



PEACE OFFICER STANDARDS & TRAINING

OVERVIEW

- Online Distance Learning Grant Program
- Use of Force Guidelines & Training
- Current Legislative Climate and how it affects POST
- Procedural Justice/Implicit Bias Training
- AB 953 Mandated Training
- Overview of the Regular Basic Course
- Discuss Peace Officer Trainees
- Discuss Peace Officer Certification Process

ONLINE DISTANCE LEARNING GRANT PROGRAM

POST has developed the Distance Learning Grant Program (DLGP) pursuant to the California State Budget Act of 2020. The DLGP is designed to award funds on a competitive basis to fully develop and facilitate the delivery of quality training and increase equitable access to high-quality learning experiences using distance learning technologies.

- Training and workshops must address issues in one of the five (5) program areas listed below:
 - Use of Force and De-escalation
 - Implicit Bias and Racial Profiling
 - Community Policing
 - Cultural Diversity (to include identification and investigation of crimes motivated by bias)
 - Organizational Wellness (to include public safety dispatchers and other relevant support staff)
- A total of \$5,000,000 is allocated for grants and administration of the program. Applicants may request up to a maximum of \$350,000 per program topic area.
- Application deadline was August 3.

POST & USE OF FORCE

Senate Bill 230 mandates that POST develop minimum guidelines on the use of force as well as develop a training course for regular and periodic training as well as the regular basic course for law enforcement officers.

- Guidelines (Fall 2020)
- Training Course for In-Service (Fall 2020)
- Training at Basic Academy Level (Fully Implemented)
- Other Resources provided:
 - AB 392 Update Video
 - AB 392 2-hour course outline
 - UOF POST Webpage

CURRENT LEGISLATIVE CLIMATE

- Many legislative bills to address police reform
- 16+ bills that could directly affect POST and peace officer training
- Topics vary from use of force, public transparency, peace officer accountability, use of weapons and defensive tactics, and peace officer de-certification
- Session condensed due to COVID-19



PROCEDURAL JUSTICE/IMPLICIT BIAS TRAINING

- 8-hour in-service course covering five topic areas (meets AB 953 mandate):
 1. Interactive Nature of Procedural Justice, Legitimacy and Policing Goals
 2. Expectations & Police Legitimacy
 3. Procedural Justice
 4. Historical & Generational Effects of Policing
 5. Implicit Bias
- POST Legacy Courses modified to include 4 tenants of Procedural Justice
- Museum of Tolerance
- Bias and Racial Profiling Self-Paced Course
- “Did You Know” Training Videos
- Individual Agency Courses

Penal Code Section 13519.4, Racial and Cultural Diversity Training; Racial Profiling, mandates training be provided to each recruit/cadet attending the Regular Basic Course, as well as every five years to existing peace officers.

AB 953 TRAINING

- LD 3 Principled Policing in the Community – 26 hours, in-person
- LD 42 Cultural Diversity/Discrimination – 16 hours, in-person
- Bias and Profiling, 2 hours, Video
- Implicit Bias and Profiling Update Self-Paced Refresher, 2 hours, Online (Fall 2020)
- Implicit Bias and Profiling Update Self- Paced Refresher for Supervisors, 2 hours, Online (Spring 2021)





REGULAR BASIC COURSE

THE ACADEMY PROCESS

OVERVIEW

- The primary mission of basic training is to prepare students mentally, morally, and physically to advance into a field training program, assume the responsibilities, and execute the duties of a peace officer in society.
- Entry-level training requirement for California peace officers ([Commission Regulation 1005](#))
- 41 POST-certified basic training academies, not POST, present the academy
- Curriculum is divided into 42 individual topics called [Learning Domains](#)
- Adult learning environment and hands-on training delivery

REGULATION 1001

Personnel

- Agency Presenter: presents POST-certified training course(s)
- Academy Director: individual responsible for the management of an academy
- Academy Coordinator: individual responsible for the coordination of instruction and the management of basic courses
- Recruit Training Officer: a supervisory position of trainees
- Peace Officer Trainee: applicant for a basic course examination who has not been hired by a department or agency and has not been sworn as a peace officer

Curriculum

- Regular basic course: entry-level training, minimum 664 hours
- Learning Domain: instructional unit that covers related subject matter
- Test: POST-constructed comprehensive and exercise tests
- Ongoing training:
 - Field training program
 - Regulation 1005 – Continuing Professional Training, Perishable Skills training

CURRICULUM

- POST sets the minimum content and hourly requirements. All presenters exceed beyond the minimum 664 hours.
- Minimum instructional hours: 595 hours
- Tests:
 - Scenario demonstration: 18 hours
 - Scenario test administration: 40 hours
 - LD 34 First Aid/CPR/AED: 1 hour
 - Comprehensive Test 1: 3 hours
 - Comprehensive Test 2: 3 hours
 - Comprehensive Test 3: 4 hours
- Legislative Mandated Training



REGULAR BASIC COURSE

PEACE OFFICER TRAINEES (RECRUITS)

BASIC COURSE - INTENSIVE

2018 – 29 Presenters

Total attended: 4,670
Total passed: 3,741
Total hired: 3,648
(97.51%)
Total currently hired: 3,249
(86.85%)

2019 – 29 Presenters

Total attended: 5,332
Total passed: 4,307
Total hired: 4,179
(97.03%)
Total currently hired: 3,775
(87.65%)

2020 (YTD) – 24 Presenters

Total attended: 2,808
Total passed: 2,313
Total hired: 2,175
(94.03%)
Total currently hired: 2,107
(91.09%)

2018-2020

Total attended: 12,810
Total passed: 10,361
Total hired: 10,002
(96.54%)
Total currently hired: 9,131
(88.13%)



BASIC COURSE - EXTENDED

2018 – 4 Presenters

Total attended:	183
Total passed:	127
Total hired:	89 (70.08%)
Total currently hired:	74 (58.27%)

2019 – 3 Presenters

Total attended:	147
Total passed:	116
Total hired:	57 (49.14%)
Total currently hired:	50 (43.10%)





REGULAR BASIC COURSE

CERTIFICATION PROCESS

OVERVIEW

- Regulation 1051: Course Certification Program
- Regulation 1052(f): Certification of a Basic Course
 - Instructor-led basic course training
 - Course content/ Expanded Course Outline
 - Hours of instruction
 - Qualifications of instructors and staff
 - Target audience and number of trainees
 - Physical facilities appropriate for training
 - Method of course presentation
 - Learning activities
 - Methods of assessing student learning
 - Process for students' evaluation of the course
 - Instructor/student ratios
 - Provisions for student safety
- Regulation 1070: Specialized training subjects