESSEX: Salazar.

CHAIRPERSON SALAZAR: Present.

MS. ESSEX: Stalker.

VICE-CHAIR STALKER: Present.

CHAIRPERSON SALAZAR: Okay. Thank you. At this time I would like to introduce POST Executive Director Manny Alvarez, as well as Assistant Executive Director, Jim Grottkau.

We will call the meeting to order and start with public comment.

This is the time set aside for members of the public to comment on items on the advisory committee agenda. Pursuant to Commission policy, I, as the Advisory Chair, will manage the public comment in deference to the committee's workload 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 Chair, may intervene and will ask that you limit your 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 Committee cannot take action on items not on the agenda.

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.

Is there anyone who would like to address the committee during public comment?

(No response.)

CHAIRPERSON SALAZAR: Okay. Seeing none, we will move on to approval of action summary and transcript.

Our first item is the approval of the meeting transcript and action summary from the November 19, 2024, advisory committee meeting.

Before I move on to a motion, and second, I just want to remind committee members, the microphones are on auto, so all you need to do is speak and it will pick you up and come on. You don't need to press any buttons because it will pick it right up.

So with that, we will move on to, is there a motion to approve the transcript and action summary from the November 19, 2024, meeting?

MEMBER OBORN: So moved.

CHAIRPERSON SALAZAR: Motion Oborn.

Is there a second to the motion?

VICE-CHAIR STALKER: I'll second.

CHAIRPERSON SALAZAR: Second Stalker. All those in favor, say, "Aye."

(Ayes.)

CHAIRPERSON SALAZAR: Any opposed?

(No response.)

CHAIRPERSON SALAZAR: Any abstentions?

(No response.)

CHAIRPERSON SALAZAR: Okay. The motion passes unanimous.

We will now move on to announcements and I'll call upon Assistant Executive Director Jim Grottkau to provide the announcements.

MR. GROTTKAU: Thank you, Mr. Chair.

I would like -- I have just one announcement. I would like to introduce our newest member, Chief Cindy Pontes of the California Highway Patrol. And give her an opportunity to say a few words.

MEMBER PONTES: Good morning. Thank you.

Cindy Pontes, I'm a Chief with the California Highway Patrol. I'm over our Departmental Training Division, which oversees our Academy and our Organizational Development section. I've been with the department for 25 years now.

I've been all over the state.

So I'm humbled and honored to sit on this committee. Thank you.

MR. GOTTKAU: Thank you very much. And welcome.

CHAIRPERSON SALAZAR: Okay. Thank you. We'll now on to presentations and Assistant Executive Director Jim Grottkau will announce the agenda items to be presented during today's meeting.

MR. GOTTKAU: Thank you again.

We've received requests from advisory committee members who have the following presentations.

Consent Items B.3 through B.7.

Finance Item C.3.

Basic Training Bureau Item D.1 and D.2.

Training, Delivery and Compliance Bureau, Item E.1.

Peace Officer Standards Accountability Division, Items F.2 and F.3.

And Certification Bureau, Item G.1 through G.3.

CHAIRPERSON SALAZAR: Okay. Thank you.

As we move into these items I also want to remind the committee members, if you have a question or a comment on a particular item or with a motion or a second, if you could please start that with your last name first, for the -- for purpose of the court reporter so she can document who was asking the question for clarity in the minutes.

And with that, we will move on to our first presentation.

At this time, I call upon Assistant Executive Director Jim Grottkau in the Executive Office who will provide a report on course certification statistics.

MR. GOTTKAU: Thank you, Mr. Chair.

So this item was requested. It's an item that we do for the Commission every single meeting. And it's essentially what came into the program during this time, which presenters left the program, how many courses we currently have certified.

To give an example, we currently have active courses 5,923. And then we have 1062 presenters.

So this is a report that we do every -- every time, just to allow the Commission to be aware of some of the progress we're making and who's coming in new and who's leaving the program.

So, any questions on that?

CHAIRPERSON SALAZAR: Thank you.

At this time, I'm going to call upon Bureau Chief Michelle Weiler, Certification Bureau and Bureau Chief Robert Guyton from the Professional Conduct, Northern Bureau, who will provide a report on certification and decertification update.

MS. WEILER: Good morning.

Looks like we are going to start with a list of the individuals who have been deemed ineligible to be --

Oh, wait, what happened?

I'm sorry?

CHAIRPERSON SALAZAR: Michelle, can you move your microphone down?

Thank you. We're competing with the lawn mowers.

MS. WEILER: Well, since this is up first I will start with this.

The -- there's a list of 14 individuals who have been deemed ineligible to be peace officers in the State of California based on prior felony convictions identified in Government Code Section 1029.

If we could just kind of scan through that list really quickly. This is in the agenda.

This is not a voting item for the Commission, it's just an informational item for them.

And we have some new members, so if there are any questions about how this list comes about or how the individuals are deemed ineligible, I am happy to answer those.

MEMBER HONEA: Sheriff Honea. I have a question.

It may be in the regulation. If it is, I apologize for not reviewing it ahead of time, but if a person suffers a felony conviction and then subsequently through

the court process, 17(b) of the Penal Code, has it reduced to a misdemeanor and it's subsequently dismissed, would they then be eligible to reapply?

MS. WEILER: Toby, I will let you jump in if I'm incorrect. But my understanding is that no, they have to be found factually innocent --

MEMBER HONEA: Okay.

MS. WEILER: -- by a court in order to be re-eligible.

MEMBER HONEA: Yeah. Eligible again. Eligible again. Okay.

MS. WEILER: Yes, become eligible again. Otherwise they are still ineligible.

MEMBER HONEA: Okay. Thank you. I appreciate that.

MS. WEILER: Yes.

CHAIRPERSON SALAZAR: Any additional questions on this particular item?

Okay.

MS. WEILER: We can pull up the PowerPoint, then.

Okay. So I'm just going to go through -- these are the standard certification statistics.

This is going to be for 2024. So you have a whole year. And then I will present what's 2025, since our last meeting was in November.

So as you can see, at the end of 2024 we had 82,102

full-time peace officers. We issued 4,334 basic certificates, approved 7,587 new appointments.

And again, for our new members, those are inclusive of peace officers who were lateraling to another agency. We're counting every single new appointment regardless of whether they're a brand new peace officer or just new to the agency.

And then we issued 5,836 proofs of eligibility. So those would be brand new peace officers who have not yet received their certificate because they're not eligible; peace officers appointed to classifications that would not be eligible for a basic certificate, so your level two, level three reserves and level one reserves who have never been a peace officer before.

And then our jail deputies would also have these proofs of eligibility issued to them.

On the right-hand side, are the numbers of affidavits of separation we received. So 7,846 individuals separated. This also is inclusive of individuals who have left their agency to go to another agency, as well as those who have been terminated or those who are retired or resigning in good standing.

Of those 7,846, there were 353 individual counts of serious misconduct allegations tied to those. And 276 individual officers who were separated as a result of

serious misconduct.

There's a slight discrepancy between those numbers, because some individual officers may have multiple allegations of serious misconduct.

And then the smaller box on the right you'll see are the number of allegations for each individual category of serious misconduct.

Next slide, please.

So in 2024, you can see that we issued 67 immediate temporary suspensions. We did remove 37 of them. Some of those would include individuals who had their ITSs withdrawn for various reasons. Most of those are due to us losing jurisdiction because the prosecuting agency, didn't -- sorry. The district's office opted not to prosecute and dropped the charges.

A few of them had provided sufficient documentation for the executive director to reconsider the need to issue an immediate temporary suspension.

These also include individuals who've had their suspensions removed and then subsequently replaced by an action from the Commission, whether it's a suspension or revocation due to felony conviction after 2022.

And then you can see we had 61 individuals voluntarily surrender their certification. This number is slightly skewed. We actually had two additional

individuals who surrendered, but did not have a proof of eligibility or a basic certificate, so they're not counted in this number.

And then you can see we had 84 revocations and 85 individuals total who were deemed ineligible based on conviction.

Next slide.

Oh, were there any questions about 2024?

Okay. So 2025, you can see similar numbers, but this is just through February 10th, 2025, when we were ready to publish the agenda. You can see we had quite a lot of new appointments and movement happening in just the first month and a half.

Next slide, please.

And then for 2025, again, through February 10th, we have issued 12 immediate temporary suspensions, removed five.

Again, those, I believe, there's a handful of them that are related to withdrawals of immediate temporary suspension. And then some that were related to revocation.

And we've had four voluntary surrenders up until February 10th. And eight individuals deemed ineligible.

Next slide, please.

I won't go through every one of these numbers, but

this is a cumulative total since we started tallying these numbers.

And next slide.

Again, cumulative totals, this is broken down by year.

As you can see, 2023 is significantly lower in the voluntary surrenders. It was a fairly new process. We were just getting started.

2024, there was a big spike. District Attorneys started using them as part of their plea agreements.

We also started sending out notices of investigation to officers when we were beginning to review their cases and afforded them the opportunity to voluntarily surrender their certifications at the time. And many of them did so.

Next slide, please.

So this is cumulative of some of the statistics related to peace officers where we have taken action against their certification, broken down by gender, ethnicity, years of service and age.

Next slide, please.

It's just a bigger breakdown so you can see the numbers easier.

Next.

Next.

Next.

You can actually probably move through the next four of them fairly quickly.

Okay. And then this one, we were asked by the Commission to kind of show a comparison with the average age and years of service together. So you can see this also is more blown up.

The Commission did also ask us to look at the college education of individuals who have had actions taken against them. And we have been trying to run those numbers, but our data is limited because we are only receiving that information at the time the officer is applying for their professional certificates. Not everybody applies for a professional certificate.

You generally only have to submit whatever college education requirement at the time you're applying. So those who may wait later in their career and submit an AA, we may never see that they've completed a bachelor's degree or master's degree or further.

Same with every subsequent degree. Somebody may have a Ph.D. but we don't know that because they've only given us their bachelor's degree to qualify for their certificates.

And then sometimes they have their AA, then they get their BA or BS and so it -- these individuals are being

double counted now, because it's counting the number of degrees. So we're trying to fine tune that for those members who were present at the last meeting and heard the Commission ask for that, we don't have that data yet. We'll still fine tuning it so it's less messy when we present it.

Are there any questions on these statistics?

Thank you.

MEMBER HONEA: I have a question. This is Honea.

MS. WEILER: Yes.

MEMBER HONEA: I may have missed it. What's the number of complaints that you haven't yet had an opportunity to review?

MS. WEILER: Oh, that's coming.

MEMBER HONEA: Oh, it's coming. Okay. Great. Nice segue.

MR. GUYTON: Good morning, Mr. Chair, Committee members. I'm here to update you on Professional Conduct Bureau Statistics.

I'm not going to read all of these slides, so please let me know if you have any questions. I'll go over the highlights of the slides.

So this particular slide here, of note, public complaints are up about three times over when we started accepting them. So we have a total of 1,712 complaints.

Next slide.

And to answer your question, sir, you were asking how many --

MEMBER HONEA: How many complaints have you not yet had a chance to investigate?

MR. GUYTON: Okay. It's coming. It's right here.

So if you look at the "open with agency," so 39 percent of our open cases are not completed internal affairs investigations and therefore are not open with POST. We're not looking at those.

MEMBER HONEA: 8,500?

MR. GUYTON: Correct.

MEMBER HONEA: Okay.

MR. GUYTON: The other number there of note, 13,312 are cases currently open with POST. It does not mean they're actively being investigated at this time because of limited resources, obviously.

MEMBER HONEA: That's the number I'd like to dig into a little bit.

MR. GUYTON: Sure.

MEMBER HONEA: So 13,000 cases that are open with POST but not being actively investigated.

How many of the 13,000 are not being actively investigated?

MR. GUYTON: So, all of them are assigned to our

respective bureaus.

However, with the limited resources, law enforcement consultants may have anywhere from 30 to 50 to 100 cases assigned so them.

MEMBER HONEA: I understand that. I fully appreciate and understand the limitation of resources.

That's a huge number. And I'm just trying to get an understanding of how many of those are sitting in a file on somebody's desk and having not yet had a chance to really be vetted.

MR. GUYTON: Correct. I can tell you that the majority of those cases are cases that are not sustained, unfounded or exonerated by the agency.

MEMBER HONEA: Yes.

MR. GUYTON: Because that's over 90 percent of the cases that we have. So all of the cases that involve sustained allegations are currently assigned.

So, if you're looking at it from a threat perspective, the less threatening of those cases, if you will, are the ones that are currently assigned, but not being actively worked.

MEMBER HONEA: I appreciate that.

MR. GUYTON: Does that make sense?

MEMBER HONEA: It does. And it actually goes to the area of concern that I have about this particular issue.

You know, one is I appreciate the fact that you're triaging these cases to address those situations where there is a likelihood of misconduct. And I think that's appropriate.

But, if the vast majority of those, and I'd still like to have an idea of what the number is, but if the vast majority, vast number of those are unfounded or not sustained by the investigations completed by the agencies, yet the agencies are having to upload these and you're having to deal with them, it creates, in my view, an unnecessary workload, unnecessary burden both on the agencies as well as on POST.

I would much rather you spend your time investigating or dedicating resources to those -- to those cases where the agencies have said, "Hey, there's misconduct here and we need to deal with that."

I know in our own case, we often get very frivolous complaints that have to be uploaded and it just is a burden on the system, both ours as well as yours.

And I would love to have an opportunity to see if we could calibrate this scenario more effectively so that we're better using our resources, both on POST's end, as well as the agencies' end.

As with that, do you have a number of those unfounded and sustained cases?

MS. DEL MUGNAIO: Sheriff, if I may.

MEMBER HONEA: Yes.

MS. DEL MUGNAIO: So we recently went through this exercise, so I actually can answer that question.

MEMBER HONEA: Okay. Great. Thank you.

MS. DEL MUGNAIO: There is roughly 9,000 cases right now that have been identified as -- as Bureau Chief Guyton explained, not sustained, unfounded or exonerated. 9,000 cases.

So we recently went through an exercise to where we took all of those finalized reports from the agencies. We took them out of what we call "unassigned reports," because they were sitting a queue of unassigned reports.

We moved them over to cases. And that's what you're seeing open the POST, 9,000 of that 13,000 are exactly those cases.

The reason we did that is so we can start assigning those out and getting them closed so we can work on the more current cases.

What that means in those not sustained, exonerated, unfounded cases, we are doing what we call an abbreviated review. So instead of doing the full-length investigation, we're looking at the agency's findings, we're looking at the agency's evidence to support those findings, and we are closing those cases out.

The reason we are doing that is there's no possible way, knowing that we're getting 2,500 cases a quarter, excuse me, reports a quarter, that we're ever going to be able to address that backlog unless we start putting our resources towards these cases where we have sustained findings, we believe there is a threat of serious misconduct and we need to work those cases.

So we're doing some abbreviated, cursory review on those not sustained, unfounded, exonerated, which means we can close them out expeditiously.

But you are absolutely right. We are spending time, resources and a whole lot of heartache trying to deal with 30,000 reports, that many of those, as Bureau Chief Guyton said, are reports that there is no basis for POST to move forward.

In fact, some of those are non-jurisdictional. We don't -- they don't even fall within one of our nine categories of serious misconduct. But because the law requires law enforcement agencies, you know this, I'm doing this for the record, every complaint, charge or allegation needs to be submitted to POST within ten days.

We are spending an awful lot of time looking at stuff that does not amount to serious misconduct.

I hope that helps.

MEMBER HONEA: It does. I appreciate that. You and

I are pushing the boulder in the same direction, I think, because it is a monumental waste of resources on the law enforcement agency side, as well as the POST side. And I much, much prefer that the resources be dedicated to those kinds of cases.

And one other addition to that, and that is your -- the complaints that POST is receiving directly from members of the community, I said -- I think you said it was up.

MS DEL MUGNAIO: Yes.

MEMBER HONEA: One thing that we've noted, is there is an option for a person to be anonymous --

MS. DEL MUGNAIOEL MUGNAIO: Yes.

MEMBER HONEA: -- when they do a complaint.

And I can appreciate and understand the rationale, perhaps went into deciding that.

The problem that I see is that oftentimes the allegations that are submitted to POST anonymously lack sufficient detail to really do a meaningful investigation.

Oftentimes you have an aggrieved person who just fires off a complaint without really much data at all, and so POST is left with having to deal with this anonymous complaint that doesn't have enough data. And a law enforcement agency now has to deal with that.

I wonder if there could be an opportunity to explore a change in that, the person would be required to provide their contact information. But it could be held by POST so that the information could be passed to the law enforcement agency to begin an investigation. And if additional information was needed from the reporting party, perhaps a POST consultant could make contact with the individual and gather the information necessary.

Because other than that, you get these anonymous complaints that you just basically go: I don't have enough information to do anything with this. It's unfounded, I guess. I don't know.

So that might be something that would be worth looking at as well.

MS. DEL MUGNAIOEL MUGNAIO: Sir, we currently contact the complainant. Our Intakes and Disposition Bureau contacts the complaining party.

So if there's no way to contact the complaining party, it's -- there's very little we can do in terms of exercising enough review to even get it to the appropriate law enforcement agency to conduct a thorough investigation.

Typically what we do if we receive it through an email, is we will contact that party and let them know, look, your anonymity can only be protected up to a

certain point, because again, if we have to fully flesh this out and investigate it, either POST has to investigate it because it's against an agency head or someone that's currently working internal affairs, or the agency has to investigate it.

We tell them up front: Anonymity may mean we don't have enough information to even get the ball rolling. And we can protect so much of that confidentiality in the early complaint stages.

Obviously if this ever goes through a full investigation and then we have to interview witnesses and, you know, other parties, it goes to a hearing, there is not anonymity.

And we talk to them about that so they understand that either you would like to participate in some fashion to help get this case moved forward, or you've decided that this isn't something you want to pursue.

But we do have those conversations with the public complainants at a very early stage in that submission process for that exact reason.

MEMBER HONEA: That's assuming that you have the ability to re-contact them.

MS. DEL MUGNAIO: If we have the ability to contact them, yes.

MEMBER HONEA: Yeah.

MS. DEL MUGNAIO: Sometimes we don't.
MEMBER HONEA: Yeah. Still, when they refuse --
MS. DEL MUGNAIO: Yeah.
MEMBER HONEA: When they put the complaint out, if there's not enough information and they want --
MS. DEL MUGNAIO: Yeah.
MEMBER HONEA: Still creates a lot of work on our part.
MS. DEL MUGNAIO: Right.
MEMBER HONEA: And a lot of work your guys' partas well. So perhaps there's a way to refine that process.
Thank you.
MS. DEL MUGNAIO: Sure.
VICE-CHAIR STALKER: Could I make a quick comment.
Brent Stalker.
A question kind of piggybacking off what we're talking about right now.
How long does it take to determine a case to be either unfounded or unsustained on -- can you -- do you have, like, an average time that your personnel would spend on that to determine the -- determine that?
Does that make sense?
MS. DEL MUGNAIO: It does. And it depends.
So when they come over completed -- so there's two ways we get the POST reports.

Sometimes they come over as a complaint, charge or allegation where the agency is still investigating it.

We don't, as Bureau Chief Guyton said, we don't touch those because the agent still -- the agency is still in the process of investigating that. So that remains open with agency.

The agency can take as long as they can take within their own statute of limitations, a year, whatever for POBR, et cetera.

For us, when they come over finalized it's a completed IA where the agency has a finding of exonerated, not sustained, unfounded. That finding is there. We're just confirming that finding. We're just looking at the finding of the agency and looking at the evidence.

When we have a sustained violation where the agency has taken some form of discipline or sustained violations, those take longer because we're doing our complete, thorough investigation.

I think on average, what we found is like between 120 and 160 days is more the average when we're looking at a sustained violation and we're doing a POST investigation.

What we find with those sustained allegations is there are merit to sustaining the allegations.

However, it might be a sustained finding because they violated an agency policy. Then we have the gap, right? Because the agency policy was violated. They demonstrated that by a preponderance of the evidence.

And now we're looking at, one, does that sustained policy violation meet one of the nine deadly sins?

And do we have enough to prove it at the threshold of clear and convincing evidence?

And that's where I'm talking about that 100 to 120 to 160 days, obviously there's going to be exceptions on either side; right? Where it's a really complex case, multiple officers involved, you know, OISs tend to be that way, where they take a bit more time.

But that's an average. And so those cases we call P1 cases, priority one cases, because we're talking about sustained findings.

There's probably less than a thousand of those cases right now. I think we've talked about 1,200 in the past. I'm venturing to guess, we're somewhere -- I haven't pulled the actual P1 numbers most recently, but I would say somewhere around a thousand cases.

As Bureau Chief Guyton explained, those are all assigned to our law enforcement consultants and they're in various stages of being reviewed, with the exceptions of the ones that have come in within the last couple

weeks; right?

So as soon as they come in, our Intake and Disposition Bureau is triaging them. They're looking at agency finding; they're looking at a couple of things that we've established as a priority level: Officer still working; recency of the act, the allegation or violation; the egregious nature of the act or violation.

Obviously if anything warrants -- and I want to call out one exception -- it is not uncommon for us to get complaints, charges or allegations that we immediately triage for an immediate temporary suspension.

And that's where there's three things that have happened. And the Executive Director reviews it and believes there's an immediate need to place the officer's certification on hold. And that's that immediate temporary suspension. That's if an agency has terminated an officer for serious misconduct, they've resigned in lieu of being terminated during the course of the investigation for serious misconduct, or they've been arrested or indicted or there's an Information on file for a felony; right?

That may move them -- even though the agency is still investigating it -- into a case where we're going to issue an ITS, the immediate temporary suspension. That happens immediately. So that's within probably less

than 30 days. But I would say 30 days at the long end of it. Right?

The others are -- I hope I answered that question.

VICE-CHAIR STALKER: Yes, if I can continue.

MS. DEL MUGNAIO: You may.

VICE-CHAIR STALKER: This is probably more of a statement. I'm just thinking about, if we think about streamlining this process, that to me -- I'm not sure how that would be accomplished because, correct me if I'm wrong, whoever is looking at these cases needs to have some type of IA experience, I would believe. And two, I think we need to have some type of checks and balances to make sure that the department handled the IA correctly.

So, if we think about that, you know, as far as streamlining, I think it's pretty difficult to speed it up, you know, faster than what you're doing already.

So I don't know if that's correct or not, but I would think that just trying to get through those cases alone, you got to have experience on it and make sure that the department is doing the right thing.

Would that be correct?

MS. DEL MUGNAIO: That is correct. Thank you. I'm going to turn it back over to Bureau Chief Guyton.

I want him to talk about a little bit of the, kind

of, profile that we've seen since we started this. We have two years' experience under our belts in terms of agency findings versus POST findings.

What we're doing from an audit perspective to address exactly what you were referring to, which is not be a pass-through organization, not rubber stamp, you know, not be accused of, you know, the common phrase we hear is the fox guarding the henhouse; right? That we're just an extension of the law enforcement agencies, so this really isn't oversight.

Bureau Chief Guyton has assisted me in kind of putting together, exactly that: A way to incorporate checks and balances so that we make sure that even with what I consider to be an abbreviated review, for those priority -- lower priority cases because they're exonerated, unfounded or not sustained, that we don't miss anything.

MR. GUYTON: Sure. So, as Annemarie said, when we're looking at our Priority 3 cases, right, the not-sustained, unfounded, exonerated, we put a checks and balances in place for that.

We're looking at all not sustained cases by a law enforcement consultant at this point; right? So that they're doing a little bit of a deeper dive, even though it's a not sustained allegation, it's more of a risk than

an unfounded or an exonerated one. So we're taking a harder look at those.

We're also doing audits as it pertains to unfounded and exonerated cases if there's use of force allegations, things of that nature.

We'll take a deeper dive into that, maybe look at body cam footage and things to make sure that the agency is conducting a thorough investigation and that their findings are equal to ours.

VICE-CHAIR STALKER: That makes sense. Which I would -- sorry, Brent Stalker -- I imagine that takes a lot of time as well.

MR. GUYTON: It does. It does. If you incorporate the -- not only getting the body cam from the agency, but then thoroughly reviewing it from the different angles, and the different officers potentially on-scene, it takes quite some time, yes.

VICE-CHAIR STALKER: Sure. Sure. Thank you.

MS. DEL MUGNAIO: I would like to also just address that in the last two years -- sorry, sir, would you like to go ahead?

MEMBER HONEA: Well, before we leave that, if you don't mind.

First off, this is fantastic information. I really do appreciate this.

So, when you say it takes quite a lot of time or a fair amount of time to review those cases that are determined to be not sustained, exonerated or unfounded, you said that the P1 cases you average 160 days to get those --

MS. DEL MUGNAIO: 120 to 160.

MEMBER HONEA: 120, 160.

MS. DEL MUGNAIO: Yeah.

MEMBER HONEA: Fair enough.

Give me a -- an estimate of the amount of time you spend doing the abbreviated review of the non-sustained, unfounded or exonerated cases.

MS. DEL MUGNAIO: On the shorten end, I would say 45 days.

MEMBER HONEA: Okay.

MS. DEL MUGNAIO: To look those cases.

And again, it's because they're managing a really high caseload.

MEMBER HONEA: Understand.

MS. DEL MUGNAIO: So if you think about a case load of 30 cases, they're going to expedite those; right? They're going to get them done in a week or two.

But when they're carrying a case load of 80 to 100 cases, which most our LECs are carrying caseloads even larger than that, and some, they're kind of triaging

several cases at once.

So on short end, I would say probably 45 days.

There may be some that they can take a quick look at because the case itself is very simplistic and close it out in four days.

But, for the most part, I would say if you're looking at body-worn camera footage, your reviewing audio, you're reviewing transcripts, you're reviewing an IA report, which you guys know what an IA report looks like, you know, 300-plus pages, it's going to take some time for them to get through it.

What I did want to mention, and I want to follow up with you, sir, on the question about making sure that we're being thorough and respectful of our role in this process. In two years, we have not yet found one case, not one, where the agency's findings when it comes to not sustained, exonerated or unfounding -- or unfounded, has been different when we've done a complete investigation from start to finish.

Because that's what we've been doing for two years. And we have not abbreviated any of the process up until now. The only reason we made the decision to do that is because we're not finding discrepancy.

Now, there's a couple of caveats that I want to mention for everyone to go, whoa, now we're turning a

blind eye. We're not.

There are some things that will cause us to pull a case, even if it is in one of those categories.

If we have an officer that we have multiple complaints against, or has had a series of complaints, we will pull that and consolidate it and look at all of those cases, in a thorough investigation.

We have agencies that we've had to have multiple conversations with about reporting and about gaps in their internal affairs investigations. We may pull those cases.

And what we've emboldened our staff to do is if they see something and it does not look right, even though it is not sustained, exonerated or unfounded, if the evidence and the findings are not adding up, there's something there, pull it. Do not just close that case.

Because there's going to be a case at some point, right, where there might be a discrepancy. Or we might have a difference of opinion with the agency.

Hopefully through our audits and through, you know, empowering our staff to make sure that they don't just -- they're not just following a rote plan even when the smell test doesn't work. Then they know they need to pull the case and take a closer look.

So those are the safeguards we've put in place at

this point.

VICE-CHAIR STALKER: If I could comment. Thank you for that. I appreciate that. It is fantastic news, I think, at least for me, to know that, you know, the agencies -- that, you know, we're not finding discrepancies.

And I think that's a great -- that's a great start as well. And definitely brings some comfort to the whole process.

So again, thank you for your time. That sounds like an enormous amount of work. So thank you.

MEMBER HONEA: If I could just follow up.

45 days, I know how long it takes to review an IA. You are talking several hours. Couple hours at best. So every single one of those some 9,000 cases, right, is a couple of hours of staff time to reduce it ultimately to determine that they were, in fact, not sustained, exonerated or unfounded.

And I think that the fact that you've not found a case that you had to, in essence, overturn or dispute with an agency is probative.

And when it comes to managing resources and balancing competing interests, it seems like there's a lot of room there to find a way to more expedite that process, given the workload that is created for POST as

well as law enforcement agencies and the relatively small risk that appears to be materializing with regard to the reviews.

Because I think that if we find some way, then the agencies and POST is focusing on those cases that really warrant our attention.

Thank you.

MS. DEL MUGNAIO: Thank you.

VICE-CHAIR STALKER: Brent Stalker.

I have one other question. On the -- on the public complaints, what's your opinion? Why do you think those are going up? If I heard you correctly on that.

MR. GUYTON: Yeah. I can only surmise they're going up because it's more well-known now --

VICE-CHAIR STALKER: Okay.

MR. GUYTON: -- that POST is accepting public complaints.

VICE-CHAIR STALKER: Okay.

MR. GUYTON: And it's a medium for them to get something in.

So a lot of times what we're seeing, at least when I review public complaints is, if they've submitted a complaint to an agency and they're not happy with the result, then they'll submit through POST.

VICE-CHAIR STALKER: Gotcha. Thank you.

MEMBER HONEA: Which -- hold on. Which then they -- you send back to us.

MS. DEL MUGNAIO: Yes.

MEMBER HONEA: So we've already done the work.

You've already looked at it, then we have to do the work again. That's another example of an area that we could probably spend some time finding a better use of resources.

MS. DEL MUGNAIO: We -- if you've already done the work and there's already a report in there, then we will report back to the complainant that: Hey, we've reviewed the case.

We won't send it to you if you've already done the work.

MEMBER HONEA: Okay. Good.

MS. DEL MUGNAIO: Yeah, yeah, yeah. So we're not sending to you twice, I promise. If we have, it's a mistake.

MR. GUYTON: And also if, I just may, if a report comes in, a public complaint comes in, and there's no allegation of serious misconduct, we can close those. We don't send those to the agency.

MEMBER HONEA: Thank you.

CHAIRPERSON SALAZAR: Proceed.

MR. GUYTON: Yes. Any other questions on the

statistics that are on the screen?

All right. Next slide.

So this is just what it says. These are cases with sustained agency findings that POST did not move forward with and the reasons we didn't move forward is up there.

They're not serious misconduct, not clear and convincing evidence or it's is non-actionable based on the dates.

Next slide.

Disciplinary action statistics for what we moved forward with so far.

Next slide.

This slide here, I'll point out that the number of notices of intent letters sent of 41, differs from the misconduct allegations of on-duty and off-duty. And that is because the way they were tallied was if an officer, say for instance, gets arrested, so acts that violate the law, gets submitted to POST and it's an off-duty incident, it will get tagged as off-duty.

But then in the internal affairs investigation, if they lie, it's a separate allegation and they consider that on-duty.

So that's why the discrepancy in the numbers.

Next slide.

These are decertification cases before the Board.

Fifteen of them so far.

Next slide.

Before the Commission. Commission will hear five more. They've already heard ten.

Next slide.

Decisions and outcomes. The Board has reached a different determination than the Division three times.

Next slide.

Certification actions based on felony convictions, 1029s.

CHAIRPERSON SALAZAR: I think we have a question from Mr. Gamboa.

MEMBER GAMBOA: Yeah, Gamboa. Thank you.

I have a question about the letters.

What's the threshold or standards to send these letters out?

Oftentimes I hear: Hey, did you get that letter from POST about a disciplinary action or intent to revoke?

What's the standard to send those letters out?

And what are in those letters?

MR. GUYTON: So which letter? The notice of intent to revoke?

MEMBER GAMBOA: Yes.

MR. GUYTON: So the notice of intent to revoke won't

go out until we've had multiple reviews at POST and we're moving forward, a case is going to move forward to the Board.

So prior to it moving forward to the Board, the notice of intent to revoke is sent out and the officer has 30 days in which to appeal.

MEMBER GAMBOA: Is there a letter before that that -- where other letters -- where it doesn't have that 30-day time frame?

Where like, hey, we understand -- or we're investigating this, kind of intent letter, as opposed to you have 30 days to respond? Are there two different letters?

MR. GUYTON: Yeah, so we'll have a notice of investigation that we will send out to the officer. And oftentimes we'll try to contact the officer to get their information as well.

But that letter will go out if we're starting an investigation.

MEMBER GAMBOA: Sooner or later they will get the other one that says you've got 30 days, I would imagine.

MR. GUYTON: Correct. If it moves to that point.

MEMBER GAMBOA: Okay.

MR. GUYTON: Because oftentimes we'll send out a letter -- excuse me -- a notice of investigation and it

won't move forward because we can't reach that clear and convincing evidence level.

MEMBER GAMBOA: All right. I appreciate that clarity. Because we hear it all the time. It's when did those letters go out. So, thank you.

CHAIRPERSON SALAZAR: Salazar. Question.

I think it's maybe two slides ago.

But in the instances where the Board differed from the Division recommendation, how did they differ?

MR. GUYTON: The Board recommended revocation and the Commission did not.

MS. DEL MUGNAIO: Did you want to know the difference between the Division's recommendation and the Board's recommendation or the Board and Commission?

CHAIRPERSON SALAZAR: The Board -- I think it was two slides ago. I think if we go back, I think it said Division and Board.

MS. DEL MUGNAIO: Yeah, so there's a couple of things.

That one that has the spreadsheet of the different columns, sorry, Trey and folks who are trying to read my mind.

That one. That has Division recommendation, Board recommendation and Commission recommendation.

And oftentimes now, when the Division's recommending

something, we're recommending revocation or suspension. We're not making a determination between revocation or suspension because that's really up to the bodies to determine that.

So we're saying, hey, this case -- we believe that if we go to an evidentiary hearing, we're going to be able to prove by clear and convincing evidence that this officer is guilty of serious misconduct.

Now the penalty is kind of up to you guys.

Whatever penalty, Board, you think is appropriate, or, Commission, you think is appropriate.

There's more of a discrepancy between the Board's recommendation and the Commission's recommendation, but I think we need to put some caveats around that. Because the Board only has those two choices to either suspend or to revoke. And it's just a recommendation.

And the Commission, as you folks have probably seen, have kind of gone into some of these settlement agreements where there may or may not be a term of suspension. Usually there has probably been a suspension of the officer's time in law enforcement. But they've kind of served that time because they've been out of the field either going through rehabilitation or trying to become clean so they can re-enter the field. And there will just be a settlement agreement.

That's often where we see some of the discrepancies between the Board and the Commission.

There have been two occasions where the Board recommended revocation and the Commission did not recommend a term of discipline at all. They didn't believe the case warranted serious misconduct.

CHAIRPERSON SALAZAR: Thank you for that clarification.

MS. DEL MUGNAIO: Thank you.

CHAIRPERSON SALAZAR: Okay. Sorry, go ahead.

MR. GUYTON: Oh, yeah.

Next slide, please.

Again these are our total revocations to date.

Any additional questions?

CHAIRPERSON SALAZAR: Salazar.

So I do you have a question.

So you mentioned earlier with regards to staffing. Can you just provide me maybe an update on where you are with POST staffing with regards to -- particularly with regards to POSAAB.

MS. DEL MUGNAIO: Yes, we are still down about 20 LEC positions. So there's 20 vacant law enforcement consultant positions right now, full-time, permanent.

We do have a number of retired annuitants that are kind of serving in that capacity, albeit they

don't always -- they can't work 40 hours a week for a full year because they're limited by the number of hours.

So we're trying to supplement our workforce. We're actively recruiting for full-time permanent law enforcement consultant positions.

We've had -- we've made some strides in terms of filling positions for our analyst positions. So right now I think we only have one vacancy for analyst positions in our investigative unit. And that helps tremendously.

But it's still, again, a challenge to recruit and retain full-time permanent law enforcement consultants.

I think there's 31 total positions for LECs in POSAAB in the division side. And we have a 20-seat vacancy right now.

I think the last count I saw, we have either 17 or 19 RAs, retired annuitants.

Manny, do you have that number off the top of your head?

MR. ALVAREZ: I do not. Tom might, but I do not. Tom has it.

MS. DEL MUGNAIO: I can get it for you today, but I think we're somewhere around 17, 19 RAs.

And again, that's more of a -- it is a temporary workforce; right?

They're there. They, you know, like I said, have limited -- some limitations in terms of the number of hours they can work. So when we get to the end of their year, we sometimes have to have them take time off so they don't violate their rules of their temporary assignment.

So, obviously we are, you know, trying to work as hard as we can, as diligently as we can, to recruit full-time, permanent folks.

MEMBER HONEA: Can I ask a question on that?

With the retired annuitants, I know the retired annuitants we are using at the county level, we're getting pushback from CalPERS.

MS. DEL MUGNAIO: Right.

MEMBER HONEA: Are you experiencing similar pushback?

MS. DEL MUGNAIO: Not at this point because they understand the challenges that we face and the almost insurmountable workload we have. So we have not gotten pushback from CalPERS.

We've actually been pretty successful on getting exemptions. So you know they have to wait six months after they retire in order to come in as an RA and we've submitted several exemptions for that so we can bring folks in sooner. And thankfully they've been working

with us and granting those exemptions.

I just think they understand that at this point it is really the only way we're going to be able to do the work we've been mandated to do.

MEMBER HONEA: Thank you.

MS. DEL MUGNAIO: You're welcome.

CHAIRPERSON SALAZAR: Okay. Any additional questions from the Committee on this side?

All right. Seeing none. Thank you for the presentation.

Okay. At this time I will call upon Bureau Chief Carrie Hollar from the Basic Training Bureau, who will provide a report on the status of limited peace officer functions and the PC 832 course updated workshops.

MS. HOLLAR: Thank you, Mr. Chair.

At the Commission meeting in September 2024, Chief Legal Counsel Toby Darden and I spoke about Commission regulation 1005, which is the minimum standards of training. And for the current PC 832 courses.

Everyone at that meeting agreed that the current 64-hour course -- so it's 40 hours arrest and 24 hours firearms -- wasn't sufficient and, you know, hours needed to be added.

So we held two workshops: One in January and one in February. We had 14 different stakeholders and subject

matter experts representing the Commission, Cal Chiefs, Cal Sheriffs, Probation, BSCC, CDCR and then a couple from our PC 832 prisoners.

In the workshop, our focus was to look at limited peace officers and what their job duties and training requirements should be. So that group came up with a couple of the following concepts.

For any position that requires the performance of general law enforcement duties, the completion of a regular basic course, also known as the academy, would be required.

When it came to the PC 832 introductory course, the group's thought was to create two different levels of this course.

The group went over what the course content should look like in those two different levels.

So the first level, which we are going to title PC 832 arrest, basic introductory course, is aimed at a correctional officer, probation officer, coroner deputy, jail deputies, code enforcement, security guards and similar type positions.

And in reviewing the content, the group really was split in multiple topics, however there was agreement in some of the content to be added, it would be added to the course. How many hours, we didn't go over that. And

this was just to get a concept of what should be added.

Then we would separate out the firearms component of the course for those positions who require them to be armed.

They did go over several learning needs and objectives and they were proposing some additions to be added. The group was more consistent with their thinking on the firearms portion. And then there was discussion on the required testing.

This would add current hours to the current course, which is the 24-hour course.

The second level would be a course for limited peace officers, which will include more of the content than the course I just spoke about, but less than our regular basic course or academy.

The course would be for those limited peace officers such as park rangers, airport security, harbor patrol, et cetera, who would have to fall under the control of a POST-participating agency.

With this classification, the group also would like them to be required to do either some form of CPT training or annual training.

I'm going to turn it over to Toby at this time for some of the legal sides to the questions before we go to your questions.

MR. DARDEN: Hello, and good morning, Advisory Board members. Toby Darden, I'm Chief Legal Counsel.

This is something that we've been working on, struggling with, for a number of months. And it's probably going to go on for some time in order to try to sort it all out.

One of the questions that came up was: Can we legally -- can POST legally have multiple 832 type courses?

Because I think all of us that have been in law enforcement for any period of time -- I probably took 832 in 1977, which will tell you how old I am. And it was 40 hours and it's still 40 hours today.

So one of the questions is: Can we?

Because I think people are not used to the idea of having multiple 832 courses.

And I think the answer to that yes, we can. And that's because right in 832, what it says is, every person described as a peace officer in this chapter of the Penal Code -- it's Chapter 4.5 for those who aren't Penal Code nerds like I am -- and it starts out with Section 830.1, which we know. And 830.2, and 830.3, and .31, and .33, et cetera.

So there are, as you may know, if you peruse it, hundreds of different classifications of peace officer

that have been created in California.

But under Penal Code 832, we can create an introductory course for each person described as a peace officer in the chapter.

Now, are going to have hundreds of courses? No, we're not.

But the idea that we're coming up with is that -- I think everybody agrees and everybody agreed, I think, in the workshops held over six days, that the current 40 hours is insufficient regardless of how you're using that 832 course.

And keep in mind that in the Penal Code, there are a number of folks that are specified by the legislature that they have to take 832 as an introductory course that aren't peace officers. They may be public officers. They may be, you know, in various classifications.

And then, of course, on top of that, we have POST-participating agencies. So we have regulations that we can layer on top of the POST-participating agencies.

So one of the ideas that came up is, okay, everybody agrees 832 needs to be expanded. What is that going to look like? What's the sort of basic level of training that anyone taking this course would need to have?

But then the next question is, well, are we at POST, basically, going to say that we're going to create a

limited 832 course that basically gives RBC powers to those folks who are not in a POST-participating agency?

And that's something that I think everybody has agreed we don't think is a good idea.

And so, where kind of we've come out is if you're not affiliated with a POST-participating agency, but you've got a stand-alone police department that works, for example, harbor patrol, and so the idea is that they are -- under the appointing Penal Code statute, they are enforcing law, and responding to all calls, and some of them that we found have only 832, but they've got, you know, long guns and handguns and less lethal and code 3 police cars and all that stuff.

And I think that the conclusion that we've come to is that if you're acting -- as Carrie said, if you're acting basically as a stand-alone police agency, from the POST perspective, that would require the RBC.

The next layer though is for those police agencies that are within the POST program, is there some possibility -- this idea has been floated. Obviously it would have to be approved by the Commission, but the idea has been floated that perhaps if you have, as Carrie said, within a police or sheriff's department, park rangers or airport or harbor patrol, or whatever, that is being supervised by an RBC agency, then perhaps by

regulation we can prescribe that under the supervision of that RBC agency, they might be able to have individuals in those classifications that have more limited duties and functions, but again, are being served by the RBC agency.

So again, we've got a lot of work to go, but that's kind of where we are.

So, any questions?

MS. HOLLAR: Yeah. So for tomorrow, it is on the consent item for their discussion. We want to get their feedback on it, if this is the right direction, so that we can move forward and take steps, you know, depending on what their direction is.

I would be happy to take any questions at this time.

CHAIRPERSON SALAZAR: Sheriff Honea.

MEMBER HONEA: Thank you. I have two questions.

So if I understand the recommendation, one is that there is a recognition that the current number of hours for 832 should be increased with additional subjects added to that; is that correct?

MS. HOLLAR: That's correct.

MEMBER HONEA: So the first question that I have is -- and then on that, there is this idea or notion that you would essentially have two different kinds of 832 courses, depending on the classification of the

individual who was taking it.

So jail deputies for example, correctional officers, jail deputies, would have one 832 program. And park rangers would have another 832 program.

Is that -- do I understand that correctly?

MS. HOLLAR: Yes.

MEMBER HONEA: Okay. So there's two different ones.

So, the concern that I have, and I recognize the need to enhance training, but I'd be interested to know what you would propose to add to it.

But the concern that I have, and I think this needs to be addressed, is that at least in Northern California, there is a -- it's really challenging to get 832 courses up.

We oftentimes have to wait to send our jail deputies to 832. Or get them in, our Sheriff security officers, our community officers, those kind of folks we send there. And I find that the community colleges in the area have a hard enough time offering one 832 program. And now if you're going to have two separate 832 programs, I foresee a challenge in getting the requisite number of programs being offered so that we can meet the demand, the law enforcement agencies.

And I'm also a little wary of the notion that you would end up taking the wrong 832 program for the

classification you got.

So, for example, perhaps we hire somebody as a sheriff's security officer. And they are supposed to go to one program. And then later on they promote to a correctional deputy. Now we have to send them back through that other program again. And I think that that should be considered.

The last thing I have is, what additional subject matters would you propose to add to the 832 program for the jail deputies in particular?

MS. HOLLAR: Yeah, so the group went through all of the training and testing specifications that are offered in the regular basic academy. And they went through all kinds. I will say they all agreed on adding certain components of use of force.

There was mixed -- there was a -- there was kind of like a split between the group on what they should add and what they shouldn't add.

So if we would move forward, we would have to have more workshops to really go through that and look at those classifications to really determine what is needed and what is not.

MEMBER HONEA: Okay. I guess I would just end with I think it is important to be thoughtful about having two different tracks, especially given the difficulty in

offering those. And if there's a need to add additional course or instruction to those, if you add two different tracks, I see a challenge.

MS. HOLLAR: And the challenges you spoke about, we did have conversations about. And you know, legal counsel are looking into how we can make it very clear on which course they would be required to take.

But obviously it needs a lot more work and to look at all the different classifications, because there are a lot.

MEMBER HONEA: You got to get the colleges to offer, right, which is a whole other situation.

MEMBER MURRELL: Tammie Murrell, CADA.

I'm just wondering if the group talked about maybe the concept similar to like a modular basic course. So you know, maybe mod 3, which is the lowest module, would be level one. And then mod 2, and mod 1.

Did they talk about that at all?

MS. HOLLAR: We did. And we did provide them what a module 3 deputy or officer can do.

The challenge is module -- those that complete module 3 and module 2 have to be supervised.

So it was a challenge. I know one of the groups took what was in all the different modules and that helped them determine what they thought should be in this

course.

So --

MEMBER MURRELL: I'm just thinking that -- and this is the first I've heard of this, but if we kept the arrest course similar. And then the next module could add firearms or de-escalation or whatever else the group determines. And you get levels of 832 completion much like levels of reserves, if you will.

MR. DARDEN: That was one of the things that was discussed, and that is, you know, if we are looking at a situation where you can have an RBC agency supervising a group of peace officers that have a lesser degree of training, well, what if that training is less than the training that a level 2 reserve has to have?

You know, and so in that circumstance, you could have let's say a park ranger in a -- being supervised by an RBC agency that has less training than a level 2 reserve, but that's permitted by policy to go out and handle calls.

But if there's a level 2 reserve officer right next to them, that officer cannot take action unless there's a full fledged 830.1 peace officer right next to them.

So these are some of the practical challenges that we have. You know, and keep in mind, I mean, the Commission could decide, if it wanted to that the 832

course, the introductory training closer required for all peace officers, keep in mind the law says you can exercise peace officer powers once you take it. The Commission could say it requires the RBC.

Now, I don't think we're going to do that, but it just gives you an idea of the kind of -- kind of challenges that we face with all of these, you know, hundreds of different levels and types of peace officers throughout California.

MEMBER MURRELL: Being a modular presenter, I feel like anything that comes up in 832 should be aligned with the modules. Because you're -- that's exactly what came to my mind is the reserve officer has one standard; and 832 officer has something completely different.

They need to be aligned in my opinion.

MS. HOLLAR: You're absolutely right. The PC 832 course has to be in the module 3 course. So the module 3 has more, but -- so anything we would change to this course would have to be implemented into module 3 also.

VICE-CHAIR STALKER: Brent Stalker. I have a question.

How many departments are, be curious, I know staffing is always an issue.

But I wonder how many departments with let's just say full-time training staff, would be able to run their

own 832 course?

MS. HOLLAR: That's a good question. I mean we do have some agencies that run that course. But we do also have a lot of college presenters that run it also.

VICE-CHAIR STALKER: I was just thinking about that. I mean, if there was a way to implement that, that may be a solution to be able to implement 832 a little bit better.

I know we do that in Fresno County and so of course we have modules as well. And I know that's unique. I'm just curious, you know, how many more agencies would be able to take on an 832 course, if possible.

MEMBER GAMBOA: Gamboa. I have a comment.

Thank you for providing clarify on so many of these things.

In fact, these discussions answered a lot of my questions.

I'm not sure if people really understand the complexity behind 832 and modular training. Then the expectations of, you know, what are the general law enforcement duties for the different levels of reserves. It is totally complex.

And, sir, I come from that generation too where I was trained under 832 and looking to get picked up by an agency. And then the standards changed to modulars 3, 2

and 1, which I agree with that transition, because the modulars 3, 2 and 1 are really the basic training academy in just a modular format.

You know, I suggest that we look at that modular format a little bit more closer, because it sounds like that we're moving toward integrating, or interleaving some of the topics or requirements from 832 into those modular academies.

So comment, maybe question.

How do you decide to interleave the 832 curriculum into the modular training?

So, Carrie, I heard you say 832 is primarily in modular 3 or is this throughout?

MS. HOLLAR: It's in module 3, because it is -- requires a legislatively mandated course in itself. So all the components of that course is in module 3.

MEMBER GAMBOA: Okay. And then, Brent, could you just kind of talked about it. Who's qualified to be the presenters for 832? Is it more stringent in standards who -- like can -- the old model, the agencies used to be able to do -- if you run a reserve program, they can do their own modular I think it's A and B or something like that.

Now it's relegated out to the colleges, like the sheriff was talking about.

MS. HOLLAR: No, we have both. And then we also have probation that can be a presenter of the course. So we do have several probation departments that do put on the PC 832 course.

We have agencies that put it on and we do have colleges.

MEMBER GAMBOA: And last thing, just for information, and please, clarity wins.

The TTS standards are different in the 832 courses than they are in the modular setting; right?

Is that why they're -- it's two separate -- it's almost the same curriculum in some way or form; right?

MS. HOLLAR: It's the same curriculum, it's just less of the curriculum.

So the training and testing specifications, you have the regular basic course, which you have to cover all of them.

And then you'll have -- then it is broken down, so module 3, you will have certain components of it. Module 2 you will have other components. Module 1 and so on.

And same with the PC 832. It's still the components of training and testing specifications, it's just not to that level.

MEMBER GAMBOA: And lastly, I know this is far reaching, but I'm really hoping that POST does some kind

of study on the efficiency behind both curriculums and what are the impacts of that level of training?

It is really working?

So, anyway. Thank you.

CHAIRPERSON SALAZAR: That was some good conversation.

Any additional questions or comments on this item?

MR. ALVAREZ: Mr. Chair?

CHAIRPERSON SALAZAR: Yes, Director Alvarez.

MR. ALVAREZ: So we had an internal meeting with one of our Commissioners that sat on the subject matter expert group. And we are, very, very far off. Not that that should give you a level of comfort, but it's going to take us a while to sort through this.

I was hoping that it would be done by the end of this year. And I think I was in the minority in that room. They were looking at me going, no, this is '26, perhaps even '27.

So we do want to be very thoughtful in how we do it.

Some of the discussion, you know, that we had during -- during those workshops were such that if we add "X" number of hours, at some point, there's a tipping point. Well, it's like, send them to the academy if you're going to add 500 hours to PC 832.

So that was a big topic of conversation.

And then obviously some of what's driving some of this is that there are some law enforcement agencies that are being required to incorporate PC 832 trained peace officers into their department either by involuntarily or voluntarily, and the way the regulations read now is you're either RBC or not, you know, or you can't participate in POST.

You can obviously absorb one of those departments, but moving forward, it has to be everybody RBC. And we have had some comments that that's not going to work for some of the POST agencies that are being asked to absorb PC 832 departments, so to speak.

So it just adds a significant level of complexity and why we're having discussion about multiple PC 832 courses.

So, just hopefully be patient with us.

It's going to take us a while.

Thank you, Mr. Chair.

CHAIRPERSON SALAZAR: Thank you, Director.

Okay. Anything additional on this item?

All right. Thank you.

Do you want to check in with our court reporter. We've been going a little over an hour. I had a note for a couple of items. Take a break? All right.

Let's take a ten-minute break, then.

So it's 11:17. Be back about 11:25.

(Brief break.)

CHAIRPERSON SALAZAR: Okay. Welcome everybody back.

We still got a lot of ground to cover, so we'll move on to our next item.

At this time I will call upon Legislative Liaison Megan Poulos from the Office of Public Affairs in the Executive Office who will provide a report on the RIPA Board 2025 annual report.

MS. POULOS: Good morning, almost afternoon.

So, today I'm going to be going over the POST response to the recommendations that were outlined in the annual RIPA Board report.

There were five recommendations made in total, which are up there on the screen for you. I'm not going to read these recommendations in their entirety. I will try to summarize them the best I can.

But basically, this report has each recommendation listed out as stated in the RIPA report. And then our response. And then the analysis following our response.

So the first recommendation is to basically evaluate the academic research in the course certification process for POST. And for POST to determine the quality and relevancy of the training to the job.

It also states that POST should evaluate all courses

not based on the total number of hours, but whether the training is effective in changing officer behavior or can support desired policy outcomes, such as police reform or crime reduction.

This is not a new request from the RIPA board to POST. In the analysis below, they made a recommendation last year in their report, in 2024, to measure course effectiveness for all POST racial and identity profiling courses.

POST deems that there's no action required because there are lack of resources available.

And that, basically, POST cannot measure or collect an individual officer's outcomes, nor have the means too.

We feel this should be done at the granular level. It should come from agencies who employ these officers. They should be monitoring whether the effectiveness of the POST certified training individually.

The second recommendation is to revise the process for evaluating law enforcement training in course certification and its quality assessment plans to include additional course criteria that incorporate training outcomes based on officers's actions and behavior in the field.

Again, POST -- the response is no action required. It is out outside the scope of work of POST.

POST obviously does have a very intense course certification process and a quality assessment program. But those focus on the delivery of the training, and the curriculum, and not necessarily the outcomes. Because, again, those belong at the agency who employ those officers, and should be really tracking to make sure that -- that the effectiveness of the training is upon the officer.

The third recommendation is to formally evaluate learning domains 3 and 42 in the regular basic course. This is the principal policing and the cultural diversity discrimination learning domains. POST partially supports this.

So LD 3 is already tested throughout different learning domains in the regular basic course, so it -- a comprehensive test specifically to 3 is already built in, just in other learning domains.

But we did agree that we could research perhaps a comprehensive test for LD 42.

The fourth recommendation is to develop guidelines to assist law enforcement agencies in developing procedures to conduct adequate investigations into complaints alleging bias and guidelines that assist law enforcement agencies with aligning their policies.

POST partially supports this, based on Assembly Bill

443 that went into -- well, it's not quite in effect yet, it doesn't go into effect until January 2026, but POST is already conducting workshops, including members from the RIPA board, to start this process to develop guidelines.

And then the last recommendation from the RIPA board is to issue guidance apprising officers and law enforcement agencies about the anti-retaliation and workplace protections afforded to an officer who files a complaint against a fellow officer or their agency, to provide protection for those officers who report serious misconduct.

POST decided there's no action required as this topic is already sufficiently covered in the Labor Code Section 1102.5.

And I'm happy to answer any questions.

CHAIRPERSON SALAZAR: Okay. Thank you for that presentation. Are there any questions or comments from the Committee?

No questions, comments.

VICE-CHAIR STALKER: I have a quick question. Brent Stalker.

What kind of statistical or how are we using the statistical data that is being gathered by vehicle stops?

MS. POULOS: From the POST perspective?

VICE-CHAIR STALKER: Yeah, from the POST

perspective.

MS. POULOS: POST recommends in training, especially for the racial and identity profiling training, that agencies use that data as needed based on their agency.

VICE-CHAIR STALKER: Thank you.

MEMBER PACHECO: Quick comment. Pacheco, CPOA.

I just want to -- I don't know how the decision was made by POST to essentially tell the board, no, not in our lane, is what I'm hearing, and that we -- either inadequate resources or it's already covered.

So however that decision was made, I just want to say thank you. We spent about 30 minutes talking about the bureaucracy of things that were kind of put upon POST for investigation. This would have added a lot to that. So whoever is out there that made that decision, it's nice to hear that POST doesn't just hear recommendations and blindly jumps into those.

So just for the record, it's gratitude on this end of the table.

CHAIRPERSON SALAZAR: Thank you.

Any additional questions or comments on this item?

Seeing none, we'll move on to the next item.

And let's see where are we at?

Final item on the consent calendar's a report on the legislative updates.

Again, Ms. Poulos, please proceed with that report.

MS. POULOS: Thank you.

So the legislative session is pretty much just beginning. The last day to introduce any new language for this current session was February 21st.

There's about 2,500 bills that we're all combing through right now. Some of you may have heard that the legislature was given a reduction in the number of bills that they could introduce this year.

That's nice but there's still 2,500 plus to look through.

POST is currently tracking just a little over 70. And I assume that that will grow as we continue. Not all of them affect POST operations. I try my best to pick those that are affecting law enforcement as a whole, maybe they would affect POST training or guidelines or something down the road.

But then there are also bills that I track regarding state agencies that POST has to adhere to.

So I'm not going to get crazy with 70-plus bills today. I do have an ongoing list in the Commission packet. And they are on the POST website as well.

But I am going to go over a few that are probably ones you might have heard of. Or re-occurring from last year.

And I'm happy to answer any questions at the end.

So the first one, AB 400. This is the police canine bill. This bill obviously is not new to any of us, sponsored by Cal Chiefs and basically it states that agencies with a canine program must follow the -- or adopt a policy based on the POST guidelines.

So POST redid their canine guidelines. It came out at the end of last year. So pretty simple, straightforward bill. I hope it stays that way.

The next bill, AB 572. This is a bill that was introduced last year and failed. It's on criminal procedure and interrogations. Basically it's -- last year we deemed it as a second *Miranda* right to families of those who might have been killed by a police officer being notified prior to interviewing them.

So that was basically a new bill number but the same topic.

This one's a fun one. AED Grottkau is a big fan of this one. AB 814. This is -- basically exempts law enforcement from personal income tax for the years of 2025 through 2030.

We'll see how that one goes.

AB 992, that one along with SB 385, these are two bills with an attempt to fix AB 89. The first bill AB 992. This bill is quite extensive. It has quite a

lot of options, as far as the education requirements that peace officers could meet to follow the law. And it amends Government Code 1031.5 and states that starting in 2031 -- so it extends that deadline that everybody's very concerned about -- that basically an officer will have to meet one of the six criteria within 36 months of receiving their basic certificate.

So gives us definitely a bigger timeline.

And that list is: An associates degree from a community college;

A bachelor's degree from an accredited college or university;

At least two years of military experience;

Or at least two years of law enforcement experience from other states;

The modern policing degree that we've all been working on;

Or a professional policing certificate.

So, these are all "ors" not "ands."

So basically choose -- choose from those six. If they meet that criteria, then they meet the education requirement. And the Bill goes into further detail about academy credits and so forth. So I urge you to read that. Again, that's AB 992.

So the other bill I mentioned, SB 385. This one's

pretty basic. It changes our concern of an "and" to an "or" and then extends the timeline and makes the requirement 36 months to receive either a modern policing degree or a bachelor's degree.

So I am guessing that those bills will flesh each other out. And we'll see as we go through the session how those two end up.

Another bill, AB 1013, this is current law. And required -- not required, but on training -- POST is required to have training on behavioral health. This bill would mandate that training for supervisors and below, so aiming for patrol, but we'll see how that plays out being that that will be very costly.

So then really the last bill I want to talk about is AB 354, so if you look at this bill right now, you will see that it is in relation to looting. That is going to change and this is a bill that POST is working with Assemblymember Rodriguez's office. As you probably all are aware, or mostly aware, back in August the Department of Justice issued a letter to the agencies in California stating to basically not provide any sort of criminal history background information to POST when requested.

And as you can imagine, that causes a lot of consternance for us as far as our background checks

that we do, as well as the work that we're doing with Senate Bill 2. So this bill would be a fix to that. It would grant POST that access to the criminal history information without any issue.

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

MEMBER OBORN: Oborn, question. Hi.

For 992, as a representative of the community colleges, we're freaking out. Everybody wants to do the right thing.

You probably all don't know, but back in 2020, we all got -- all the criminal justice programs in the 116 community colleges got excoriated by our then-chancellor, who is no longer with us, throwing criminal justice programs under the bus.

So we all tried to figure out how are we going to improve, what are we going to do to make it better?

And so the legislation popped up. So as I read 992, it says of the option, the MPD and/or a 15-unit certificate.

Do you know more about the 15-unit certificate?

MS. POULOS: Let me see, I will pull up the bill.

MEMBER OBORN: It just indicates 15 units, from what I read and there's five courses, with taking those, which would be three units each.

MS. POULOS: Correct.

MEMBER OBORN: So the issue that we have is our certificates have to be 18 units or more for students to receive financial aid, when they do the training. And/or for us to get the apportionment from the state.

I don't know if anybody's interested in making it an 18-unit certificate.

MS. POULOS: I think at this stage, because the Bill's only been introduced and not heard in any sort of committee or any fashion -- I mean, we have a long road before October.

I think that that's worth noting and something that can definitely be addressed to the sponsors of the bill. And definitely I think that there's -- there's room for that conversation.

MEMBER OBORN: And/or if it's something that we can add on our end, the minimum may be 15, but we can make it 18 if we wanted to. If that was a possibility. Because certainly if there's -- so our plan or our idea was or what we thought we were supposed to do in the community college is to be able to offer the -- this training, the MPD or whatever it looked like, in advance of going to an academy.

And a lot of us jumped on it. And we wanted to be that. We wanted to be able to give back.

And also it was redemption in a way, because a lot of our colleges lost their criminal justice programs because of all the politics of this.

So, many of us went to our colleges and said, look, you guys can make this better. You can be part of the solution and we're not the problem.

So, anyway. As you can imagine, there's a lot of confusion about how we can best serve in this capacity.

MS. POULOS: Yeah. Absolutely. And I think there's still room for that conversation and looking at how do we make this best fit for everyone, because I know that there's a big -- the bigger concern from law enforcement side is that the time that it takes to obtain any of this, to meet these requirements. And obviously the commitment that goes into the academy as well.

MEMBER OBORN: That's what -- usually, traditionally, it takes someone to get through community college about three years, by the time they qualify for the math and the English and that sort of thing.

So it's a three-year process.

I mean, some do it more, but averagely it's about three years for an AA degree.

And the MPD is very heavy on a lot of the social sciences, liberal art courses, which it looks like those are also amended or adjusted; right? From what I read.

MS. POULOS: Yeah.

MEMBER OBORN: So no Oriental African-American art or something.

MS. POULOS: Correct.

MEMBER OBORN: Because many of us didn't have those courses. That was the other problem, that we don't -- we just don't teach those in our community colleges.

CHAIRPERSON SALAZAR: Ms. Murrell.

MEMBER MURRELL: Tammie Murrell, CADA.

I support my fellow advisory member's concerns.

This notion of a certificate is significantly less than the other requirements. And to me it feels like a workaround. There were certain courses that someone didn't like and so they put in a shorter version, maybe.

But the whole financial aid issue, we're struggling anyway. There's all kinds of federal legislation regarding financial aid that has us nervous, especially in our academy courses, because our academy courses frequently go over legislative minimums, mine does, significantly. And if this federal law passes, then their financial aid is at risk. And so financially it is a big deal in the community college system, so hopefully when it gets to committee, these issues will be addressed.

MS. POULOS: Thank you, Tammie.

CHAIRPERSON SALAZAR: Sheriff Honea.

MEMBER HONEA: Two issues. One is on the certificate versus the degree. I certainly can appreciate the desire to have a certificate and understand the concerns you have.

I also think that there's value in the other approach, which allows multiple pathways. For example, an associates degree in any discipline or a bachelor degree in any discipline or prior military experience. I think that there's value in all of that and I would -- I would like to see that approach.

Turning now to the bill that would fix the POST's ability or fix POST's ability to access CLETS data.

So, I'm going to ask the director -- and to the degree that you can, is that the only approach that DOJ is willing to entertain based on the conversations that you've had?

Or is there any other mechanism or pathway that would allow POST to have access to CLETS-derived information?

MR. ALVAREZ: I believe the answer is yes, that is the only pathway at this point with this legislation.

We've worked collaboratively with them. And I see Toby coming up and behind him is Bryant and they've been in on weekly discussions with DOJ and the administration

to get this fixed.

So I believe this is it, absent subpoena, which I think was addressed in the bulletin from August.

And then also, and, Toby, you can jump in here on the specifics, or Bryant. There's also some federal legislation that is being heard in Washington.

So some of the POST agencies across the country require a background check, a criminal history check by POST in order to even go to an academy.

A lot of those POST agencies are at -- have had and have had taken away, some of them have gotten back their terminals, their equivalent of a CLETS terminal to run criminal history checks. There's federal legislation to allow that, bipartisan legislation that's going through the Senate that's sponsored or authored by both a Republican and a Democratic Senator. That would kind of fix it on the federal side.

The state side, will also help us in terms of just using, you know, a terminal to check a DMV registration or a DL. So I believe that is the only solution we have at this point.

Is that fair to say, Toby? Correct me if I'm wrong. And please do.

MR. DARDEN: No, you got it exactly right.

So there's two issues. The first is the ability to

assess the state data. The second is the ability to access the federal data.

There's an interrelationship between the two because CLETS, as you know, has the capability to also bring in the federal data, in addition to the state data. But DOJ believes that it needs to be very careful and cognizant about the federal data, since that's all, as you know, pulled into the CLETS system.

So as you know, and as we talked about after DOJ put out that bulletin, you know, we obviously have a different interpretation of the law. And we did disagree with DOJ.

But having said that, we have worked collaboratively with them now. And over the course of a number of months, really, came to an agreement with respect to language that is acceptable to POST and is acceptable to DOJ, then, that we can run through the legislature. We believe that will provide the additional clarity in both SB 2 and some of the other statutes in the Penal Code that deal with CLETS and CORI and that kind of information to make it clear that we are able to -- POST is able to access the data.

So -- so, really, that's the hope, is that we will get that in. We do have a proposed urgency provision, if the legislature adopts it, so that that would become

effective immediately upon -- upon enactment by the legislature.

But, again, that's a separate issue from the federal issue. The federal issue is the one Manny talked about.

So you got it exactly right, boss.

MEMBER HONEA: As you know, I'm a member of the CLETS Advisory Board. And I had submitted a request that this be -- this item be agendized for our next meeting, which hasn't occurred yet since our last time.

Do you see value in continuing to have that item on the agenda to brief the CLETS Advisory Board Members, given the fact that you are moving towards a legislative fix?

MR. ALVAREZ: I don't think it's necessary at this point, to be honest with you, Sheriff. Just because it seems it's moving forward. The language -- the final version of the language, we've all agreed to.

MEMBER HONEA: Okay.

MR. ALVAREZ: It's extensive. And probably five, six different drafts of what it would look like. It's ready to go. Obviously an assembly member has agreed to take it on. But I think it's going to move forward. I think we're okay.

MEMBER HONEA: Who's carrying the bill?

MS. POULOS: Michelle Rodriguez.

MEMBER HONEA: Okay. Thank you. Thank you.

MR. ALVAREZ: She's a former commissioner on POST, just as an FYI. So she's agreed to carry it. So that's a positive.

MEMBER HONEA: And I'll talk to CS and CS's legislative folks about pushing that forward too.

MR. ALVAREZ: Yeah. Appreciate it.

CHAIRPERSON SALAZAR: Mr. Gamboa.

MEMBER GAMBOA: Yeah, thank you for your time.

This is probably going to spark some challenging conversations.

President Trump has made some kind of executive order to remove DEI type curriculum out of colleges. Does that impact the modern policing degree or anything that's associated with SB 89.

MS. POULOS: Not -- not in this bill, no?

Yeah, there's quite a lot of bills out there that are covering a number of federal issues: Immigration, DEI, a lot of different things. So it will really just depend on what comes out of that.

MEMBER GAMBOA: Stand by to stand by.

MS. POULOS: Correct.

MEMBER HONEA: We're still waiting.

MS. POULOS: Yeah.

MEMBER GAMBOA: All right.

CHAIRPERSON SALAZAR: And Salazar.

I'll just comment to Ms. Oborn's comments regarding the 15 versus 18 units. Cal Chiefs is sponsoring AB 992, so I will share that information as well. There's time to look at potential amendments.

But I also do support the idea of multiple pathways in offering people an opportunity to meet this requirement and still assist with our recruitment and retention.

But I will share that information as well.

MS. POULOS: Thank you.

CHAIRPERSON SALAZAR: Okay. Anything else on the report? Or questions or comments?

Okay. Thank you very much.

Okay. Our next item is an overview of contracts requiring approval by the Commission for fiscal year '25-'26.

And at this time, I will call upon Assist Executive Director Tom Osborne and Bureau Chief Cheryl Smith, Administrative Service Bureau, who will provide a report on this item.

MR. OSBORNE: Good morning. Thank you, Chair, committees members, Tom Osborne.

I wanted to quickly take this opportunity to talk a little bit about the '24-'25 Budget Act and its impact to

POST. And we'll talk a little bit about '25-'26 on the Jan. 10 most recent budget.

So regarding the '24-'25 Budget Act, there was two distinct areas within that Budget Act that Department of Finance promulgated to all state agencies.

Those are number one, Control Section 4.12, I know you all know what that is, but that is regarding vacant positions.

And then Control Section 4.05, which is basically operational reductions in budgets.

So, last July, two letters were sent in July and then later in August, that basically gave guidance, direction, to all state agencies how to accomplish these goals.

First I'll talk about CS 4.12, or the vacancy exercise.

So, basically, each state agency was to identify and look at all vacancies with the lens of what positions could you eliminate from operating budget overall.

The goal for the state was approximately 10,000 positions, looking for an annualized savings of $1.5 billion. That's kind of their goal.

So POST, at that time, we examined every vacant position and identified positions for which we could present to Department of Finance to eliminate without

impacting operations.

Went through that exercise, submitted all of those positions to Department of Finance. We're still waiting on finalization of that.

What I can say is all those positions that we identified, it's less than ten, so it's not like 50, to put it in perspective. Those are all coming from the traditional side of POST.

So SB 2 related, you know, the caseload we just talked about, none of those vacant positions that we currently see are impacting that whatsoever.

We were able to get exemptions for those. So they recognize that we still need some help there.

So more to follow relative to that.

On the 4.05 side, the operational reduction, each state agency was to provide roughly 7.95 percent reduction in their overall operating budget.

They were looking at in the lens of what efficiencies could you put in place to reduce your overall operating budget?

POST examined everything that we do, looked under the hood, how can we shave off money without impacting training and reimbursements?

Happy to report that we've been able to do that and identify those areas that we can reduce without any

impact to the field or training reimbursement.

So it was a tall order by our finance staff and all of -- everybody at POST to kind of take a lens in contributing to the state, like everybody else did, in our state.

Regarding the vacancies I talked about, so as of the end of February, POST is running at about a 20 percent vacancy rate. That equates to about 52 positions and with 20 -- 28 of those on the POSAAB side, so the SB 2.

We made reference earlier of we're a little bit of a stopgap measure of putting RAs in place to help close the gap. But that's just kind of some numbers there. And the other numbers are kind of sprinkled throughout the division.

So overall, with, you know, the increase of 114 to 163 PYs in a short time frame, we're doing very, very well on the hiring front, but we still have a long ways to go.

Any questions on the '24-'25 numbers?

Hearing none, just kind of quickly talking about what Jan. 10 budget looks like.

We received $2.7 million reduction at the very start in that budget year. And you know, when we saw that, we certainly are comfortable in that the things that we identified what we're going to do in '24 and '25 are

going to translate over into '25-'26.

That basically means, you know, our salary savings that will inevitably help us close that gap, as well as some other operational areas where we have certainly seen training reimbursements, have been -- the past two years have a little bit lower as a result of our learning portal coming online and more classes being offered online. And we've seen some efficiencies in that regard.

So more to follow. Jan. 10 you know, the May revise will come. So we'll report out after what the May revise looks like when all the dust truly settles and we'll report at that time.

So any questions for me?

Excellent.

I will turn it over to Bureau Chief Smith.

MS. SMITH: All right. Good morning, Chair Salazar, committee members.

I'm just going to do an overview of the proposed contracts for next fiscal year, for '25 to '26.

On the agenda, first off, we have the basic academy emergency vehicle operations course. This is the course that's offered during the basic academy for driver training. The program total is 4.237,5.

Does anybody want me to stop and ask if you have questions on each program? Or do you want me to just zip

through them?

All right.

CHAIRPERSON SALAZAR: Let's zip.

MS. SMITH: Zip. All right.

Next we have the learning portal maintenance.

POST contracts with a vendor to provide learning management system, the LMS Solutions for the learning portal. The LMS is a software as a service subscription. It includes hosting of courses and training videos, techical support, training for POST staff in addressing technical usability issues.

We're looking for 2.789 million and it will cover from July 1st, 2025, to June 30th, 2027.

Next we have the development and maintenance of online courses for the POST learning portal.

POST produces courses for the learning portal on a variety of topics that provide continued professional training hours for law enforcement personnel, as well as meet legislatively mandated training requirements. To accomplish this, POST has contracted with qualified vendors to assist in the development of this training.

And we're looking for $500,000 to be expensed over two years.

Next is the CSU Long Beach, the Force Options/Use of Force De-Escalation Training.

This contract will allow CSU Long Beach to continue to present up to 24 three-hour use of force de-escalation train the trainer courses. This three-day course satisfies the training requirements of the California Penal Code Section 13519.10 for Senate Bill 230, for use of force and de-escalation.

And POST is recommending entering into a contract in an amount not to exceed $651,528.90.

Next, in Training Program Services, we have the supervisory course.

This is a mandated 80-hour course to be completed within 12 months of promotion or appointment to first-level supervisory position. We're looking into enter into a contract for the program total of one point -- a little over $1.66 million.

Next is management course.

The 104-hour mandated course is designed to assist supervisors transitioning to middle managers and must be completed within 12 months of promoting or being appointed to middle management position.

And we're asking to enter a contract for 1.854 -- a little bit over -- million dollars.

Next is the Sherman Block Supervisory Leadership Institute, or SLI.

This program is designed to stimulate personal

growth, leadership and ethical decision-making in California law enforcement front-line supervisors.

POST is recommending entering into a contract not to exceed $1.854 million.

Next is Command College.

Command College is the masters level program lasting 14 months, designed to prepare law enforcement leaders for challenges of the future. This program focuses on futures, forecasting and innovation.

And POST recommends entering into a contract for 484,000.

Next is the Institute of Criminal Investigations, ICI.

This program goal is to produce a highly trained and competitive criminal investigators who can meet the investigative challenges of the future.

POST recommends that we enter into a contract not to exceed $5.5 million. A little over.

Next is IDI, Instructor Development Institute.

The purpose is to provide multilevel, multitrack program to develop professionalism in the delivery of law enforcement instruction.

POST recommends entering into a contract with multiple presenters not to exceed $663,130.90.

Next is the Executive Development Course or EDC.

EDC addresses a broad range of contemporary topics, issues and trends relevant to the law enforcement executives. Completion of the EDC is a requirement for a department head to receive the POST Executive Certificate.

POST staff recommends entering into a contract for $373,929.80.

Next is the Museum of Tolerance.

POST continues to partner with the Simon Wiesenthal Museum of Tolerance to offer a variety of tools for tolerance programs designed for all levels of law enforcement personnel.

POST staff recommends entering into a contract for 1.556 million.

Next is the Quality Assessment Program, the QAP.

QAP measures law enforcement instructors and course quality, evaluates instructors' use of adult learning methods and techniques, reviews course documentation, measures learning validation and ensures POST -- the quality of POST certified training courses.

POST recommends entering into a contract in an amount not to exceed 698,223.63.

Next we have the Peace Officer Standards Accountability Division and the equipment, software and data storage for Mark43.

POST staff recommends entering into a contract in an amount not to exceed 1.4 million.

And last, but not least, Administrative Services Bureau is asking to enter into a contract with the State Controller's Office to do audits in accordance with the Commission regulation.

POST has annually negotiated an inter-agency agreement with the State Controller's Office to conduct up to 13 audits a year on selected local agencies and presenters that receive POST reimbursements.

POST staff recommends entering into a contract of $500,000 to be expensed over two years.

Does anybody have questions in regards to the programs requiring Commission approval for contracts?

CHAIRPERSON SALAZAR: Questions or comments from any of the committee members?

Seeing none. Thank you for that report.

Okay. It is 12:07. It appears that lunch is here, so we're going to break for 30 minutes for lunch.

And then we've still got a number of items to get through. So we'll take a 30-minute lunch break and then we'll be back to finish with our agenda and the awards review.

So we'll convene at, let's go with 12:40.

(Time noted: 12:08 p.m.)

---o0o---

(Break taken in proceedings:
12:08 p.m. to 12:48 p.m.)

---o0o---

(Time noted: 12:08 p.m.)

CHAIRPERSON SALAZAR: Okay. Welcome back. We're going to call this meeting back to order and move on with our list of presentations here.

So, we'll move on to item D.1, which is a report on amendments to Commission regulations 1005, 1007, 1008 and 1059, Instructor's Guide to Learning Activities.

At this time I call upon Staff Services Manager Anita Finner, from the Basic Training Bureau, who will provide a report on this item.

MS. FINNER: Thank you, sir. Good afternoon, advisory members.

POST staff facilitated a discussion with academy directors and coordinators regarding to the need to update the 2005 Instructor's Guide to Learning Activities, Version 1, publication. It was agreed it was necessary to update the outdated publication.

In 2024, Basic Training Bureau staff hosted two workshops to review and revise the existing 2005 Instructor's Guide to Learning Activities publication for basic courses. Subject matter experts representing ten

academies participated.

During the workshops, the subject matter experts proposed to repeal the 2005 Instructor's Guide to Learning Activities Version 1.0, due to outdated content, which is Attachment A.

Therefore, creating the proposed 2025 Instructor's Guide to Learning Activities Version 2.0, which is Attachment B.

Attachment C reflects 15 existing training and testing specifications that reference the 2005 Instructor's Guide to Learning Activities, as they all have been updated to show the 2025 proposed publication title and publication date.

These training and testing specifications also have some proposed restructuring. The required test specifications were moved to follow the required learning actives, as there has been some confusion from presenters across the state as to the order of presenting the content.

Basic Training Bureau staff wanted to ensure students were receiving all required training, to include all required learning activities, prior to any testing.

I'm happy to answer any questions at this time.

CHAIRPERSON SALAZAR: This is an item pulled by the Committee.

Are there any questions or comments related to this presentation?

Okay. Seeing none, thank you for the presentation.

Okay. Our next item is item D.2, which is a report on amendments to Commission regulations 1005, 1007, 1008 and 1059, training and testing specifications for peace officer in basic courses, LD 32, Lifetime Fitness.

And we still have Staff Services Manager Anita Finner here to present this item.

MS. FINNER: Thank you, sir.

During the November 20, 2024, excuse me -- Commission meeting, the Commission directed POST staff to remove the body composition measurement from the existing Learning Domain, LD 32, Lifetime Fitness Training and Testing specifications as a required learning activity in Section VI G.

In reference to Attachment A, page 32-7, POST staff is presenting the removal of the learning activity.

I'm happy to answer any questions at this time.

CHAIRPERSON SALAZAR: Any questions?

Sheriff Honea?

MEMBER HONEA: You're just going to take something out?

MS. FINNER: That was the direction of the Commission, sir. Yes.

MEMBER HONEA: Okay. I'll make a comment.

I think the lifetime fitness part of the academy doesn't, in fact, promote lifetime fitness among peace officers, because we see a whole host of peace officers that once they get out of the academy, they actually stop engaging in fitness and wellness activities which I think is a significant detriment to them and the profession.

With that in mind, maybe finding a way to instill in individuals the necessity of that would be a worthwhile endeavor.

MS. FINNER: Thank you, sir.

CHAIRPERSON SALAZAR: Any additional questions from the Committee?

Yes, Chief Pontes?

MEMBER PONTES: Cindy Pontes.

So the body competition is just the body fat measurements? Is that the thing that they're removing --

MS. FINNER: So --

MEMBER PACHECO: -- as I understand?

MS. FINNER: Sorry, ma'am.

It's a required learning activity in our existing regular basic course, in module 1 basic course. It's been in place since January 1st of 2012. It's the direction of the Commission that it be removed.

MEMBER PONTES: Thank you.

MEMBER MURRELL: Tammie Murrell, CADA.

Just for clarification, this came about because at the last POST Commission meeting, the modular academies met -- the subject matter expert group on this learning domain, and we wanted to include this required learning activity in module 2 of the academy, which is earlier than it is typically required now.

And the -- the learning activity incorporated body composition, sit-ups, push-ups and a mile and a half run.

And the Commission took umbrage at the body composition measurement, so we pulled it at the last meeting for the test course, the ones that we're testing now. And then they also gave the direction to remove it at this meeting. So that's where -- this is all coming from. Came from a change in LD 32.

MS. FINNER: Thank you.

MEMBER PONTES: Thank you.

CHAIRPERSON SALAZAR: Okay. Any additional questions? Comments?

Okay. Thank you for that report and thank you for the clarification on the background, Tammie.

MS. FINNER: Thank you, sir.

CHAIRPERSON SALAZAR: Okay. Our next presentation is item E.1 which is Appeal to the Commission Regarding Denial of a Private Presenter, Jaquel Pitts.

At this time I call on Attorney IV Bryant Henley from the Legal Affairs Bureau who will provide a brief report on this item.

MR. HENLEY: Thank you, Mr. Chair, and committee members. Good afternoon.

Just to table set for a moment. This is a matter, an appeal, that will be heard tomorrow by the Commission and so I'm going to keep my presentation very high-level and really just about the procedure.

Mr. Pitts, who is the appellant, isn't here today, so I'm going to leave it at that level and preserve the discussion about the merits to tomorrow.

But at a high level, as I know this committee knows well, we have a very comprehensive process for reviewing courses for certification for a POST-certified course. And we have also a procedure whereby when an individual submits a request to present one or more certified courses as a course presenter, there's a process whereby POST staff review that request, make determinations using the regulatory process, including regulation 1052 to evaluate various factors to determine whether a course should or should not be permitted to proceed as a POST-certified course.

In this case we have an individual who submitted a request to make two courses to present -- not only to

serve as a presenter, but also as an instructor and to in-house teach two courses; one on use of force, and one on strategic communications.

POST staff, after reviewing that application, denied that request. And as is permitted by the regulations, our procedure regulation 1058, that process allowed the applicant to then appeal to the Assistant Executive Director, Mr. Grottkau, who also denied the request.

In turn, there was an appeal to the Executive Director, Mr. Alvarez, who also denied the appeal and by way of regulation of the process now dictates that the Commission will hear the appeal at the request of Mr. Pitts. And again, that will occur tomorrow.

And with that very high-level overview, I'm happy to answer any questions of this committee if there are any.

CHAIRPERSON SALAZAR: Questions or comments from the Committee?

Okay. Seeing none, thank you for the presentation.

We will now move on to Item F.2, which is a report on peace officer revocations based on felony convictions.

At this time I will call upon bureau chief Michelle Weiler from the Certification Bureau who will provide a report on this item.

MS. WEILER: Good afternoon, again.

I think there should be something to put up.

I'm sure that's the right one.

Yes, so this is the list that we are providing to the Commission to review and approve with regard to peace officers who have been not only deemed ineligible to be peace officers based on a felony conviction identified in the Government Code Section 1029, these are the peace officers who have been convicted since January 1st, 2022, whom we can take action to revoke their certification.

For our new members, this is also an item that in November, the Commission voted for us to move forward to have an amendment to our Commission regulations to where the authority for this revocation would be delegated to the Executive Director.

That is still moving through the rule-making process. So that's why this is being presented here in March and we will probably be doing it again in June for those cases that are still being processed while the rule-making process goes through.

I'm not sure if there are any questions on this list. It was also agendized.

CHAIRPERSON SALAZAR: Question or comments from the Committee?

VICE-CHAIR STALKER: Question. Brent Stalker.

You may be answering this, so I don't want to jump ahead.

MS. WEILER: That's okay.

VICE-CHAIR STALKER: On this list, do we have anybody that is challenging this?

MS. WEILER: Not to my knowledge. We have not received any challenges.

Toby, you may be able to better answer that? No?

MR. ALVAREZ: Not to this list.

MS. WEILER: Not to this list. The revocation list, no.

MR. ALVAREZ: We have had challenges, but not to this list. I'm sorry, Manny Alvarez.

We've had challenges, but not to this specific list.

CHAIRPERSON SALAZAR: Additional questions? Comments?

Okay. Thank you for that report.

Next item will be Item F.3 which is a report on proposed adoption of Commission Regulation 1216, disciplinary guidelines.

At this time I call upon Assistant Executive Director, Annemarie Del Mugnaio from the Executive Office and Bureau Chief Michelle Weiler, from the Certification Bureau, who will provide a report on this item.

MS. WEILER: So this item, we are proposing for the Commission to adopt Regulation Number 1216, POST disciplinary guidelines, factors, for consideration of

penalty related to peace officer certification actions and then we would adopt our disciplinary guidelines and have them incorporated by reference.

The disciplinary guidelines are sort of a framework or guidelines for not only the Board and Commission to use when reviewing cases of peace officer misconduct, but also for the administrative law judges when these cases move beyond the Commission and go forward to an evidentiary hearing before the office of administrative hearings or an administrative law judge so that they have parameters, or minimum parameters, that the commissioners are setting for them in determining, one, whether or not serious misconduct did occur, and what sorts of disciplinary actions they might recommend and to try to keep them within the framework of what the Commission is looking for.

This would -- because without these, the ALJs don't have any guidance; right? And they could come up with a determination that is outside of what the Commission would like to see.

So this set of disciplinary guidelines that is currently before the Commission is a product of work with a subcommittee of the commissioners. It was Commissioner Gordon and Commissioner Braziel, POST staff as well as some feedback from the DOJ.

Just -- I don't know if you've had a chance to review them. If you have any questions --

Yes, sir?

MEMBER HONEA: Honea.

So, I can see the value of having guidelines and, you know, the kinds of disciplinary actions that can be imposed based on those guidelines.

Do you think it's important, though, that the bodies making the decision have the opportunity to take into effect -- or take into account mitigating circumstances, and aggravating circumstances for that matter, and not be somehow rigidly tied to a set of guidelines because rigid adherence to guidelines can result in absurd outcomes sometimes.

MS. WEILER: Yeah, so these are guidelines; right? Something that they can review and use kind of as a foundational framework in making those determinations.

We do also have Commission Regulation 1213, which are additional factors to be considered when determining whether suspension or revocation are appropriate and those include the various mitigating or aggravating circumstances that should be taken into consideration.

Those are also not explicitly spelled out in here, but referred to in this document of disciplinary guidelines. We provide examples within each.

So we've broken down -- we have an introductory piece. We've also broken down by the nine categories of serious misconduct and provided some examples of cases where there may be some additional circumstances to be considered.

For instance, with dishonesty there's a reference to the Brady list. Potential for whether or not an officer's dishonesty could affect the outcome of future criminal cases. Things like that.

Sexual assault, what circumstances they might want to consider.

We also have -- excuse me -- standard and optional considerations for the Commission, as well as the administrative law judges, to take into consideration.

They're certainly not bound to these. They are options -- well, the optional ones are options. The standard ones would be up to the Commission to decide which ones would apply to the different categories of misconduct, if they choose to do so at all.

They could just reference the standard -- excuse me, the standard options.

MS. DEL MUGNAIO: They --

MEMBER PACHECO: Quick question. I'm sorry. Quick question.

Pacheco, CPOA. This is at the state level. I

understand the guidelines. One thing I think agencies have struggled with in the past is like discipline for previous cases.

So I don't know if the -- I'm going to mess up the vernacular here -- but if the Division has put any thoughts into how this thing scales moving 10, 15 years from now, if there are cases even by name or not name, of similar type of violations and what was given by the Commission at that time.

People change, but the discipline should stay standard to some degree. If there's been some kind of thought of work into some kind of data set.

MS. WEILER: This will definitely be a living document. And it will evolve as the cases we see evolve, the determinations by the Commission evolve, this document will evolve as well to match that.

And again, in our Commission Regulation 1213, the factors for consideration, we do also set forth in there that they should take into consideration similar outcomes and similar circumstances.

And that's also in here as well.

MEMBER PACHECO: Thank you.

MS. DEL MUGNAIO: Couple things I want to add to -- okay.

VICE-CHAIR STALKER: I'll wait until you're done.

MS. DEL MUGNAIO: Couple things I want to add just for awareness.

So Michelle covered everything beautifully.

I think there's just a few items that I think just -- close attention to. And that is that the -- this is about imposition of discipline.

1213 factors are really twofold. We use them in how we review and investigate our cases. And then we also consider them in what level of discipline may be, you know, may be appropriate based on aggravating and mitigating factors.

This is really guidance to the ALJs.

If you think about it, this is the first time in the history of policing there's been, in California, a measure by which these cases would go before an administrative law judge in a licensing fashion to take administrative discipline.

So they're going to need some guidance on the expectations of this profession, the uniqueness of the responsibilities that are invested in a peace officer and expectations of what they should do, what judgment they should be, you know, applying to any given situation.

So they need this guidance.

If we were to not have disciplinary guidelines, you are being asking a group of individuals who are not

familiar with the practice of policing, if you will, the ins and outs of the demands placed on a peace officer, to make decisions about the degree of discipline that would be appropriate based on the case factors.

This is our opportunity to provide them some guidance.

You all know this, but they don't.

The other thing I want to point out is, there's really two options available to the Board and Commission: Suspension or revocation.

However, there are instances where -- and we've seen this already with the Commission -- where the term of suspension may include time served but with some monitoring, some probationary monitoring.

That's why Michelle talked about those optional disciplinary guideline provisions.

This gives us an opportunity to, perhaps, very safely and responsibly return peace officers to the profession, if they need a short period of time to rehabilitate from a substance abuse issue, perhaps. Or maybe another issue where they can actually effectively rehabilitate and return to the profession.

This is the only profession I'm aware of in the State of California where once you're revoked, there's no opportunity to come back. There's no reinstatement.

So it's responsible for us to consider those things where a temporary, perhaps, removal from the profession, may be the appropriate course of action as opposed to a permanent ban for this person to ever serve as a peace officer in California, or anywhere else in the country.

So I want you to consider the nature of this document as a guidance document.

There's also the level of consistency that will be applied.

In my experience, doing licensing and enforcement there are going to be precedent cases as well that kind of set the tone for how the State of California should view issues where there was a significant risk to the public welfare and they will determine a case to be a precedent case. That happens in administrative law as well.

So those things will help guide the Commission as we move forward. And of course, as Michelle said, this will evolve. This document will continue to evolve, as we see those case factors before us.

CHAIRPERSON SALAZAR: Salazar.

I completely agree with you on that matter. I just had a couple questions with regards to when you talk about probationary monitoring.

Who is it that conducts the probationary monitoring?

And then do you have, of the cases that the Commission has heard so far, how many have resulted in -- like what percentage or how many have resulted in probationary monitoring?

MS. DEL MUGNAIO: Good question. I don't have the actual stat in front me, but primarily the majority of our DUI cases have resulted in a conditional license with probation monitoring. We're going to hear two tomorrow and we'll just see how those, you know, play out in front of the Commission.

It's not to say that every substance abuse case should result in some term of probation. There are going to be those instances where you have the -- the facts warrant something more stringent than that.

We've got multiple cases; we've got injuries to the public; we've got someone who perhaps has already gone through a term of sobriety with their department and been under some form of monitoring, and then reoffends; right?

So right now, primarily all of the DUI cases have resulted in some form of a conditional license with probation monitoring.

The other -- we have LECs that will do our probation monitoring internally. It's not a huge workload. We have a contract. We're about to finalize our contract with a vendor who does the actual, biological fluid

testing where they're on a testing program.

And it's -- they don't know when they're going to be tested. They can be tested up to several times a month, and that testing is ongoing.

They are not necessarily just testing for the drug or substance of abuse. They will be testing for the drugs and substances of convenience.

Which means the testing is very broad. They can be testing for -- and they will -- test for multiple it things, given the nature of the profession, what the individual may be exposed to.

So, you may have an individual who is under a conditional license for a DUI, right? So alcohol was the substance of abuse.

However, through, you know, expertise of treatment and monitoring, they know if -- the experts know if they can't necessarily partake in that, they may use something else, right, to get that same feeling or to get into a space where they can manage whatever is going on within, you know, their life at the time.

So we test for a broad variety of substances to ensure that we have someone who's not impaired.

They're aware of that before going in.

They also will work with their physician, the individual's physician, to make sure that if there's any

prescribed medication, those are noted. So if they come up, we're not taking action on someone who is on a prescribed medication that has been deemed safe for whatever work they do.

So, that's the substance abuse piece.

In addition to that, they have to report to their employer that they're under a conditional license with the State of California and what that means.

They may have, you know, quarterly probation checks with our LEC just to check in; how are you doing on a performance leveling? How are you doing in terms of missing work?

Are you still attending your AA meetings, if that's one of the requirements?

Are you attending whatever self-help groups that you signed up for? Just to make sure they're staying the course.

So all of that is done within the division.

CHAIRPERSON SALAZAR: So, again, I think the probationary opportunity is a very good thing.

My question -- you partly answered it -- so the LECs under POST who are conducting the probation monitoring.

And the other part of your question, was it's not a very heavy workload. But as these cases continue to grow, and as we talked about earlier being down 20 LECs,

and then the number of cases that are pending, I would like to see that they still have the opportunity to have probation monitoring. But then over time, how that impacts staffing and their ability to carry out the overall mission. So concerned it comes back to how do you deal with that recruitment and retention issue with your LECs to meet that demand.

MS. DEL MUGNAIO: Fair point, Chair Salazar.

Right now we're talking about like less than five people being monitored. But as time goes on, that number's going to grow and what are we going to do with that workload?

And I think we'll have to reassess.

In my experience, like I said, doing licensing and enforcement, we have a very solidified, if you will, probation monitoring program. We had probation monitors that were analysts. They were trained to do probation monitoring, understood what the role is. It's really check-ins. So it's not to say that we couldn't share that workload with our professional staff. And I think at some point we should and we will.

I think at this initial stage, because we're dealing with peace officer probation monitoring, this is new to the State of California, this is new to POST, we want to make sure that if we're reaching out to subject officer,

that it's someone that understands the nature of the work they're doing, the profession, and has that rapport.

But as time goes on, I think we can actually share this workload and we should share this workload with our professional staff.

So I appreciate the question.

CHAIRPERSON SALAZAR: Sheriff Honea.

MEMBER HONEA: Thank you. What you describe is exactly what I am glad to hear you talking about in terms of the ability to take into account the mitigating and aggravating factors and tailor your approach to address those. So that's very encouraging.

It is not dissimilar to the state bar and the way they handle attorneys.

With regard to the issue of substance abuse and things of that nature, I fully support the approach that you've outlined.

That said, has there been any discussion or thought about what, if any, information would become a matter of public record, especially when you're dealing with somebody who is dealing with addiction or substance abuse issue?

MS. DEL MUGNAIO: Absolutely.

And so the medical records, obviously remain confidential.

The actual settlement agreement itself is a matter of public record. There's nothing specific about the officer's personal medical information or their treatment facility, their treatment plan, that's a matter of public record.

However, if they violate probation and then we have to take them up on revocation because they violated our terms of probation, some of that may, in fact, become a public record because that's just the nature of the administrative hearing process.

Again, you know, medical records, things like that are always confidential.

The violation itself and what was violated would not be. An individual would have to, you know, potentially defend that violation.

MEMBER HONEA: Thank you.

CHAIRPERSON SALAZAR: Mr. Stalker, go ahead.

VICE-CHAIR STALKER: Brent Stalker.

I'm realizing what a tough job you have, just listening here. So again, thank you for what you're doing. I want to make sure that I'm understanding something.

Right now there is -- we have the option to either revoke or suspend; am I correct?

MS. DEL MUGNAIO: Correct.

VICE-CHAIR STALKER: Could you give me some examples of when somebody -- I understand the substance abuse.

What would be some of the other examples of when somebody may get suspended?

MS. DEL MUGNAIO: So we had an actual case where it was a use of force case and the Commission determined that the most appropriate action would be a term of suspension with a retraining on use of force.

So that's another example where they don't believe the significance of the use of force was such that a revocation or removal from the profession was the sound decision.

But perhaps a time-out with some retraining and retooling so that individual could come back, hopefully with a, you know, remediation plan for not violating the use of force policy or laws.

VICE-CHAIR STALKER: And --

MS. DEL MUGNAIO: And that's an actual case that's already gone through the Commission.

VICE-CHAIR STALKER: I'm trying not to pepper you with too many questions here.

MS. DEL MUGNAIO: No, that's okay.

VICE-CHAIR STALKER: So let's say that you or somebody determines that a suspension is appropriate.

How do you work with a department on that

suspension?

MS. DEL MUGNAIO: So we haven't had an incidence yet where the individual officer who is before the Board and Commission is employed during that term of suspension.

If that were the case, the department would have to be willing to hold onto that individual, perhaps on paid administrative leave, or maybe in another capacity, other than in a sworn position for that term of suspension until they can come back and engage. So we haven't had an instance yet where we've had someone who is still employed and then the decision of the Commission had been to place that person on suspension.

In our circumstances thus far they've already been terminated from employment.

VICE-CHAIR STALKER: Okay. Thank you.

I -- just off the top of my head, I'm thinking suspension will probably be a good tool in the future.

And just some thoughts on that is I believe that administrative leave varies from department to department.

So, in some case, I would think that the department was handling it correctly by putting the person on admin leave.

But I also believe the other side of it that that may not always be the case where somebody else may have

to step in and say: Okay, if you're not going to put them on admin leave then we're going to do a suspension.

If that's the case, how would that work and how long would that take if -- and would POST have the authority or the Commission have the authority? Which, I'm pretty sure I know the answer to that, but to basically override a department if they decide oh, we don't feel like there's enough for admin leave. Well, that's fine, but we feel that this person should be suspended.

So I'm just curious how that process would work.

MS. DEL MUGNAIO: Certainly.

So two questions, I think I'm going to answer both of them.

In terms of POST's decisions, so if the Commission makes a decision that they're going to pursue a suspension, and that person is currently working, the department cannot use that person in the role of a peace officer while they're under a suspension.

So it would force the hand of the agency to either place them in a non-sworn position or put them out on leave.

If the agency is interested in a term of suspension as well, they would need to align that suspension with the Commission's decision, because basically the certification of that -- during that period of suspension

is not valid. They cannot work as a peace officer in the State of California.

So, essentially, we kind of override the agency's decision.

We don't get into a discussion about whether they should be on leave, paid leave, unpaid leave. That's entirely an employment decision.

But where we engage is, we believe a term of suspension is important. We're placing this person on hold. The agency can decide whether they want to put them in a non-sworn position or put them out on some form of leave.

VICE-CHAIR STALKER: Again, I think this is great. I support it. I'm just curious. How long -- let's just say that you get a case, and you're concerned.

And maybe you believe that it factors a suspension versus, you know, a complete removal.

How long do you think that would take for -- for basically, for POST to make that recommendation to the Commission that this person needs to be suspended?

MS. DEL MUGNAIO: Okay. So Michelle's giving me CliffsNotes over here.

I think what you're referring to is an ITS, an immediate temporary suspension.

VICE-CHAIR STALKER: Uh-huh.

MS. DEL MUGNAIO: And that -- if they meet those three factors that I talked about earlier today -- where they've been terminated, so it wouldn't be someone that's been employed, though. So resigned, in lieu of, you know, going through an IA; resigned during a pending investigation for serious misconduct; or if they were arrested for a felony or indicted or there's an information on file for a felony or a 1029 violation -- there's some misdemeanors that would qualify as well -- then we have the authority to issue an ITS, which happens immediately.

And that would also place them on a hold. They couldn't work as a peace officer during that time.

In the scenario I think you're talking about, they're still currently working in the agency. And so there is no mechanism by which unless they've been arrested for something, which I think the agency would probably be putting them on some form of leave during that period as well, for POST to do something immediately.

There is a mechanism where you can go before an administrative law judge and issue what's called an ISO, which is an Interim Suspension Order, but you would have to get that from a judge and that takes a prehearing process, et cetera.

But really there's no immediate way for POST to say: We're going to remove you. That process for the initial two hearings would happen. It would go forward, it would go before the Commission for those initial hearings. And then if the individual contests that, it goes all the way to an administrative law judge.

That can take a year, plus.

So unless they meet those three-pronged criteria, there's no immediacy for that.

VICE-CHAIR STALKER: Thank you.

MS. DEL MUGNAIO: You're welcome.

MEMBER GAMBOA: Gamboa.

Thanks for the probationary status on these certifications.

And when SB 2 was first rolled out, everybody was like, it's either decertified or not. And now we have some mechanism to work with.

So I appreciate that.

But a question about the counseling part or the probationary conditions. If a person who is on probationary status, let's say fails a urine drug test, is the employing agency, allowed to see those results?

Or the counseling thing, let's say they were going to counseling for substance abuse. That's kind of a gray area under some HIPAA acts; right?

But are we privy to POST's findings or anything that violates probation?

MS. DEL MUGNAIO: So if they actually violated the probation and we've determined that they violated probation, yes, we would make the agency aware of that. Yes.

MEMBER GAMBOA: And all whatever that was, let's say like a urine test or something like that.

MS. DEL MUGNAIO: Right. If they're positive, and then we do what's called a confirmation test, and they're positive and we know it wasn't an error on the part of the lab, like there's a process you go through to do a duplicate test.

Then we would be notifying the agency that there's a potential violation of probation, and depending on whatever action was appropriate at that point, in some of our agreements that we've seen, a violation of probation that's been determined to be an actual violation, results in an immediate revocation of the certification.

So, they're agreeing to that. They know if they violate the terms of probation and it's a qualified violation that we've substantiated, they can be immediately revoked.

MEMBER GAMBOA: Thank you.

CHAIRPERSON SALAZAR: Director Alvarez.

MR. ALVAREZ: Thank you. So one point, and then a question for Annemarie and Michelle, because you will answer it better than I will be able to.

So an immediate temporary suspension is not punitive. It is simply a hold for the individual to sort out their criminal issues? For the department to finalize their internal investigation? Or for us to review their internal investigation as to why they were terminated. So it's not a punitive action.

Annemarie and Michelle, if you can address: When does the -- when do the probationary terms kick in?

So almost all of the individuals where the Commission has asked for some form of a stipulated settlement or some form of probation monitoring, the majority of those individuals are not employed currently.

When does it kick in?

MS. DEL MUGNAIO: So, there are parts of it that kick in immediately.

And that is if they -- they have to notify us of certain things immediately. For example, if they participated in any rehabilitation program, inpatient, outpatient, otherwise if they have a support group, they have to report those things to us immediately.

There are things that don't kick in until they're employed. And that would be the substance abuse

monitoring. So the biological fluid testing, that kind of thing, would happen once they're employed.

Obviously notification to the employer, they have to be employed to notify an employer. So it's really those terms that are what we call tolling until they have gainful employment as a peace officer.

We have a couple of cases coming up where potentially they will be employed and so all of the terms of probation, or they are employed and we're waiting for the finality of the case, that -- all of the terms and conditions would be essentially implemented immediately. And we would be in a term of probation monitoring.

We have a probationer that's actually employed out of state and we cannot impose California's terms and conditions, restrictions, et cetera on out-of-state peace officers. So that individual's essentially in a tolled status.

They remain in a tolled status unless and until they return to California and seek gainful employment in California as a peace officer.

So that's how we kind of address those things.

Did I answer your question?

MR. ALVAREZ: Yes, perfectly.

And then the payment for the monitoring, if you don't mind, since we're talking about money earlier

today.

MS. DEL MUGNAIO: Yeah, that is borne by the subject officer. And that's very standard across the board where any payment for the biological fluid testing would be the responsibility of the officer on probation.

MR. ALVAREZ: Okay.

CHAIRPERSON SALAZAR: Thank you, Director.

Any additional questions or comments on this item?

Chief Pontes.

MEMBER PONTES: Pontes.

Question for you. So if the Commission makes a decision to suspend the officer, what is that term? Like, how long is the suspension? What --

MS. DEL MUGNAIO: It can't exceed three years, because after three years they go inactive and they would have to go back through a whole training module.

So it doesn't -- the suspension shouldn't exceed three years.

The probation, however, can go on five years, ten years, whatever the Commission deems appropriate.

Because probation isn't the suspension part. So if there's a term of suspension, that would be for three years or less.

Probation can be five years, seven years, eight years, ten years. In my experience, I didn't frequently

see anything beyond seven years.

Because at that point they're either recovered from whatever that is, or you should probably be seeking something else that -- they're -- if you're still seeing violations or some inconsistencies in their ability to stay the course. You might want to consider a different position of discipline.

MEMBER PONTES: Comment on that. I couldn't see if an agency did not terminate that officer, they wouldn't keep them on ATO for three years or a year.

That would be a -- yeah.

VICE-CHAIR STALKER: Brent Stalker. I have a follow-up question on that.

I'm sorry you said on probation. What was the time frame on the probation?

MS. DEL MUGNAIO: It can be determined by the Commission. So there's no set rule that you can't do a term of probation for ten plus years.

I would say what would be more common is three years, five years, seven years. And at that point, you've been monitoring them long enough where you either know that they're compliant, it's resolved the issue and they can go back to a valid, you know, unrestricted license.

Or you need to consider another imposition of

discipline because that's not working. If you're monitoring someone for seven years and you're still -- like I said, you're still seeing inconsistencies in behaviors, you should probably take a look at the individual's status.

VICE-CHAIR STALKER: Okay. Last question.

MS. DEL MUGNAIO: Sure.

VICE-CHAIR STALKER: So let's say that somebody's looking at probation, or even a suspension, and then they go off work.

MS. DEL MUGNAIO: Uh-huh.

VICE-CHAIR STALKER: And a lot of times the department will hold that until they get back from work. And sometimes that can be a year, two years.

Would we take that into consideration as well for an extension?

Or is there some type of --

MS. DEL MUGNAIO: That would be a tolled status.

VICE-CHAIR STALKER: Okay.

MS. DEL MUGNAIO: So if they go off work, as we were talking about, which things apply and when. So if they're no longer working -- let's say they were working and they're meeting all the terms and conditions of probation. But now they're going to be out of work for a period of time, they would be on a tolled status.

We'd still check in with them. We'd still probably do their quarterly monitoring just to check in with them to see how things are going to make sure they're still maintaining those things they need to maintain, even while not employed.

But in terms of like the biological fluid testing and some of the other terms that may be relevant for them actually being enrolled, those would be tolled and the tolling can go on for a long period of time.

There again, if they're out of work for three years, we would have to look at the status of their license, et cetera, from a, you know, having to retrain.

VICE-CHAIR STALKER: Okay. And I would imagine, too, if they did not cooperate with you, then that would go probably fairly easily to a termination?

MS. DEL MUGNAIO: Correct. That's a violation of probation. If there's no cooperation -- and that's one of the terms and conditions outlined in the disciplinary guidelines. It's like failure to cooperate or failure to comply with the terms and conditions as agreed upon, that would be considered a violation of probation and there could be some immediacy and a revocation.

VICE-CHAIR STALKER: Excellent. Thank you.

CHAIRPERSON SALAZAR: Okay. Any additional?

Thank you for that report. All righty.

Now we're going to move on to item G.1. This is a report on proposed amendment of Commission Regulation 1201, definitions related to peace officer certification.

And we still have Bureau Chief Michelle Weiler from the Certification Bureau with us who's going to provide this report.

MS. WEILER: Yes. So this is a proposal to amend Commission Regulation 1201, which their definitions specific to peace officer certification and professional certificates.

The majority of the terms that we are seeking to add are related to our disciplinary proceedings where terms that might be seen in the disciplinary guidelines or during discussions of potential disciplinary actions against the peace officer's certification.

There are also a couple of terms that we are adding to clarify eligibility for professional certificates.

As an example, we have a mixed use of the rank of corporal throughout the state. Some agencies do use them as modified supervisors. And others use them as intermittent or investigators and such.

But because there's such a range of usage of corporals throughout the state, we have to consider them as quasi-supervisory and as such, they would not be eligible for a supervisory certificate.

We have been fighting this for many, many years trying to explain it to corporals, it's not us, your agency may want to reconsider how they classify you or use you.

So, things like that are points of clarification.

Also like a management certificate, and executive certificate eligibility. There has been confusion in the recent months, and I would say past year or so, as to when an individual may be eligible for their management or executive certificate based on their years in service at particular ranks. Or the minimum trainings that they're required to complete for those certificates. So again, points of clarification on some of the existing terms that we have.

Any questions on those?

CHAIRPERSON SALAZAR: Questions from the Committee?

Seeing none, Michelle, if you would stick with us and provide item G.2, report on proposed changes to Commission Regulation 1003, employment status notifications, affidavits of separation.

MS. WEILER: Yes. And this one is an additional amendment to what we had brought to you, the Commission. Back in November, a couple of points of clarification, that I believe were actually brought up by Sheriff Honea during the advisory board, as well as

Commissioner Gordon during the actual commission meeting.

With regard to what we were specifically asking for on the affidavit of separation, we had some concerns around the specific reasons for separation, particularly with probationary peace officers for being terminated.

So we've made just a few tweaks to the language and the instructions to clarify that you don't have to be explicit in terms of the reasons, just provide a general reason for separation so that we can continue to abide by the Penal Code requirements, but also not violate or force agencies to violate some personnel related issues.

CHAIRPERSON SALAZAR: Questions or comments on this Item?

You have one more, Michelle. Item G.3 is a report on proposed amendments to Commission Regulation 1202, peace officer certificates. And Commission Regulation 1003, employment status notifications.

MS. WEILER: Yes, so this one, not only do we have some general updates to Commission Regulation 1202 with regard to how we consider eligibility for professional certificates for peace officers, specifically related to education, prior employment with federal agencies or other out-of-state agencies, as well as training points.

But we are also looking to split out the

requirements for proof of eligibility and a basic certificate.

The way we had it before, there was some confusion as to which requirements applied to which of those certificates or if it applied to both.

So we've split those out.

Additionally, we have added, to help us -- assist us in enforcement of Commission Regulation 1204, which is the cancellation for fraud or misrepresentation. We're adding a peace officer's attestation to Commission Regulation 1003. Attestation of peace officer eligibility, to where the peace officer will now also attest that anything -- any information provided during the background process is true and correct to the best of their knowledge and it would be under penalty of perjury.

So that is the piece that's being amended with 1003, and that will give us some of the teeth that we're adding to 1202 that will allow us to enforce the cancellation for fraud or misrepresentation during the background process.

Because we're running up against agencies reporting fraudulent backgrounds or misrepresentation or failure to disclose during backgrounds.

And then we had a hard time enforcing, how do we cancel this person's certification? Because had they

disclosed, they may never have been hired in the first place.

Or they failed, you know, they're failing to disclose or misrepresented information that would have shown the agency that they were not eligible to be a peace officer; therefore they should not hold the certificate.

So just those additions to the regulation are being proposed.

CHAIRPERSON SALAZAR: Questions, comments from the Committee on this item?

Okay. Seeing none. Thank you, Chief Weiler. Appreciate those reports.

Okay. So the next item on our agenda here is -- we're moving into the guidelines for nominations for the awards review.

It is post lunch, so let's take, what, about a ten-minute break for the court reporter.

So we're going to take a ten-minute break, reset and we'll come back and tackle the awards. So we'll be back at 1345.

(Time noted: 1:35.)

(Time noted: 1:47.)

CHAIRPERSON SALAZAR: All right. Welcome back, everyone. So now we will move on to the review and

recommendations and nominations for the POST Excellence in Training Awards, as well as the O.J. "Bud" Hawkins Exceptional Service Award for 2024.

So our first item is review the guidelines for nominations and Vice Chair Stalker is going to help out with some notes here.

So I'm going to go over the guidelines. And then I'll go over each individual award. As we do each award, we'll have a discussion about the nominees. Hopefully you've had an opportunity to review those packets. We'll get some feedback and then we'll make a decision on these.

But let me start with the guidelines.

Committee members do not necessarily need to excuse themselves if they know one of the nominees. If there's a fiduciary or employee-employer relationship between a committee member and a nominee or if a committee member is a relative or a close friend of a nominee or if in the Committee member's professional determination, he/she believes it would be in the best interest if he or she recused the Committee member, may elect to abstain on any decision with respect to that nominee. The decision to recuse is exclusively that of the Committee member and the reason does not need to be disclosed.

So the Committee today is responsible for reaching a

consensus and recommending a winner to the Commission. The Committee should be prepared to articulate to the Commission as to why the final decision was made.

To preserve the integrity of the award, if, in the opinion of the Committee, there is no nomination that reaches the threshold criteria of the respective award, there is no necessity to present the award.

And that has happened in years past.

So, we're going to start with the individual achievement award. And before we start discussing those nominees, let me just read what the individual achievement award is and then some of the award criteria that will apply to each of these awards.

The award for individual achievement is given for remarkable effort or accomplishment resulting in a singularly significant or extraordinary contribution to public law enforcement training. The individual's contribution must involve innovation, and demonstrably affect a project, task or assignment that has significantly impacted or benefited law enforcement training at the organizational, local, or state level.

Outstanding contributions may include, but are not limited to, innovative approaches in the preparation, presentation, application, implementation, evaluation, planning and/or management of law enforcement training

programs.

The award criteria are in three categories and that is innovation being first. Nominees are evaluated on the use of unique and innovative approaches in the design, development, implementation and presentation of training programs leading to improved quality or delivery of law enforcement practices. Innovation also includes new or creative approaches to program delivery or the introduction of new technology or creative uses for existing technology that lead to improved quality or delivery of law enforcement training.

Second criteria is impact. The nomination should fully describe the effectiveness of the achievements on law enforcement training or improvements resulting from the accomplishments limited to the immediate organization or do they impact or have the potential to impact other law enforcement organizations at local, regional or state levels.

The nomination should include any quality, cost effectiveness, operational or other related improvements derived or projected as a result of the nominee's accomplishments.

And finally, the last criteria is reputation or recognition. Nomination should be evaluated based on the reputation and recognition of the nominated individual or

organization.

The nomination should emphasize how sought out for advice the nominee is by his or her peers and should also identify the nominee's reputation as a leader and innovator within law enforcement training and any official recognition made by the individual's organization or peers.

So, we kind of went over the general guidelines.

That is the criteria for the individual achievement award.

Before we move on to discussion, are there any questions or comments from the Committee on the guidelines or kind of where we go from here?

Sheriff Honea.

MEMBER HONEA: If there isn't a submission that we feel rises to the appropriate level, you cannot award it. But what if there are two or more individuals that are equally impressive? Can you award more than one?

CHAIRPERSON SALAZAR: So we're required to come to a consensus to award, to make a recommendation for an award winner to the Commission.

We can also have a runner up. But the ideal would be that this Committee comes to a consensus on an award winner.

MEMBER HONEA: Thank you.

CHAIRPERSON SALAZAR: Any additional questions?

Okay. So, in the individual achievement category, we have nominations for three individuals. The first being Joela Jimenez, Deputy Sheriff from the San Bernardino Sheriff's Department.

The second is Kyle Cardin from the Santa Clara Police Department.

And the third, Sheri Marshall, an instructor at Butte College Law Enforcement Academy.

At this time I'm going to open it up to the Committee for discussion of these three nominees and to obtain a recommendation on the Committee's recommendation for the winner in this category.

Ms. Oborn.

MEMBER OBORN: Oborn. I won't be shy. I went with Joela Jimenez. I cited her full-body approach to the growth of wellness and was impressed by the POST-certified course. And the --

CHAIRPERSON SALAZAR: Can you bring the microphone closer. Thank you.

MEMBER OBORN: POST-certified course.

And her -- learning portal through the letters that were submitted, her passion for doing this and her teaching and her development through the academy that -- where she worked.

That's my recommendation. And my vote.

CHAIRPERSON SALAZAR: Okay. Any additional Ms. Rosa?

MEMBER ROSA: Ms. Jimenez is from my department. I am familiar with her. I am extremely impressed with her ability to present crisis intervention training to our deputies, new deputies as well as deputies who have been on for several years.

And she has recently been moved to our public affairs division where she's instrumental in bridging the gap between our Hispanic communities and stakeholders with the Sheriff's Department.

So my vote would be for her as well.

CHAIRPERSON SALAZAR: Ms. Murrell?

MEMBER MURRELL: Tammie Murrell.

I loved her application. And I -- it struck me that she made the -- she made the leap into the incarcerated-individuals arena, which -- that's a gutsy move for a police officer, I think.

Having said that, I really like Kyle Cardin's application as well. I think he's pretty cutting edge and he took an area of the law, the imminent threat area, made it very easily understandable and relatable. And came up with what it looks like some really good scenario-based training.

But I think, if I were to choose, I would go with Jimenez because her reach is broader.

Both very good candidates and very different candidates. So it was difficult for me.

CHAIRPERSON SALAZAR: Mr. Gamboa.

MEMBER GAMBOA: So again, thanks.

I will recuse myself from this vote but I will make a recommendation, if I can -- am I allowed to do that?

CHAIRPERSON SALAZAR: Go ahead and make comment.

MEMBER GAMBOA: Okay. So I appreciate the other valors from the other applicants. I do know Sergeant Kyle Cardin. I've worked with Kyle Cardin on the street. I know what type of cop he is. And he's always out to do the right thing.

Separately, when he went over to the training division, what I appreciated about him most is he wasn't an instructor in a box.

This is a guy who looked at critical thinking at a different level. He has mentored a lot of officers. Not only in Santa Clara P.D. or in the county, but statewide.

And I've watched him consistently get these reviews about, "I've learned something from him today."

Separately, what makes him different than any other instructors is that he always looking for data, results.

So did, in fact, the training that he provided work?

So he's the kind of guy that goes that extra step where he'll contact the students, be it somewhere in the state, or locally with the police department, and he'll ask them: Did this training work?

I think a lot of times when we get into mold of providing instruction, class-in-a-box, we forget about the officer who's out in the street that needs to be able to perform and make those critical decisions in the moment.

He is definitely one of the top presenters that I've ever run into and he's one hell of a street cop.

So thank you very much.

CHAIRPERSON SALAZAR: Ms. Cottrell.

MEMBER COTTRELL: Good afternoon. As always, when I read these nominations I'm in awe of what folks are willing to do to train the next generation into this profession of policing, which we all so love.

Just based on the innovation of Sergeant Kyle Cardin, he was my selection for the top position. Critical thinking is something that we're all pretty concerned about with this next generation coming up in the field.

And the way that he was utilizing info-graphics, his filters, it made sense to the officers that he's teaching in a way that I think was really comprehensive to them

and could be far-reaching into other areas.

I -- Sheri Marshall's nomination definitely strikes a chord with me personally. I've learned from the work that she's put together for POST. I've seen the manuals that she's written.

I wish she was in the lifetime achievement category, because I think she's definitely made a lasting impact on the dispatching profession for several years.

But, based on the innovation of Sergeant Kyle Cardin, he was my top nomination as well.

CHAIRPERSON SALAZAR: Any additional questions, comments, Committee, on these three?

VICE-CHAIR STALKER: I have one. Brent Stalker.

Again, tough sometimes to go through these.

First thing I look at is the application. And, you know, we had some really, really good ones.

I think with my -- again, this is my training background, I picked Sergeant Kyle Cardin as well. For one particular reason that stood out to me is, I've seen so many instances in training where people just present.

You know, they're just covering -- they're just covering the topic. And it always fascinates me when you have an instructor that is really concerned, not only about just presenting, but teaching and making sure that the students walk away with something.

So just looking over and kind of reviewing all that, it kind of stood out to me on that where it just seems like as an instructor, he's going way and beyond. Or beyond what most -- I think what most instructors do, and a lot of times you just see presentation.

And I think with him, it's -- you're really seeing the importance from him teaching the topic and making sure the student understands it. And so that was a major factor for me.

CHAIRPERSON SALAZAR: Thank you.

Any other comments or notes about these three individual nominees?

All right. How about -- do I have a motion or a recommendation for an award winner?

MEMBER OBORN: Oborn.

I move to nominate Joela Jimenez.

CHAIRPERSON SALAZAR: Motion for Jimenez by Oborn.

Do I have a second for Jimenez?

MEMBER ROSA: I will second.

Alisha Rosa.

CHAIRPERSON SALAZAR: Second by Rosa.

Okay. So I will take a vote for the winner being Joela Jimenez. All those in favor say aye.

(Ayes.)

CHAIRPERSON SALAZAR: Opposed?

MEMBER PACHECO: Opposed.
VICE-CHAIR STALKER: Opposed.
CHAIRPERSON SALAZAR: Pacheco, Stalker oppose.
Any abstentions?
Okay. So that being, I have a vote with, what is it, nine to two in favor of Jimenez.
Okay. How about for recommended runner up?
I'm hearing a recommended runner up is probably going to be Sergeant Cardin.
Do I have a motion on that?
MEMBER OBORN: Yes, so moved.
CHAIRPERSON SALAZAR: Second.
MEMBER PONTES: Second.
CHAIRPERSON SALAZAR: All in favor?
(Ayes.)
CHAIRPERSON SALAZAR: Any opposed?
Okay. So runner up is Cardin.
Okay. One down.
Our next category is going to be for organizational achievement. We have four nominees in this category.
We'll read the definition of the organizational achievement award so this award category recognizes achievements --
MEMBER MURRELL: Mr. Chair, I'm going to recuse myself from this category. I'm going to step outside.

CHAIRPERSON SALAZAR: Okay. Thank you, Ms. Murrell. So Ms. Murrell is recusing.

Okay. Organizational achievement.

This award category recognizes the achievements and contributions made by an organization dedicated to law enforcement training. The award is one where training responsibilities and initiatives must have resulted in substantial contributions to public law enforcement and reflect a high degree of training effectiveness and service.

The contribution must be documented and describe one or more projects or programs that are primarily training in nature, rather than an operational activity.

Outstanding contributions may include, but are not limited to, innovative approaches in the analysis, design, development, implementation, evaluation or delivery of law enforcement training programs.

The criteria may include both quantum and long-term improvements or successes.

The three categories under which -- or criteria, excuse me, in which we evaluate this award are the same as last: Innovation and impact and reputation.

So we have four nominees in this category.

The first being Cal State University Long Beach, Center for Criminal Justice.

The second being Palm Springs Police Department, training division.

The third being the Seaside Police Department.

And fourth, the San Joaquin Delta College POST Academy.

With that I will open the floor to comments or recommendations with regards to organizational achievement category.

Ms. Oborn.

MEMBER OBORN: Oborn.

I went with Long Beach. Just in their innovation, all the programs that they have developed. The first POST mental health decision-making course in compliance with SB 29.

The principal policing, delivery of that original design group, the development of the current Use of Force Perishable Skills, of course, and the Train the Trainer course and their C.J. Center Crime Scene and Investigation Program and Criminal Intelligence Analysis program.

So they would be my number one.

And they had the thickest packet. What?

CHAIRPERSON SALAZAR: That it was.

MEMBER PACHECO: Pacheco.

I would just add to those comments.

I couldn't agree more. Their work with Minneapolis speaks volumes to the trust that was placed on them to kind of place California again on the map in law enforcement.

Their work in crime analysis. We know we've been look at that for our staff. And their programs were very, very helpful.

So that would be my vote as well.

CHAIRPERSON SALAZAR: Any other comments?

Ms. Cottrell.

MEMBER COTTRELL: I really appreciate the Palm Springs application. I thought their designated marksman program was truly innovative. And it's a template that we could also utilize elsewhere.

Various scenario-based, updated tools and training, and tailored curriculum for those that are going through the program. They did achieve POST approval and got some statewide recognition for it. And I think it will inspire trainees to really hone their skill.

CHAIRPERSON SALAZAR: Mr. Gamboa.

MEMBER GAMBOA: Yeah, Gamboa.

While I appreciate, again, everybody's backgrounds in this category. And again, their accomplishments. This is a tough decision. I choose Seaside Police Department over the others.

What I really liked about them, again, is thinking modern instruction. So they -- under innovation they had created this program called Seaside Speaking Series, much like a Ted talk. And they reached out to presenters from all over the State of California, with also a drive for providing some free training, if at all possible, so that other agencies who maybe don't have the training budget like others do, can attend and benefit from some of these presentations.

And if you look at the attachments, they have some really pretty interesting presenters that reaches far beyond just POST curriculum. Everything from wellness to investigations, you know, unconventional investigations. Things from threats of violence to schools and stuff like that. Again, these are cornerstones from education training that current law enforcement needs on streets.

So I vote for Seaside. Thank you.

CHAIRPERSON SALAZAR: Discussion or comments on this, the nominees on this category?

Okay. Do I have a motion for a recommended winner in this category?

MEMBER OBORN: Oborn.

So moved, Cal State Long Beach.

CHAIRPERSON SALAZAR: Is there a second to that motion?

MEMBER PACHECO: Pacheco.
Second.
CHAIRPERSON SALAZAR: Pacheco.
Okay. All in favor of CSULB for the winner of the organizational achievement category, say Aye?
(Ayes.)
Any opposed?
CHAIRPERSON SALAZAR: One opposed, that's Gamboa.
Any abstentions? And we have Murrell.
Okay. So the motion passes for Cal State University Long Beach for organizational achievement award in this category.
Oh, yes, thank you. We also need to select our runner up in this category.
So do I have a motion for a runner up in the organizational achievement category?
MEMBER COTTRELL: I have a motion for Palm Springs.
CHAIRPERSON SALAZAR: Cottrell motions Palm Springs.
A second to that?
I would second it.
All in favor, say aye.
(Ayes)
CHAIRPERSON SALAZAR: Any opposed?
MEMBER ROSA: I'll oppose.
CHAIRPERSON SALAZAR: Rosa opposes.

And Murrell is abstaining.

So that motion passes. The runner up would be Palm Springs Police Department Training Division.

Okay.

Next category is lifetime achievement. Here is the definition of the Lifetime Achievement Award.

Lifetime Achievement is presented to individuals who have contributed to public law enforcement training over a substantial period of the individual's career.

During this time individuals must have achieved a remarkable record of demonstrable results, including quality, substance and innovative impact.

He or she must have consistently maintained highly creative and effective effort, displayed exemplary service and exhibited strong leadership skills.

The individual must also enjoy a reputation as an innovator and leader among peers and within the local, state and regional levels.

This award also uses the same criteria for innovation, impact and reputation. It does include a requirement that the number of years the nominee has contributed to law enforcement training be a minimum of 15 years.

With that, I would open the floor to discussion with regards to our one nominee in this category, who is

Lieutenant Bill Smallwood from the Kern County Sheriff's Office.

And again open the floor to any discussion, comments, with regards to this nomination.

VICE-CHAIR STALKER: I have one, Brent Stalker.

I certainly commend, I'm not trying to go otherwise on that. I definitely would, for a lifetime achievement award, I would like to have seen a bit more on the application. That's my only concern on that.

I think this is very important. For the -- again, but, just -- I would like to have seen a little bit more on the application.

CHAIRPERSON SALAZAR: Questions? Comments? Additional discussion with regards to this nomination?

Concerns? Support? Or a motion?

Does the Committee feel that this nomination meets the requirements for the award?

MEMBER OBORN: No.

MEMBER HONEA: No.

CHAIRPERSON SALAZAR: I'm seeing a number of noes.

Sheriff Honea, did you have a comment?

MEMBER HONEA: Really appreciate this service. Clearly had a great career and contributed greatly to the Kern County Sheriff's Office.

But given the parameters, I'm not entirely sure that

it meets the overall requirements that we're looking for.

CHAIRPERSON SALAZAR: Any additional comments or discussion?

MEMBER OBORN: Oborn.

What he said.

CHAIRPERSON SALAZAR: So let's do it this way.

Is there a motion to nominate or to recommend a winner for lifetime achievement for Bill Smallwood?

Okay. Seeing none, then that nomination would die. That motion dies.

Okay. So we will move on to the "Bud" Hawkins Exceptional Service Award.

MEMBER CORDOVA: Chair, if I may ask a question. In regards to the guidance that was talked about, where can I find that information? Or is it just a matter of experience?

CHAIRPERSON SALAZAR: As far as the definition and criteria?

MEMBER CORDOVA: Yes.

CHAIRPERSON SALAZAR: So, it's on the POST website. There's -- they have an awards section. It has the definition for each and then kind of what the nomination criteria is is on there. That's where I pulled this from.

MEMBER CORDOVA: Okay.

CHAIRPERSON SALAZAR: That's why I provided it here as well, though, just for consideration. Yeah, it's on the website.

MEMBER CORDOVA: Thank you.

CHAIRPERSON SALAZAR: Okay. 2024, Bud Hawkins Exceptional Service Award.

So excellence in service and setting high standards is the foundation upon which the California Commission on Peace Officer Standards and Training stands. Attaining excellence on a continuous basis is the result of many dedicated staff, subject matter experts, the POST Advisory Committee and POST Commission members. This annual award recognizes all these individuals, but most particularly those who have demonstrated sustained effort over time.

These few individuals have made a difference and a lasting contribution. Their creativity, perseverance and dedication to improve the California law enforcement profession as recognized with this "Exceptional Service" award.

Annually the Commission may bestow this award upon one or more individuals, and record their names on a perpetual award at POST. Recipients receive this award at the June Commission meeting. And to preserve the "Exceptional Service" nature of this award, Commission

reserves the prerogative of not issuing the award in any given year.

The selection criteria focus on an individual's contribution, legacy, dedication and exceptional service.

Number one, contributions. This individual shall have made a significant contribution or contributions in furtherance of POST's missions and goals.

Two is legacy. The contribution shall have made a sustained impact upon POST and California law enforcement.

Three is dedication. There shall be evidence of individual dedication, perseverance, overcoming obstacles or collaborative efforts with the law enforcement and/or training community.

Number four, exceptional service. There shall be evidence that these contributions represent exceptional service.

With that, we have two nominations this year for the 2024 Bud Hawkins Exceptional Service Award.

The first is that of Lieutenant Casey Hill of the Stanislaus County Sheriff's Office.

And the second is Kimberly Zaragosa from the Contra Costa County Sheriff's Office Law Enforcement Training Center.

With that, I would open the floor to any discussion,

comments, with regards to these two nominations and this award.

MEMBER PACHECO: Pacheco with a couple of comments.

I've had the opportunity to see firsthand Lieutenant Hill's work at the Regional Academy. We use that academy primarily for our recruits. And since they start, I think after 2021, they started the problem-oriented or scenario-based training.

Again, marked improvement. We have not lost one trainee, an FTO, due to the performance since that program has started.

I know that POST has recognized them and they were able speak at some seminars that POST put on to regional academies throughout the state that really put the Valley on the mark, LAPD was asking them how they were doing it, essentially. I know they won the organizational award last year and that was as a department.

But Lieutenant Hill's work in the wellness space and just training in general is a big part of that.

So, I'm not biased but I definitely have seen the outcome of his work. And it has really changed the Valley law enforcement. So my nomination would be for Lieutenant Hill.

CHAIRPERSON SALAZAR: Thank you.

MEMBER OBORN: Just comment. Oborn.

It really makes a difference when you have a lot of support and people write letters and they say all these wonderful things about folks. And then it makes you wonder, well, what about the other person? Maybe they're not as good or whatever.

So I went with Kimberly Zaragosa. Again, I was looking at her letters of recommendation from folks and the amount of time that she spends in the field in her work.

I don't know. It -- it spoke to me more than the other candidate.

CHAIRPERSON SALAZAR: Ms. Cottrell.

MEMBER COTTRELL: I also nominated Kimberly -- not nominated. I also support Kimberly Zaragosa.

Regardless of rank, she made time to contribute to the creation of training blocks, which revitalized several of the training modules at the academy.

She was recognized for her contributions in developing, training and influencing leaders of new generations. And she lived a 35-year career in its fullest and it just looks like she left nothing on the mat.

She was the first female SWAT team leader and just served as an inspiration to several generations of women that came after her.

So I feel like it's for those reasons that she should be recognized with the award.

CHAIRPERSON SALAZAR: Additional comments?

Discussion?

VICE-CHAIR STALKER: Brent Stalker.

I agree. I agree with Kimberly Zaragosa. One of the things that I look at on this was again, I look at the application. And I read through it.

And I appreciate the fact that she has spent so many years in law enforcement. Where a lot of us will go sit on the beach and she's -- at least we hope. At least we hope.

But she's continuing on. So I mean even after 35 years, she's still contributing in law enforcement. And so -- and that, you know, again, is a straight up personal decision. And I always appreciate people with that type of knowledge to be willing to continue passing on their knowledge and mentoring. So I just appreciate that about her.

Again, many years and lots and lots of experience.

So this was kind of impressive to me.

MEMBER GAMBOA: Gamboa with a comment.

I also want to support everybody's comments about Zaragoza. I particularly like the exceptional service section where it noted the continuing influence after

retirement.

After she retired then went to the CoCo County DA's office -- well, after being employed there, she remained as an instructor at the training center and continues to be a more of a peer support person and a mentor.

And after retirement to have the energy and the efforts and the intentions to do that is remarkable.

So I like what everybody else said, in addition to the continuing of service.

CHAIRPERSON SALAZAR: Okay.

MEMBER OBORN: I would like to nominate -- Oborn -- Zaragosa for the award.

CHAIRPERSON SALAZAR: Is there a second to that nomination?

MEMBER GAMBOA: Second.

CHAIRPERSON SALAZAR: Gamboa second. Any additional discussion?

Okay. All in favor of Zaragosa for the Bud Hawkins Award, please say aye.

(Ayes.)

CHAIRPERSON SALAZAR: Any oppose?

Any abstain?

Okay. So Zaragosa is the unanimous decision by the committee for the Bud Hawkins Award.

And I'm going to assume the Committee would be good

with Lieutenant Casey Hill as our runner up nominee in there.

MEMBER OBORN: Yes.

CHAIRPERSON SALAZAR: Any objections to that?

Okay. No objection. That concludes the awards section.

And I will now move on to 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 here to my left, with Lieutenant Stalker.

VICE-CHAIR STALKER: Chair Salazar, do you mind if I make a quick comment on our last topic?

CHAIRPERSON SALAZAR: Please.

VICE-CHAIR STALKER: Okay. Again, I -- every year I hope -- this has been my second time on this. Every year, I look at these awards and even though it's a lot of work for us to look through it.

I just would love to see, next year, have a whole list of people on here. And you know, I note through CPTMA I'm definitely going to encourage, you know, just departments to put in for these awards. Because I know we have a lot of deserving people in the State of California. So I would just ask my fellow advisory

committee members to do the same.

And hopefully next year, again -- not that we had bad candidates this year. I would just love to see a long list of potential candidates.

So, I just wanted to make that comment for our awards and hopefully next year we'll see that.

CHAIRPERSON SALAZAR: Would you like to give a committee member report?

VICE-CHAIR STALKER: Yep.

Give me just a second on that.

For CPTMA, I've got a few topics to cover and hopefully I can get through these notes okay.

The first thing I would like to just advise on for CPTMA, this year we are planning on holding two training needs assessments workshops. And this has been announced to the Chiefs and Sheriffs meetings. So we're hoping to get a good turnout.

And we're just, right now, curious to see, you know, the different needs throughout the State of California.

So, we're looking at doing that, which again, I'm excited about.

And I'm hoping to be able to report some of our findings back to the Advisory Committee meeting in June.

And I'm happy to report that our POST consultants will also be attending the training needs assessment

meetings as well.

Another topic, CPTMA is working with our local dispatchers regarding developing a workshop for new dispatch commanders. This workshop is aimed at improving the knowledge, skills and success of anyone who is assigned to oversee the dispatch center and the subculture of dispatch center.

This is just something new that, in our you know, part of CPTMA that we were kind of thinking about and round-tabling a little bit, is sometimes departments have, depending on how your department's ran, has a pretty good mix of supervisors that come through a dispatch center. And so we were trying to figure out ways to improve, you know, just the supervision of that.

And so we were thinking about looking into possibly you know, developing either a course for dispatch commanders or at least a workshop to help new commanders with dispatch. Because sometimes they don't understand the ins and outs of the dispatch center.

We are -- CPTMA is continuing to hold the course. We've got a course that we hold designing and building training courses. And again, we've put that on in Madeira. It was really successful and it's just helping people who have ideas to put horses on. It just kind of helps them with the knowledge of how to do it.

For CPTMA, we're really lucky, because our Director, Fred Johnson, just has tons and tons of knowledge in this just with his background in law enforcement. And working with his -- being a coordinator at the academy, we are just very lucky. He's got a lot of knowledge and he wants to, again, help and assist people who are interested in basically designing courses.

So that's something that we are definitely looking at.

And one of the things that I just want to -- it's more of a statement, but the last few months in my career, directly working in patrol, one thing I just want to mention is how incredibly effective the drone system's been.

We -- I have seen firsthand the use of indoor drones for searching. And it just absolutely is amazing to me what a great officer safety tool that is.

Looking back when I first started in law enforcement to go in and search a big warehouse with multiple floors could take -- to do it right could take, you know, an hour or two.

Last month, I watched a deputy -- I'm not real tech savvy -- but he's basically wearing some Googles, sitting by his car and cleared an a warehouse with an inside drone in about five minutes.

Obviously if you come across somebody that's not law-enforcement friendly in there, the worst that's going to happen is you're going to lose your drone, versus an officer.

And so, I'm just a big, big proponent based on just personal knowledge of what I've seen.

So I'm hoping that throughout the state, that the drone program will continue to grow. And, again, I'm hoping that, you know, we just have basically good presenters that put on these drone courses, because personally I would love to see a drone in every single -- I know this isn't reasonable, but I would love to see a drone in everybody's trunk in a patrol car, just based on what I'm seeing. Because then again, departments vary based on what they have. But really what I'm looking at is how quickly a drone is identifying suspects or making an area safe for officers to go in.

And then when you see a drone work in -- or basically coincide with a canine officer, I just personally believe that it is going to save a lot of officers' lives in the future.

So, I'm hoping that as a law enforcement community that we grow, basically with the drones.

And last thing to cover is I just want to, again, quickly let everybody know CPTMA rebranded from CAPTO.

So I think a lot of people remember CAPTO. And it's the same -- we have the same concept. But, again, a name change.

So -- but with that in mind, some of the things that we're looking at is we're not just doing department-wide training with managers, but we're also wanting to include FTOs, dispatch, detectives and so on.

So again, we're talking the CAPTO concept, but expanding. And so we -- we have a -- we're really looking at dispatch right now to bring on, you know, training for dispatch and again, FTOs, detectives, anything that we can do in CPTMA, that's what we're looking at.

So -- and again, we're trying -- we're slowly trying to build on that. But that's our goal.

So that's all I have. Thank you.

CHAIRPERSON SALAZAR: Thank you. Mr. Pacheco.

MEMBER PACHECO: Yes, from CPOA.

We, for the first time, I think ever, if not, for at least quite a long time, had our last conference last year virtually. Kind of on par with some of the topics we were talking about today, relative to the 832 conversation, I would just ask that it's on POST's radar and the Commission's radar that with every mandated training that comes down to, I would say all agencies,

but I would consider myself to a mid to smaller size agency, the more mandated trainings we have, the less ability we have to do above and beyond in-person classes.

So CPOA, because of low enrollment, we're looking to go to the virtual space, which I think regardless of how good the Zoom training is, there is something lost there without growing your network, in-person training.

So I do know that it's on POST's radar, but I'm just going to kind of beat that drum for a while. That the more things, much like I would say the SB 2 regulations coming down on POST that's given to departments, it's really a stressor on agencies to get officers away from the patrol car. Not so much the money, but the time away from doing the actual job.

So if we can all just stay very mindful of mandates that come -- in the years to come that there is a price to be paid, not just financially, but cops out on the street. We are struggling to send people just to the basics. Let alone, above and beyond in-person training.

So for CPOA we're making that shift as necessary, but we're going to try and keep our in-person classes going as well.

CHAIRPERSON SALAZAR: Thank you. Oborn.

MEMBER OBORN: Hi. For CAAJE, we just really want to figure out what to do with the modern policing degree

and how that's all going to be vetted out.

So we'll be excited to hear about that. The colleges are anxious to get busy and get their curriculum in, because most of us, it takes quite a long time.

The other thing is the comments about the drones. I love drones. I have drones. My kids have drones. Who said video games were bad for kids; right?

It's that eye-hand coordination to do those drones.

So, yeah, I totally agree with you. They're good.

CHAIRPERSON SALAZAR: Sheriff.

MEMBER HONEA: Thank you.

There's a lot of stuff that the California State Sheriff's Association is paying close attention to.

One area that I will highlight today, because I think it potentially is a direct impact on law enforcement officers working the streets today, has to do with a recent change in federal position with regard to immigration enforcement with the Trump administration.

It is a new day, if you will, with regard to immigration enforcement.

I know that as sheriff, I have received a letter from the Attorney General of the United States informing us as to the risks associated with not cooperating with or, in some respects, interfering with immigration enforcement.

And also received guidance from the California Attorney General advising law enforcement agencies the risks or exposure we have if we do cooperate or somehow engage in enforcement with ICE.

So, sheriffs in particular in law enforcement in California are in a very challenging position right now.

But one of the things that came to our attention last week was the fact that the US Immigration, ICE, entered approximately 700,000 administrative warrants into NCIC.

And I think it's important for officers to understand what an administrative warrant is versus what a judicially authorized or issued warrant. And the limitations that an administrative warrant has in terms of local law enforcement's ability to enforce them.

We've put out guidance to our staff. I know a lot of sheriffs have put out guidance to their staff. But I would anticipate that dispatchers who are running people through NCIC could encounter these warrants. And if they don't understand them, might give officers or deputies in the field some indication that there's a warrant that they could execute by taking a person into custody and, likewise, deputies or police officers, if they don't understand them, our ability as local law enforcement officers as many of you know to enforce an administrative

warrant issued by ICE is prohibited by Senate Bill 54.

And I think the last thing that I might suggest of POST's legislative efforts or watching various legislation, Senate Bill 544 is a recently proposed piece of legislation that would amend Senate Bill 54, and if I understand correctly, eliminate the conflicts that exist between federal law and state law.

Again, given the threat to local law enforcement officers if they make a misstep in this area, in terms of perhaps incurring the ire of the Cal attorney general or US attorney, but also civil liability, might be something worth POST keeping an eye on to provide the proper guidance.

CHAIRPERSON SALAZAR: Thank you, Sheriff.

Ms. Murrell.

MEMBER MURRELL: The California Academy Directors Association is driven kind of by POST consortiums and we have not had one since the last meeting. We have one coming in what, 10 days, 12 days, couple weeks. We'll be back in San Diego. So we're looking forward to -- we will, I'm sure, have some robust conversations on AB 992 and SB 385 because, especially AB 992, this is new. None of us have ever heard of it before.

There's a lot of angst about the whole notion of AB 89 and everything that has followed it, so people are

all watching and wondering, worrying about what is going to happen.

We've had a leadership transition, so our chair stepped away. He took a full-time teaching position and left his college as academy director.

So, it will be our first time meeting with our new board structure. So, good luck.

I will have more information in the next meeting for sure.

CHAIRPERSON SALAZAR: Thank you. Ms. Cottrell.

MEMBER COTTRELL: Just briefly, NENA, which is the National Emergency Numbers Association, just wrapped up 911 Goes to Washington. They are still pushing the reclassification effort for dispatchers and counting is occurring right now and they will be heading up a 911 Goes to Sacramento shortly, for that same effort.

And in the same vein of what Sheriff Honea was referencing in regards to dispatchers needing training on reading warrants and making sure that they're articulating them correctly when they're giving them out to the field. With the passing of Prop. 36 we're seeing a large increase in demand for rap sheets being run from the field to see if those who are being arrested qualify for the Prop. 36 holds.

And so my recommendation for POST is just to make

sure that we're offering those trainings. I know they're for free via Clue (phonetic.) I know some people don't have access to that website. And then not just to have the burden of interpretation of rap sheets fall on your records clerks or your dispatchers or your records technicians, make sure that your patrol staff know they're testifying to what's in that rap sheet and they should be able to interpret that information as well.

Thank you.

CHAIRPERSON SALAZAR: Thank you.

Cordova.

MEMBER CORDOVA: Yes, thank you.

So on behalf of the California Community Colleges, we're 116 community colleges throughout the State of California. We serve over 2.1 million students throughout the state, as well as the largest in the nation of higher education institute.

So we've implemented our vision 2030 document plan that really focuses on being able to provide some primary goals and some strategic initiatives and directions to be able to help support the students get into a high wage, high-earning career and opportunity.

So I say that with the pretense of being able to respond back to some of the conversations where it is our initiative, or more my initiative within the workforce

division itself, to improve upon our relationships with our partners that we have throughout the community, throughout the State of California, and really become a little bit more effective in that -- in that supporting each other as we work on the workforce development side of the house.

So, if there is ever an opportunity to engage in a collaborative or engage in, like, a career fair or a job fair or something where you might be looking at hiring or having a need, you know, we've got like I said, there's 6.8 million students that have graduated from high school without any credential or credits that are applicable.

So our outreach is to be able to help provide a foundation for those individuals or adult learners to get into the workforce. And organizations such as yours, as you guys know, from personal, you know, growth and development, is very lucrative. It can become a lifetime award and achievement.

So however we can help and participate in that activities and engagement, please feel to reach out to myself as a representative for the state community colleges.

And again, thank you for your time and appreciation for being here.

CHAIRPERSON SALAZAR: Thank you.

Chief Pontes.

MEMBER PONTES: So at the California Highway Patrol, we currently have three academy classes going at one time, we have one that will be set to graduate on the 21st of with month with 127 cadets, hopefully, will make it.

So then we have the two other classes in there, so we stand at the ready. We have new officers going throughout this state where we normally would not have new officers going.

So it's kind of making training areas out of a lot of areas that weren't sourcing a lot of people through our FTO courses too.

So we're just happy to partner with everybody here and continue to work making our profession great. So thank you.

CHAIRPERSON SALAZAR: Thank you.

Ms. Rosa.

MEMBER ROSA: Hi, Alisha Rosa. From -- representing PORAC.

Well, everybody already kind of said what I was going to say. And I was really excited to talk about our vacancies. But doesn't seem like CHP is having as much as of an issue as we are.

With our agency -- well, one I come from --

San Bernardino County Sheriff's Department, we have a ton of vacancies and continue to -- to lose officers and deputies to other agencies that pay a lot better than we do.

So we are being innovative -- innovative -- and so, I thank you for bringing up the community college. I'm not in charge of recruiting but we also offer plenty of advice to our Office of the Sheriff on ways that we think, you know, we can get officers and how we can kind of mitigate some of the retirements that are happening.

Obviously PEPRA has really -- hopefully there's legislation on the horizon. And I know there is. Maybe turn back some of that force-you-to-work-until-you're-57.

So, we're hoping some new legislation will help with that.

But we're also dealing with immigration and some positive note is Prop. 36 does seem to kind of bring some new revitalization and some energy into our deputies who do feel they can actually do cop work that is so that's exciting.

But other than that, that is what's going on in the Inland Empire.

Wonderful Inland Empire.

CHAIRPERSON SALAZAR: Mr. Gamboa.

MEMBER GAMBOA: Okay. Thank you very much.

Representing private presenters is a larger task than I thought it was going to be.

One of the experiences I had is trying to get a list of all the private presenters and POST certified private presenters in California. And it was a daunting task that AI can't even do.

So I've been trying to -- what I've done is I emailed as many presenters that I know to let them know they have representation at the advisory committee.

Some of the ones -- some of the presenters that I did have talks with around the state, they did have a question I want to pose out here for POST. That is, are there any future reviews coming up for the POST plans 1 through 4?

MR. GROTTKAU: Can you give me some clarification on what it is they're seeking?

MEMBER GAMBOA: Yeah, so is there -- is there, particularly in POST plan 4, because that affects a lot of the private presenters where we're not bound by the, I guess the budgetary constraints that they would have in POST 1 through 3?

So, like, what we charge for a class as a private presenter or what we pay the instructors, are there any concerted efforts to revisit the standards for POST plan 4 or near efforts.

MR. GROTTKAU: Not really. It's, you know, not really something that we're looking at at this time.

MEMBER GAMBOA: Okay. Perfect.

MR. ALVAREZ: So those planned reimbursement schemes are not necessarily codified, but we have a matrix as to what falls into Plan 1, 2, 3 and 4.

So, it's not a question -- I mean if they move -- if there's some kind of change in the curriculum that would require it to be bumped or moved, then yes.

But a whole -- wholesale or an entire review of that matrix, I don't think, as Jim mentioned, that we have any plans.

Some of the other challenges that we're having, is you saw the contracts to a certain extent is -- everything's gone up. It's -- much more expensive to deliver training. And it's much more expensive for us with the plan.

So Plan 4 includes lodging and travel reimbursement. The lodging rates have gone up for the State of California, as have the food per diem rates.

So we're factoring all that in as to when we're going to burn through our local assistance money.

So the short answer is no, but the matrix is the matrix. If it's -- you know, a use of force course that's mandated by the legislature, it gets planned

whatever it is. That's usually a Plan 1 or 2 or -- in effect, if there's no money for that course or it's not a priority, it is unusually a plan NA and there's no skin in the game for POST.

MEMBER GAMBOA: Thank you.

CHAIRPERSON SALAZAR: Okay. Thank you.

And I'll close it out and from the California Police Chiefs Association. Next week is our annual conference in Riverside. So we're looking forward to that.

And then obviously as you heard from POST earlier, it's legislative season, so just dealing with the number of legislative items that are on our radar. One of those being, we've heard a lot of today, AB 992, which is the law enforcement educational requirement.

We heard a little bit about drones. And drones are another issue that we're looking to try and protect the use of at the legislative level. There's concerns over foreign-made drones. And unfortunately, those are the ones that most agencies, especially smaller ones, can afford. And so they're under attack in iterms of their use.

Immigration, as Sheriff Honea mentioned, is also something of concern to us and just how that plays out at the federal level and the state level. And really how it impacts our funding coming from the federal government,

moving forward with that impacts JAG funding OTS funding as well. So different concerns that we have there.

And then RIPA, which we heard a report on here today and a just our concerns over how that data is collected and what it truly represents, which is not what I believe is reflected.

So, with that, that's from California Police Chiefs. Those are the items on our list.

And that will conclude our member reports.

And I will move on to Commissioner comments. I don't believe we have any Commissioners present at the moment.

But --

MR. GROTTKAU: That's correct. We had Chair Long was here for the entire meeting up until the awards. And Sheriff Nieto came in during the meeting also. And they both have left at this time.

CHAIRPERSON SALAZAR: Okay. Thank you.

We'll move on to old business. And there is no old business for discussion.

So we'll go to new business. Is there any new business items from the Committee?

Seeing none, we will move on to future meetings.

Upcoming Advisory Committee meetings will be held on June 3rd of 2025 at POST headquarters in West Sacramento.

And then that is on September 2nd, also at POST headquarters in West Sacramento.

And with that, we will adjourn today's meeting.

Thank you for all of your input and discussion. I think it was productive. Appreciate you being here and we'll see you next time.

Meeting adjourned.

(Proceedings concluded at 2:42 P.M.)

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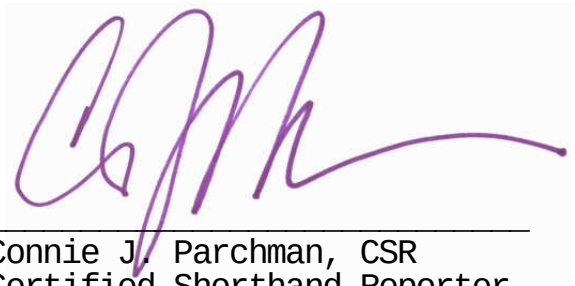
CERTIFICATE OF REPORTER

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 18th day of March 2025.



Connie J. Parchman, CSR
Certified Shorthand Reporter
License No. 6137

E R R A T A S H E E T

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AGENDA ITEM REPORT

Title: ADVISORY COMMITTEE MEETING ACTION SUMMARY - MARCH 04, 2025, SAN DIEGO, CA

REPORT PROFILE

MEETING DATE 06/03/2025	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 05/14/2025
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 last Advisory Committee meeting.

ATTACHMENT(S):
3.04.2025 Advisory Action Summary_JG.pdf

POST

GAVIN NEWSOM
GOVERNOR

ROB BONTA
ATTORNEY GENERAL

POST ADVISORY COMMITTEE MEETING

Marina Village Conference Center
1936 Quivira Way
San Diego, CA 92109

March 04, 2025

ACTION SUMMARY

CALL TO ORDER

Advisory Chair Jason Salazar called the meeting to order at 10:04 a.m.

FLAG SALUTE

The pledge of allegiance was led by Chair Salazar.

MOMENT OF SILENCE HONORING FORMER POST COMMISSIONER AND OFFICERS KILLED IN THE LINE OF DUTY

A moment of silence was held in honor of a former POST Commissioner and those peace officers who lost their life in the line of duty since the last Commission meeting.

- Reverend Jethroe "Jeff" Moore II, Former POST Commissioner
- Deputy Timothy Corlew, Riverside County Sheriff's Department

ROLL CALL OF COMMITTEE MEMBERS

PRESENT	ABSENT
Anthony Cordova	Kenneth Ehrman
Chela Cottrell	
Dominic Gamboa	
Kory Honea	
Tammie Murrell	
Kathy Oborn	
Miguel Pacheco	
Cindy Pontes	
Alisha Rosa	
Jason Salazar - Chair	
Brent Stalker	

A calling of the roll reflected a quorum was present.

INTRODUCTION OF POST ASSISTANT EXECUTIVE DIRECTOR AND THE EXECUTIVE DIRECTOR

Chair Salazar introduced POST's Assistant Executive Director Jim Grottkau and POST Executive Director Alvarez.

PUBLIC COMMENT PERIOD

Chair Salazar opened the floor for public comment. No comments were made.

A. APPROVAL OF TRANSCRIPT AND ACTION SUMMARY

Approval of the Transcript and Action Summary of the following meeting:

1. Approval of Transcript – November 19, 2024

2. Action Summary – November 19, 2024

MOTION – Oborn, Second – Stalker and carried by unanimous consent to approve the Meeting Transcript and Action Summary of the November 19, 2024, Advisory Committee Meeting.

B. ANNOUNCEMENTS

Chair Salazar called upon Assistant Executive Director Jim Grottkau to provide announcements.

Assistant Executive Director Grottkau introduced our newest member to the Advisory Committee:

- Chief Cindy Pontes, California Highway Patrol (CHP)

C. PRESENTATIONS

Assistant Executive Director Grottkau announced there would be presentations on Consent items: B.3 through B.7, Finance item C.3, Basic Training Bureau items: D.1 and D.2, Training Delivery and Compliance Bureau item: E.1, Peace Officer Standards Accountability Division items: F.2 and F.3, and Certification Bureau items: G.1 through G.3.

CONSENT ITEMS

B. 3. Report on Course Certification Statistics

Chair Salazar called upon Assistant Executive Director Jim Grottkau, Executive Office, who provided a report.

This report was provided for information only. No action was required.

B 4. Certification/Decertification Update

Chair Salazar called upon Bureau Chief Michelle Weiler, Certification Bureau and Bureau Chief Robert Guyton, Professional Conduct Northern Bureau, who provided a report. Assistant Executive Director Annemarie Del Mugnaio, Executive Office, provided additional comments.

This report was provided for information only. No action was required.

B. 5. Report on the Status of Limited Peace Officer Functions and the PC832 Course Update Workshops

Chair Salazar called upon Bureau Chief Carrie Hollar, Basic Training Bureau, who provided a report.

This report was provided for information only. No action was required.

Break: 11:17 a.m.
Reconvene: 11:25 a.m.

Chair Salazar welcomed everyone back.

B. 6. Report on Racial and Identity Profiling Advisory (RIPA) Board 2025 Annual Report

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 discussion and recommendations only.

B. 7. Report on Legislative Update

Legislative Liaison Meagan Poulos, Office of Public Affairs in the Executive Office, continued with the Legislative update. POST Executive Director Alvarez and POST Chief Counsel Darden provided additional comments.

This report was presented for information only. No action was required

C. FINANCE - CONTRACTS

C.3. Report on Contracts Requiring Approval by the Commission for Fiscal Year 2025 – 2026

Chair Salazar called upon Assistant Executive Director Tom Osborne, Executive Office, and Bureau Chief Cheryl Smith, Administrative Services Bureau, who provided a report.

This report was provided for information only. No action was required.

Chair Salazar calls for lunch break.

Lunch: 12:08 p.m.
Reconvene: 12:48 p.m.

Chair Salazar called meeting back to order.

D. BASIC TRAINING BUREAU

D.1. Report on Amendments to Commission Regulations 1005, 1007, 1008, and 1059 – Instructor's Guide to Learning Activities

Chair Salazar called upon Staff Services Manager Anita Finner, Basic Training Bureau, who provided a report.

This report was presented for information only. No action was required.

D.2. Report on Amendments to Commission Regulations 1005, 1007, 1008, and 1059 – Training And Testing Specifications for Peace Officer Basic Courses – Learning Domain 32 – Lifetime Fitness

Chair Salazar recognized Staff Services Manager Anita Finner, Basic Training Bureau, who continued with this item.

This report was presented for information only. No action was required.

E. TRAINING DELIVERY AND COMPLIANCE BUREAU

E. 1. Appeal to the Commission Regarding the Denial of a Private Presenter – Jaquel Pitts

Chair Salazar called upon Attorney IV Bryant Henley, Legal Affairs Bureau, who provided a report.

This report was presented for information only. No action was required.

F. PEACE OFFICERS STANDARDS ACCOUNTIBILTY DIVISION

F.2. Report on Peace Officer Revocations Based on Felony Convictions

Chair Salazar called upon Bureau Chief Michelle Weiler, Certification Bureau, who provided a report.

This report was presented for information only. No action was required.

F.3. Report on Proposed Adoption of Commission Regulation 1216 – Disciplinary Guidelines

Chair Salazar called upon Assistant Executive Director Annemarie Del Mugnaio, Executive Office, and Bureau Chief Michelle Weiler, Certification Bureau, who provided a report. Executive Director Alvarez provided additional comments.

This report was presented for information only. No action was required.

G. CERTIFICATION BUREAU

G.1. Report on Proposed Amendment of Commission Regulation 1201 – Definitions Related to Peace Officer Certification

Chair Salazar recognized Bureau Chief Michelle Weiler, Certification Bureau, who continued with this item.

This report was presented for information only. No action was required.

G.2. Report on Proposed Changes to Commission Regulation 1003 – Employment Status Notifications – Affidavits of Separation (POST 2-357)

Bureau Chief Michelle Weiler, Certification Bureau, continued her presentation and provided a report.

This report was presented for information only. No action was required.

G.3. Report on Proposed Amendments to Commission Regulation 1202 – Peace Officer Certificates and Commission Regulation 1003 – Employment Status Notifications

Bureau Chief Michelle Weiler, Certification Bureau, continued her presentation and provided a report.

This report was presented for information only. No action was required.

Chair Salazar calls for a break.

Break: 1:35 p.m.
Reconvene: 1:47 p.m.

Chair Salazar welcomes everyone back.

D. REVIEWING GUIDELINES FOR NOMINATIONS

Chair Salazar designated Advisory Member Vice-Chair Brent Stalker as the scribe for the nominations.

Chair Salazar went over the guidelines for the nominations.

E. REVIEWING THE NOMINATION LIST

Chair Salazar went over the list of all nominations, ten in total.

F. REVIEW NOMINATIONS FOR THE POST EXCELLENCE IN TRAINING AWARD – INDIVIDUAL ACHIEVEMENT

2024 POST Excellence in Training Individual Achievement:

- Joela Jimenez, Deputy Sheriff - San Bernardino Sheriff's Department
- Kyle Cardin, Sergeant – Santa Clara Police Department
- Sheri Marshall, Instructor – Butte College Law Enforcement Academy

The Committee discussed the nominations.

Chair Salazar called for a **MOTION** to recommend an award winner for the 2024 Individual Achievement category.

MOTION – Oborn moved to nominate Deputy Sheriff Joela Jimenez, Second – Rosa and carried by nine ayes and two opposed: Advisory Committee Member Pacheco and Vice-Chair Stalker.

Chair Salazar called for a **MOTION** for Sergeant Kyle Cardin as the Individual Achievement award runner-up.

MOTION – Oborn, Second – Pontes and carried by unanimous consent to approve Sergeant Cardin as the runner-up for the 2024 Individual Achievement category.

G. REVIEW NOMINATIONS FOR THE POST EXCELLENCE IN TRAINING AWARD – ORGANIZATIONAL ACHIEVEMENT

2024 POST Excellence in Training Organizational Achievement:

- California State University Long Beach, Center for Criminal Justice Research and Training
- Palm Springs Police Department, Training Division
- Seaside Police Department Law Enforcement Agency
- San Joaquin Delta College POST Academy

The Committee discussed the nominations.

Chair Salazar called for a **MOTION** to recommend an award winner for the 2024 Organizational Achievement category.

MOTION – Oborn moved to nominate Cal State Long Beach, Second – Pacheco and carried by eight ayes, one opposed: Advisory Committee Member Gamboa and one abstention: Member Murrell.

Chair Salazar called for a **MOTION** for a runner-up in the Organizational category.

MOTION – Cottrell moved to nominate Palm Springs as runner-up, Second – Salazar and carried by eight ayes, one opposed: Member Rosa and one abstention: Member Murrell to approve Palm Springs Police Department Training Division as the runner-up for the 2024 Organizational Achievement category.

H. REVIEW NOMINATIONS FOR THE POST EXCELLENCE IN TRAINING AWARD – LIFETIME ACHIEVEMENT

2024 POST Excellence in Training Lifetime Achievement:

- Bill Smallwood, Retired Lieutenant – Kern County Sheriff's Office

The Committee discussed the nomination.

Chair Salazar called for a **MOTION** to recommend a winner for the 2024 Lifetime Achievement category. Seeing none, the motion dies. No recipient for the 2024 Lifetime award category.

I. REVIEW NOMINATIONS FOR THE O.J. "BUD" HAWKINS EXCEPTIONAL SERVICE AWARD

2024 POST O.J. "BUD" HAWKINS EXCEPTIONAL SERVICE AWARD:

- Casey Hill, Lieutenant – Stanislaus County Sheriff's Office
- Kimberly Zaragosa, Senior Inspector – Contra Costa County District Attorney's Office

The Committee discussed the nominations.

MOTION – Oborn moved to nominate Senior Inspector Kimberly Zaragosa, Second – Gamboa and carried by unanimous consent to approve Senior Inspector Zaragosa as the winner of the 2024 O.J. "Bud" Hawkins Exceptional Service Award recipient.

Chair Salazar called for a **MOTION** for Lieutenant Casey Hill as the runner-up for the award.

MOTION – Salazar, Second – Oborn and carried by unanimous consent to approve Lieutenant Hill as the runner-up recipient of the 2024 O.J. "Bud" Hawkins Exceptional Service Award.

L. ADVISORY COMMITTEE MEMBER REPORTS

Chair Salazar called for Committee Member reports:

- Member Stalker: Report from CPTMA - Holding two training/assessment workshops this year. Working with our local dispatchers to develop a new dispatch commanders' workshop, aimed at improving the knowledge, skills and success of anyone who oversees the dispatch center and the subculture of the dispatch center. Our Director Fred Johnson is applying his background in law enforcement towards designing courses. I have first-hand knowledge in how effective the indoor drone system has been and how far it has come, hoping this program will continue to grow for the safety of officers. Lastly, CPTMA rebranded from CAPTO. Same concept, just a name change. Our goal is doing department-wide training with managers, including FTOs, dispatches, detectives and so on.
- Member Pacheco: Report from CPOA - We want to put on POST and Commission's radar, due to low enrollment in courses we are looking to go to the virtual space. We will be trying to keep our in-person classes going as well. We ask that we all stay mindful of the mandates that come with (SB 2 reg), and the stressors it causes on agencies to get officers away from the patrol car. It's not just the money, but the time away from doing the actual job.
- Member Oborn: Report from CAAJE – We want to figure out what to do with the Modern Policing Degree and how it will be vetted out. Colleges are anxious to get busy and get their curriculum in, as it takes quite a long time. Add, that I totally agree with the drones. Who said video games were bad for kids, it gives eye-hand coordination to do those drones.
- Member Honea: Report from CSSA - Paying close attention to recent federal position about immigration enforcement with the Trump administration. It's important for officers to understand what an administrative warrant is versus judicially authorized or issued warrant. We've put out guidance for our staff. Suggest POST's legislative efforts to watch various legislation, SB 544 that would amend SB 54, and may eliminate the conflicts that exist between federal and state law. Given the threat to local law enforcement officers if they make a misstep in this area, worth POST keeping an eye to provide proper guidance.
- Member Murrell: Report from CADA - Driven by POST Consortiums, which we haven't had in some time we have one coming up in 10 days, 12 days and then in a couple weeks. Looking forward to robust conversations on AB 992 and SB 385. Watching, wondering and worrying about what is going to happen with AB 89. We've had a leadership transition, chair stepped away. First time meeting with our new board structure. I'll have more at the next meeting for sure.
- Member Cottrell: National Emergency Numbers Association (NENA) wrapped up 911 goes to Washington. Pushing reclassification effort for dispatchers. Heading up 911 Goes to Sacramento with the same efforts. Recommendation to POST to offer training with the passing of Prop 36, seeing a large increase in demand for rap sheets being run from the field to see if those being arrested qualify for the Prop 36 holds. Free training courses are offered via Clue (phonetic) but not all people have access to that website. Also, not having the burden of interpretation to fall on record clerks or dispatchers.

- Member Cordova: California Community Colleges have 116 community colleges throughout the state, serving over 2.1 million students. We have implemented our 2030 document plan, which focuses on strategic initiatives and directions to support students to get high wage/high-earning career opportunities. Goal to collaborate/outreach to help provide foundation for learners to get into the workforce.
- Member Pontes: Report from CHP - We currently have three academy classes going. One upcoming graduation on the 21st with 127 cadets, if all pass. New officers going throughout the state, where normally new officers would not be going. I am happy to partner with everyone here to continue to make our profession great.
- Member Rosa: Report from PORAC – Issues we are having with vacancies. San Bernardino County Sheriff's Department losing officers and deputies to other agencies that pay better. We are being innovative. Hopefully legislation is on the horizon, maybe turn back some of the force-you-to-work until you're 57. Also dealing with immigration. Positive note Prop 36 to bring some new revitalization and energy into our deputies.
- Member Gamboa: Representing private presenters, trying to get a list of all private and POST certified private presenters in California, has been a daunting task. Questions we are getting, are there any future reviews coming from POST plans 1 through 4. Assistant Executive Director Grottkau and Executive Director Alvarez gave some clarification.
- Member Chair Salazar: Report from CPCA – Next week is our annual conference in Riverside. A number of legislative items are on our radar, one being AB 992 which is the law enforcement educational requirement. Drones are another issue we are trying to protect at a legislative level, one issue being the more affordable foreign-made drones that smaller agencies can afford. Immigration is a concern and how it plays out at a federal and state level, and how it impacts funding coming from federal government. Concern with the RIPA report we heard today, how is the data being collected and what it truly represents, is not what I believe is reflected.

M. COMMISSIONER COMMENTS

Chair Salazar requested comments from Commissioners in attendance.

POST Commission Chair Long and Commissioner Nieto attended the meeting. No comments made.

N. OLD BUSINESS

No Old Business for Discussion.

O. NEW BUSINESS

No New Business for Discussion.

H. FUTURE MEETINGS

Future Meetings Dates:

Chair Salazar read the future meeting dates.

- June 03, 2025 – POST HQ, West Sacramento, CA
- December 02, 2025 - POST HQ, West Sacramento, CA

ADJOURNMENT – 2:42 p.m.

Respectfully Submitted,

Brandy Essex
Staff Services Analyst