

CALIFORNIA PEACE OFFICER STANDARDS AND TRAINING (POST) TRAINING REQUIREMENTS

Peace officers in California are required to meet the minimum selection and training standards as identified in California Government Code¹. The Government Code² also establishes those factors that disqualify an individual from being a peace officer in the state. Finally, the California Penal Code³ establishes the basic training requirements for peace officers. See **Appendix XX** for the text of these codes and POST regulations.

California Penal Code § 832 requires that every person, prior to the exercise of the powers of a peace officer, shall satisfactorily complete an introductory training course prescribed by the Commission on POST. The California POST issued regulations outlining [Minimum Standards for Training for Peace Officers](#)⁴ pursuant to California law to implement the training standards outlined in California Government Code. The training requirements are summarized below.

Basic Training. Persons hired as peace officers are required to complete the minimum of 664 hours of the [Regular Basic Course](#), which is the entry-level training requirement for many California peace officers. Note that some police departments require more hours than the minimum set by the POST. The Regular Basis Course is divided into 43 individual topics, called learning domains, which contain the minimum required foundational information on each topic. Learning domains range from Leadership, Professionalism and Ethics to Weapons Violations.

Field Training. In addition to the Regular Basic Course, every peace officer Every peace officer, following completion of the Regular Basic Course and before being assigned to perform general law enforcement uniformed patrol duties without direct and immediate supervision, shall complete a POST-approved Field Training Program and a minimum 12-month probation period to get the Basis Post Certificate.

Continuing Professional Training (CPT). Every peace officer (other than a Level III Reserve Peace Office), every Public Safety Dispatcher, and every Public Safety Dispatch Supervisor must satisfactorily complete the CPT requirement of 24 or more hours of POST-qualifying training during every two-year CPT cycle. The purpose of CPT is to maintain, update, expand, and/or enhance an individual's knowledge and/or skills. CPT is training that exceeds the training required to meet or requalify in entry-level minimum standards. Further detail on what qualifies for CPT is contained in the appendix.

Perishable Skills Training. All peace officers (except reserve officers and jail deputies) below the middle management position are required to complete Perishable Skills training. In-lieu of completing the training, the requirement may be met by successfully passing a presenter-developed test that measures the approved training objectives. Perishable Skills training consists of a minimum of 14 hours in each two-year period. Of the total 14 hours required, a minimum of 4 hours each is required for Arrest and Control, Driver Training/Awareness, and Firearms. A minimum of 2 hours is required for Communications.

Campus Law Enforcement Course. Every school police officer employed by a California Community College district in addition to the Regular Basic Course, must complete a POST-certified Campus Law Enforcement Course within two years of the date of first appointment.

In addition to the requirements to serve as a peace officer, the California POST also outlines training requirements for those officers assigned to supervisory and management duties:

¹ California Government Code §1031

² California Government Code §1029

³ California Penal Code §832

⁴ 11 California Code of Regulations paragraph 1005

Supervisory Course. Every peace officer (except jail deputies) promoted, appointed, or transferred to a first-level supervisory position must satisfactorily complete a certified Supervisory Course either 12 months prior to promotion or within 12 months after the initial promotion, appointment, or transfer to such position.

Management Course. Every peace officer (except all jail deputies) promoted, appointed, or transferred to a middle management position after July 1, 2018, shall satisfactorily complete a certified Management Course either 12 months prior to promotion or within 12 months after the initial promotion, appointment, or transfer to such position.

APPENDIX C: CALIFORNIA GOVERNMENT CODE AND PENAL CODE

Government Code 1029

(a) Except as provided in subdivision (b), (c), or (d), each of the following persons is disqualified from holding office as a peace officer or being employed as a peace officer of the state, county, city, city and county or other political subdivision, whether with or without compensation, and is disqualified from any office or employment by the state, county, city, city and county or other political subdivision, whether with or without compensation, which confers upon the holder or employee the powers and duties of a peace officer:

(1) Any person who has been convicted of a felony.

(2) Any person who has been convicted of any offense in any other jurisdiction which would have been a felony if committed in this state.

(3) Any person who, after January 1, 2004, has been convicted of a crime based upon a verdict or finding of guilt of a felony by the trier of fact, or upon the entry of a plea of guilty or nolo contendere to a felony. This paragraph shall apply regardless of whether, pursuant to subdivision (b) of Section 17 of the Penal Code, the court declares the offense to be a misdemeanor or the offense becomes a misdemeanor by operation of law.

(4) Any person who has been charged with a felony and adjudged by a superior court to be mentally incompetent under Chapter 6 (commencing with Section 1367) of Title 10 of Part 2 of the Penal Code.

(5) Any person who has been found not guilty by reason of insanity of any felony.

(6) Any person who has been determined to be a mentally disordered sex offender pursuant to Article 1 (commencing with Section 6300) of Chapter 2 of Part 2 of Division 6 of the Welfare and Institutions Code.

(7) Any person adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a state institution as provided in Section 3051 of the Welfare and Institutions Code.

(b) (1) A plea of guilty to a felony pursuant to a deferred entry of judgment program as set forth in Sections 1000 to 1000.4, inclusive, of the Penal Code shall not alone disqualify a person from being a peace officer unless a judgment of guilty is entered pursuant to Section 1000.3 of the Penal Code.

(2) A person who pleads guilty or nolo contendere to, or who is found guilty by a trier of fact of, an alternate felony-misdemeanor drug possession offense and successfully completes a program of probation pursuant to Section 1210.1 of the Penal Code shall not be disqualified from being a peace officer solely on the basis of the plea or finding if the court deems the offense to be a misdemeanor or reduces the offense to a misdemeanor.

(c) Any person who has been convicted of a felony, other than a felony punishable by death, in this state or any other state, or who has been convicted of any offense in any other state which would have been a felony, other than a felony punishable by death, if committed in this state, and who demonstrates the ability to assist persons in programs of rehabilitation may hold office and be employed as a parole officer of the Department of Corrections or the Department of the Youth Authority, or as a probation officer in a county probation department, if he or she has been granted a full and unconditional pardon for the felony or offense of which he or she was convicted. Notwithstanding any other provision of law, the Department of Corrections or the Department of the Youth Authority, or a county probation department, may refuse to employ that person regardless of his or her qualifications.

(d) Nothing in this section shall be construed to limit or curtail the power or authority of any board of police commissioners, chief of police, sheriff, mayor, or other appointing authority to appoint, employ, or deputize any person as a peace officer in time of disaster caused by flood, fire, pestilence or similar public calamity, or to exercise any power conferred by law to summon assistance in making arrests or preventing the commission of any criminal offense.

(e) Nothing in this section shall be construed to prohibit any person from holding office or being employed as a superintendent, supervisor, or employee having custodial responsibilities in an institution operated by a probation department, if at the time of the person's hire a prior conviction of a felony was known to the person's employer, and the class of office for which the person was hired was not declared by law to be a class prohibited to persons convicted of a felony, but as a result of a change in classification, as provided by law, the new classification would prohibit employment of a person convicted of a felony.

(Amended by Stats. 2003, Ch. 297, Sec. 1. Effective January 1, 2004.)

Government Code 1031

Each class of public officers or employees declared by law to be peace officers shall meet all of the following minimum standards:

(a) Be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship, except as provided in Section 2267 of the Vehicle Code.

(b) Be at least 18 years of age.

(c) Be fingerprinted for purposes of search of local, state, and national fingerprint files to disclose a criminal record.

(d) Be of good moral character, as determined by a thorough background investigation.

(e) Be a high school graduate, pass the General Education Development Test or other high school equivalency test approved by the State Department of Education that indicates high school graduation level, pass the California High School Proficiency Examination, or have attained a two-year, four-year, or advanced degree from an accredited college or university. The high school shall be either a United States public school, an accredited United States Department of Defense high school, or an accredited or approved public or nonpublic high school. Any accreditation or approval required by this subdivision shall be from a state or local government educational agency using local or state government approved accreditation, licensing, registration, or other approval standards, a regional accrediting association, an accrediting association recognized by the Secretary of the United States Department of Education, an accrediting association holding full membership in the National Council for Private

School Accreditation (NCPA), an organization holding full membership in AdvancED, an organization holding full membership in the Council for American Private Education (CAPE), or an accrediting association recognized by the National Federation of Nonpublic School State Accrediting Associations (NFSSAA).

(f) Be found to be free from any physical, emotional, or mental condition, including bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation, that might adversely affect the exercise of the powers of a peace officer.

(1) Physical condition shall be evaluated by a licensed physician and surgeon.

(2) Emotional and mental condition shall be evaluated by either of the following:

(A) A physician and surgeon who holds a valid California license to practice medicine, has successfully completed a postgraduate medical residency education program in psychiatry accredited by the Accreditation Council for Graduate Medical Education, and has at least the equivalent of five full-time years of experience in the diagnosis and treatment of emotional and mental disorders, including the equivalent of three full-time years accrued after completion of the psychiatric residency program.

(B) A psychologist licensed by the California Board of Psychology who has at least the equivalent of five full-time years of experience in the diagnosis and treatment of emotional and mental disorders, including the equivalent of three full-time years accrued post doctorate.

The physician and surgeon or psychologist shall also have met any applicable education and training procedures set forth by the California Commission on Peace Officer Standards and Training designed for the conduct of preemployment psychological screening of peace officers.

(g) This section shall not be construed to preclude the adoption of additional or higher standards, including age.

(Amended by Stats. 2020, Ch. 322, Sec. 1. (AB 846) Effective January 1, 2021.)

Government Code 1031.3.

- (a) The Commission on Peace Officer Standards and Training, by January 1, 2022, shall study, review, and update their regulations and associated screening materials related to the emotional and mental condition evaluation required by Section 1031 to incorporate both of the following:
- (1) Identification of explicit bias towards race or ethnicity, gender, nationality, religion, disability, or sexual orientation.
- (2) Identification of implicit bias towards race or ethnicity, gender, nationality, religion, disability, or sexual orientation.
- (b) For the purpose of this section, race or ethnicity, gender, nationality, religion, disability, and sexual orientation have the same meaning as incorporated by Section 422.55 of the Penal Code.

(Added by Stats. 2020, Ch. 322, Sec. 2. (AB 846) Effective January 1, 2021.)

Penal Code 832

(a) Every person described in this chapter as a peace officer shall satisfactorily complete an introductory training course prescribed by the Commission on Peace Officer Standards and Training. On or after July 1, 1989, satisfactory completion of the course shall be demonstrated by passage of an appropriate examination developed

or approved by the commission. Training in the carrying and use of firearms shall not be required of a peace officer whose employing agency prohibits the use of firearms.

(b) (1) Every peace officer described in this chapter, prior to the exercise of the powers of a peace officer, shall have satisfactorily completed the training course described in subdivision (a).

(2) Every peace officer described in Section 13510 or in subdivision (a) of Section 830.2 may satisfactorily complete the training required by this section as part of the training prescribed pursuant to Section 13510.

(c) Persons described in this chapter as peace officers who have not satisfactorily completed the course described in subdivision (a), as specified in subdivision (b), shall not have the powers of a peace officer until they satisfactorily complete the course.

(d) A peace officer who, on March 4, 1972, possesses or is qualified to possess the basic certificate as awarded by the Commission on Peace Officer Standards and Training is exempted from this section.

(e) (1) A person completing the training described in subdivision (a) who does not become employed as a peace officer within three years from the date of passing the examination described in subdivision (a), or who has a three-year or longer break in service as a peace officer, shall pass the examination described in subdivision (a) prior to the exercise of the powers of a peace officer, except for a person described in paragraph (2).

(2) The requirement in paragraph (1) does not apply to a person who meets any of the following requirements:

(A) Is returning to a management position that is at the second level of supervision or higher.

(B) Has successfully requalified for a basic course through the Commission on Peace Officer Standards and Training.

(C) Has maintained proficiency through teaching the course described in subdivision (a).

(D) During the break in California service, was continuously employed as a peace officer in another state or at the federal level.

(E) Has previously met the requirements of subdivision (a), has been appointed as a peace officer under subdivision (c) of Section 830.1, and has been continuously employed as a custodial officer as defined in Section 831 or 831.5 by the agency making the peace officer appointment since completing the training prescribed in subdivision (a).

(f) The commission may charge appropriate fees for the examination required by subdivision (e), not to exceed actual costs.

(g) Notwithstanding any other law, the commission may charge appropriate fees for the examination required by subdivision (a) to each applicant who is not sponsored by a local or other law enforcement agency, or is not a peace officer employed by, or under consideration for employment by, a state or local agency, department, or district, or is not a custodial officer as defined in Sections 831 and 831.5. The fees shall not exceed actual costs.

(h) (1) When evaluating a certification request from a probation department for a training course described in this

section, the commission shall deem there to be an identifiable and unmet need for the training course.

(2) A probation department that is a certified provider of the training course described in this section shall not be required to offer the course to the general public.

(Amended by Stats. 2015, Ch. 200, Sec. 1. (AB 546) Effective January 1, 2016.)

Penal Code 13651.

- (a) Every police department, sheriff's office, or other entity that employs peace officers shall review the job description that is used in the recruitment and hiring of those peace officers and shall make changes that emphasize community-based policing, familiarization between law enforcement and community residents, and collaborative problem solving, while de-emphasizing the paramilitary aspects of the job.
- (b) This section is not intended to alter the required duties of any peace officer.
- (c) The Legislature finds and declares that changes to these job descriptions are necessary to allow peace officers to feel like the public can trust law enforcement and to implement problem-solving policing and intelligence-led policing strategies in contrast with reactive policing strategies.

(Added by Stats. 2020, Ch. 322, Sec. 3. (AB 846) Effective January 1, 2021.)

POST Commission Minimum Standards for Training (11 California Code of Regulations paragraph 1005)

1005. Minimum Standards for Training. (Refer to Regulation 1007 and Commission Procedure Section H for **Reserve Peace Officer** Training Standards).

(a) Minimum Entry-Level Training Standards (Required)

(1) Basic Course Requirement

Every peace officer, except Reserve Levels II and III, those peace officers listed in subsections 1005(a)(3) [peace officers whose primary duties are investigative], 1005(a)(4) [coroners or deputy coroners], and 1005(a)(7) [jail deputies], shall complete the Regular Basic Course before being assigned duties which include the exercise of peace officer powers. Requirements for the Regular Basic Course are set forth in PAM Section D-1-3.

(A) Field Training Program Requirement

Every peace officer, except Reserve Levels II and III, jail deputies, and those officers described in subsections 1005(a)(1)(B)1-5, following completion of the Regular Basic Course and before being assigned to perform general law enforcement uniformed patrol duties without direct and immediate supervision, shall complete a POST-approved Field Training Program as set forth in PAM Section D-13.

(B) Exemptions to the Field Training Program Requirement

An officer is exempt from the Field Training Program requirement following completion of the Regular Basic Course:

1. While the officer's assignment remains custodial related, or
2. If the officer's employing department does not provide general law enforcement uniformed patrol services and the department has been granted an exemption as specified in Regulation 1004, or
3. If the officer is a lateral entry officer possessing a POST Basic Certificate and who has either:
 - a. Completed a POST-approved Field Training Program, or
 - b. One year previous experience performing general law enforcement uniformed patrol duties, or
4. If the officer was a Level I Reserve and is appointed to a full-time peace officer position within the same department and has previously completed the department's entire POST-approved Field Training Program within the last 12 months of the new appointment, or has the signed concurrence of the department head attesting to

the individual's competence, based upon experience and/or other field training as a solo general law enforcement uniformed patrol officer, or

5. If the officer's employing department has obtained approval of a field training compliance extension request provided for in Regulation 1004.

More specific information regarding basic training requirements is located in PAM Section D-1.

(C) Basic Course Waiver

A Basic Course Waiver (BCW) provides an exemption from the Regular Basic Course (RBC) or Specialized Investigator Basic Course (SIBC) training requirements. A BCW is granted to individuals with qualifying out of state or federal law enforcement experience, whose law enforcement training, experience and education are deemed by POST to demonstrate sufficient law enforcement knowledge, skill and proficiency. The prescribed course of training appropriate to the individual's appointment is determined by the Commission and is specified in sections 1005(a) or 1007(a). The requirements for the RBC and SIBC are specified in Commission Procedure Section D-1. Acceptance of the BCW in lieu of successful completion of a RBC or SIBC is at the discretion of the employing agency. The BCW does not determine an individual's employability, nor is it a means of requalifying training. Individuals with prior qualifying California law enforcement experience are not eligible for the BCW and must complete requalification as defined in Regulation 1008.

A BCW is valid for three years from the date it is granted. After three years, the requirements for requalification or attendance in a RBC or SIBC attach, as specified in Regulation 1008. Individuals may not apply for a second BCW.

A waiver of attendance for the RBC will satisfy attendance at SIBC. However, a waiver of attendance for SIBC training does not satisfy the RBC training requirement.

1. Eligibility

a. Regular Basic Course Waiver

To be eligible for a waiver of the RBC, an individual must meet the following training, education and experience requirements:

- i. Successful completion of a 200 hour minimum basic general law enforcement training course certified or approved by California POST or a similar standards agency of another state, or a federal agency general law enforcement basic course, and
- ii. At least 664 hours of general law enforcement training, which includes the basic course requirement listed in Regulation 1005(a)(1)(A) and
- iii. Legislatively mandated training included in the POST-certified RBC, and
- iv. At least one year of out-of-state general law enforcement experience as defined in Regulation 1001. Experience must have been acquired subsequent to the completion of basic training.

b. Specialized Investigators' Basic Course (SIBC) Waiver

To be eligible for a waiver of the SIBC, an individual must meet the following training, education and experience requirements:

- i. Successful completion of a basic investigative course similar in content to the SIBC, certified or approved by California POST or a similar standards agency of another state, or a federal agency general or investigative basic course.
- ii. At least 591 hours of investigative or general law enforcement training, which includes the basic course requirement listed in Regulation 1005(a)(1)(a), and
- iii. Legislatively mandated training included in the POST-certified SIBC, and
- iv. At least one year of out-of-state investigative or general law enforcement experience. Experience must have been acquired subsequent to the completion of basic training and, as determined by POST, commensurate with law enforcement duties of California investigative agencies.

2. Basic Course Waiver Process

A Basic Course Waiver shall be determined through a four-step process: (1) Application/Self-Assessment, Documentation, and Fee Requirements; (2) POST Training Evaluation; (3) Basic Course Waiver Assessment; and (4) Waiver Issuance.

Step 1: Basic Course Waiver Application/Self-Assessment and Documentation and Fee Requirements

- a. Self-Assessment: Prior to submitting an application for a Basic Course Waiver, an individual must conduct a self-assessment to verify successful completion of the requirements listed in the applicable section above.
- b. Documentation Requirements: The BCW Application, POST 2-267 (Rev. 10/2020), which is hereby incorporated by reference, must be submitted together with the supporting training, education, and experience documentation described below. The application form must be signed by the individual and the department head, when appropriate. Each application must be accompanied by the following supporting documentation:
 - i. Basic Course: A certificate of completion and copy of the course curriculum that outlines course content and hours that is consistent with the date of completion on the certificate.
 - ii. Other Training: Certificates of completion, training records, or similar documentation of related training.
 - iii. Education: Official transcripts. One semester unit shall be equivalent to a maximum of 20 training hours and one quarter unit shall be equivalent to a maximum of 14 training hours.
 - iv. Experience: Written verification of experience shall be listed on agency letterhead from the department head, training manager, or personnel department for which the applicant was employed. The document must specifically state that the applicant completed at least one year of general law enforcement following completion of basic training (or investigative experience, if appropriate). The letter must be accompanied by a duty statement for the position held by the applicant.
 - v. Fee: Certified check, money order or electronic payment, payable to the Commission on POST, in the amount specified on the Basic Course Waiver Application (POST 2-267) (Rev. 10/2020).

Incomplete application packets will not be considered for review and will be returned to the applicant.

Step 2: POST Training Evaluation

Upon receipt of the completed BCW Application POST 2-267 (Rev. 10/2020), all supporting documents and the appropriate fee, POST will evaluate the individual's prior training, education and experience.

Individuals will be notified if additional supporting documents are necessary and/or if application is deficient in one or more areas. An individual shall have up to 180 days from date of notification to provide additional verification without the payment of an additional evaluation fee. Failure to provide the additional verification within that time period will result in closure of the application process. Once closed, a new application (including training certification information) must be filed, subject to the training standards, testing, and fee requirements in effect at the time of submission of the new application.

The individual and the agency, when appropriate, will be notified of the results of the evaluation. If the application is approved, the individual will be eligible to complete the BCW Assessment Process.

Step 3: Basic Course Waiver Assessment Process

a. Assessment Methods

There are two methods by which the BCW assessment can be accomplished:

- (1) Attendance and successful completion of a POST-certified Requalification Course; or
- (2) Successful completion of the BCW Testing Process which is only available to individuals who meet the following criteria:
 - a. Entering California law enforcement with qualifying out of state or federal law enforcement experience, and
 - b. Will be appointed at middle management or executive rank and will function at the second-level of supervision or above, and
 - c. Have less than a three year break from the last date of service as a peace officer, and
 - d. Submits a letter from the prospective hiring agency, signed by the agency head, that includes the intent to hire the applicant at middle management or executive rank, and a description of the intended job classification and duty assignment.

Once an assessment method is chosen, an individual may not switch to the other option. The BCW assessment process must be successfully completed within one hundred eighty days of notification by POST of approval of the evaluation.

Assessment Method 1: POST-Certified Requalification Course.

- i. The 144-hour Requalification Course must be taken through a qualified presenter.
 - ii. Course content and testing requirements can be found in the POST Training and Testing Specifications.
- Assessment Method 2: Basic Course Waiver Testing Process.

The testing process consists of the two components identical to the Requalification Course examinations:

- i. A comprehensive test designed to evaluate an individual's knowledge of basic course content.
- ii. Exercise tests designed to evaluate an individual's manipulative skills acquired in the basic course.
- iii. The testing process is to be administered through a POST Testing Center. Both components are graded pass/fail and must be successfully completed.

b. Retest

- i. A comprehensive retest shall be allowed one time only. Arrangements for the comprehensive retest must be made directly with the same POST-certified Requalification Course presenter or POST Testing Center at which the initial comprehensive test was taken. Retesting must take place within ninety days of the initial test. An individual who fails the retest must, before exercising peace officer powers, successfully complete the appropriate POST-certified basic course.
- ii. Retest of one or more modules of the exercise shall be allowed one time only. Arrangements for the skills retest must be made directly with the same POST-certified Requalification Course presenter or POST Testing Center in which the skills examination was originally taken. Retesting must take place within ninety days of the initial test. An individual who does not pass the failed module(s) of the skills retest must, before exercising peace officer powers, successfully complete the appropriate POST-certified basic course (RBC or SIBC).
- iii. If the testing requirement is not met due to non-completion or failure of the initial test and retest, the individual is no longer eligible for a waiver and will be required to complete the appropriate POST-certified basic course.

Step 4: Issuance of Waiver/Waiver of Attendance

- a. Upon successful completion of the waiver process, a Waiver of Attendance of the appropriate POST-certified basic course will be granted by POST.
- b. Acceptance of a waiver for meeting the appropriate Basic Course training standard shall be at the discretion of the employing agency.

(2) Every district attorney investigator or inspector (Penal Code section 830.1), regularly employed and paid as such, in addition to the Regular Basic Course training requirement set forth in Regulation 1005(a)(1) shall complete a POST-certified District Attorney Investigator Transition Course, PAM Section D-14, within 12 months from the date of appointment.

(3) Every peace officer whose primary duties are investigative, except district attorney investigators or inspectors, shall complete, within 12 months from the date of appointment, the Regular Basic Course or the Specialized Investigators' Basic Course, PAM Section D-1-4, as elected by the department head. Departments in the following categories have been identified as primarily investigative and may exercise the option provided in this section: 1) state investigative agencies including the Supreme Court of California, 2) welfare investigations, 3) welfare fraud, 4) social services, 5) human assistance/services, and 6) District Attorney child support divisions or welfare fraud units (appointed under P.C. 830.35).

(4) Every coroner or deputy coroner [as defined in Penal Code section 830.35(c)], regularly employed and paid as such, shall satisfactorily complete the Penal Code section 832 (PC 832) Arrest and Firearms Course, PAM Section D-1-7, before the exercise of peace officer powers. In addition to the PC 832 Arrest and Firearms Course, satisfactory completion of the POST-certified Coroners' Death Investigation Course, PAM Section D-1-6, is also required within 12 months from date of appointment. The Coroners' Death Investigation Course requirement shall only apply to peace officer coroners hired on or after the agency enters the POST program.

(5) Every school police officer employed by a K-12 school district or California Community College district before July 1, 1999, in addition to the Regular Basic Course requirement set forth in subsection 1005(a)(1), shall complete a POST-certified Campus Law Enforcement Course [(Regulation 1081(a)] no later than July 1, 2002. Every school police officer employed by a K-12 school district or California Community College district after July 1, 1999, in

addition to the Regular Basic Course, shall complete a POST-certified Campus Law Enforcement Course within two years of the date of first appointment.

(6) Every airport peace officer (Penal Code section 830.33) regularly employed and paid as such, in addition to the Regular Basic Course training requirement set forth in Regulation 1005(a)(1), shall complete a POST-certified Aviation Security Course [Regulation 1081(a)], after appointment. Pursuant to Penal Code section 832.1, any airport peace officer who has not satisfactorily completed the Aviation Security Course within the prescribed time shall not continue to have the powers of a peace officer until the officer has satisfactorily completed the course.

(7) Every jail deputy [Penal Code section 830.1(c)] shall satisfactorily meet the training requirements of the PC 832 Arrest and Firearms Course, PAM Section D-1-7; and within 120 days after the date of appointment, shall complete the training required by the Board of State and Community Corrections for custodial personnel pursuant to Penal Code Section 6035, and the training required for custodial personnel of local detention facilities pursuant to Division 1 (commencing with Section 100) of Title 15 of the California Code of Regulations.

(8) Every limited function peace officer shall satisfactorily meet the training requirements of the PC 832 Arrest and Firearms Course, PAM Section D-1-7; however training in the carrying and use of firearms shall not be required when an employing agency prohibits limited function peace officers the use of firearms.

(9) Every peace officer prior to exercising peace officer powers shall complete the requirements of Penal Code Section 832, which may be part of the minimum basic training standard or a separately certified course.

(b) Supervisory Course (Required)

(1) Every peace officer (except jail deputies) promoted, appointed, or transferred to a first-level supervisory position after July 1, 2018, shall satisfactorily complete a certified Supervisory Course either 12 months prior to promotion or within 12 months after the initial promotion, appointment, or transfer to such position. An officer who will be appointed within 12 months to a first-level supervisory position or an officer assigned to a quasi-supervisory position may attend a Supervisory Course, if authorized by the department head. Requirements for the Supervisory Course are set forth in PAM Section D-3.

(2) Every department participating in the POST reimbursement program may be reimbursed for completion of the Supervisory Course by an officer as described in Subsection 1005(b)(1), provided that the officer is full time and has been awarded or is eligible for the award of the Basic Certificate.

(c) Management Course (Required)

(1) Every peace officer (except all jail deputies) promoted, appointed, or transferred to a middle management position after July 1, 2018, shall satisfactorily complete a certified Management Course either 12 months prior to promotion or within 12 months after the initial promotion, appointment, or transfer to such position. An officer who will be appointed within 12 months to a middle management or higher position or an officer who is assigned to a first-level supervisory position may attend a Management Course, if authorized by the department head. Completion of the Supervisory Course is a prerequisite to attending the Management Course. Requirements for the Management Course are set forth in PAM Section D-4.

(2) Every department participating in the POST reimbursement program may be reimbursed for completion of the Management Course by an officer described in subsection 1005(c)(1), provided the officer is full time and has satisfactorily completed the Supervisory Course.

(3) Every regular officer who is duly elected or appointed to the Board of Directors or Executive Board of a local Peace Officer Association or Deputy Sheriff Association may attend a certified Management Course if authorized by their department head. The officer's jurisdiction may be reimbursed following satisfactory completion of such training provided that the officer has satisfactorily completed the training requirements of the Supervisory Course.

(4) Every regular officer who is duly elected or appointed to the Board of Directors of a local Peace Officer Association or Deputy Sheriff Association and is on 100% release from their organization may attend the Management Course without prior approval of their department head.

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

CPT is required for certain peace officer and dispatcher personnel who are employed by POST participating departments. The purpose of CPT is to maintain, update, expand, and/or enhance an individual's knowledge

and/or skills. CPT is training that exceeds the training required to meet or requalify in entry-level minimum standards. Qualifying and non-qualifying courses are described in Subsection 1005(d)(3) below.

(1) Requirement

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

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

(2) Determination of Two-Year Cycle

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

(A) CPT Cycle Start

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

1. One Time Transition Period

For purposes of implementing the CPT Anniversary Date, a transition period, with no CPT requirement, is granted to all personnel appointed to any California peace officer or dispatcher position identified in subsection 1005(d)(1).

2. First-Time Appointments

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

3. Reappointments/Lateral Transfers

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

4. Reappointments

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

(B) Status Changes

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

(C) Dual Employment

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

1. Within the Same Classification

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

2. Within Two Different Classifications

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

examples in subsection 1005(a)(2)(C)3.

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

(D) CPT Training in Excess of 24 Hours

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

(3) Qualifying and Non-Qualifying Training

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

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

Regular Basic Course - Standard Format Regular Basic Course - Modular Format (all components) Field Training Program Investigation and Trial Preparation Course Specialized Investigators' Basic Course PC 832, Arrest and Firearms Course Coroners' Death Investigation Course Campus Law Enforcement Course Aviation Security Course Public Safety Dispatcher's Basic Course POST Requalification Course POST Workshops (those designed to provide input or advice to POST) Field Management Training Team Building Workshops

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

(4) Perishable Skills Requirements for CPT

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

(A) Perishable Skills training shall consist of a minimum of 14 hours in each two-year period. Of the total 14 hours required, a minimum of 4 hours each is required for Arrest and Control, Driver Training/Awareness, and Firearms. A minimum of 2 hours is required for Communications. The required minimum and course objectives for each topic is listed below:

1. Tactical Firearms* or Force Options Simulator

Minimum Topics/Exercises:

- a. Safety Policy/Orientation
- b. Moral Obligations
- c. Use of Force considerations
- d. Policy and/or Legal Standards
- e. Sight Alignment, Trigger Control, Accuracy
- f. Target Recognition and Analysis
- g. Weapons Clearing/Manipulations
- h. Live Fire Tactical/Marking Cartridges
- i. Basic Tactical Firearms Situations, Judgment and Decision-Making Exercise(s)
- j. Class Exercises/Student Evaluation/Testing

Course Objectives:

The trainee will:

1. Demonstrate knowledge of their individual Department's Use of Force/Firearms Policy.
2. Identify the tactical analysis key points related to tactical firearms as reported in POST Law Enforcement Officers Killed and Assaulted (LEOKA) Studies (1994 to 2019, hereby incorporated by reference).
3. Demonstrate a minimum standard of tactical handgun proficiency with every technique, exercise, and course-of-

fire, to include:

- A. Judgment and Decision-Making
- B. Firearms Safety
- C. Fundamentals of Marksmanship
- D. Safe Drawing and Presenting Firearms
- E. Shoot/No Shoot
- F. Speed, Accuracy and Effectiveness under stress and movement conditions
- G. Shot Placement: Combat Effectiveness
- H. Malfunctions Clearing
- I. Loading/Reloading

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

2. Driver Training/Awareness or Driving Simulator*

Minimum Topics/Exercises:

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

Course Objectives:

The trainee will:

- 1. Demonstrate knowledge of their Driver Training/Awareness skills and techniques
- 2. Demonstrate a minimum standard of psychomotor skills with every technique and exercise to include:

- A. Judgment and Decision-Making
- B. Policy, Legal and Moral Issues
- C. Basic Driving Principles and Vehicle Dynamics
- D. Defensive Driving

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

3. Arrest and Control

Minimum Topics/Exercises:

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

Course Objectives:

The trainee will:

- 1. Demonstrate knowledge of their individual Department Use of Force Policy and current case law.
- 2. Demonstrate knowledge of the importance of mental and physical conditioning as it relates to effective arrest

and control techniques

3. Demonstrate a minimum standard of arrest and control skills with every technique and exercise, to include:

- A. Judgment and Decision-Making
- B. Officer Safety
- C. Body Balance, Stance, and Movement
- D. Searching/Handcuffing Techniques
- E. Control Holds/Takedowns
- F. De-escalation/Verbal Commands
- G. Effectiveness Under Stress Conditions

4. Strategic Communications

Minimum Topics/Exercises:

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

Course Objectives:

The student will:

- 1. Demonstrate the basic components of communication skills and techniques.
- 2. Demonstrate the importance of listening and persuasion skills as they relate to effective strategic communication.
- 3. Demonstrate the skills needed to communicate effectively.
- 4. Demonstrate a minimum standard of strategic communication skills with every technique and exercise, to include:

- A. Officer Safety
- B. Listening/Persuasion
- C. Judgment and Decision-Making
- D. De-escalation, Verbal Commands
- E. Effectiveness under Stress Conditions

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

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

(B) Agency Exemptions

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

(C) Perishable Skills Program (PSP) Instruction Exemptions

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

course in this topic within the same two-year Continuous Professional Training (CPT) cycle.

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

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

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

(e) Executive Development Course (Optional)

(1) The Executive Development Course is designed for department heads and their executive staff positions. An officer who will be appointed within 12 months to a department head or executive position may attend the Executive Development Course, provided the officer has satisfactorily completed the Management Course. Requirements for the Executive Development Course are set forth in PAM Section D-5.

(2) Every department participating in the POST reimbursement program may be reimbursed for completion of the Executive Development Course by an officer as described in subsection 1005(e)(1), provided the officer is full time and has satisfactorily completed the Management Course.

(3) The Executive Director may waive the Management Course completion prerequisite for a chief executive who has completed training comparable to a POST Management Course. The application and evaluation processes are described in PAM Section D-15, Management Course Prerequisite Waiver Process for Attending the Executive Development Course.

(f) Legislatively-Mandated Training

(1) Specific training mandated by the legislature is specified in Regulation 1081.

(g) Field Management Training (Optional)

(1) Field Management Training is designed to assist in the solution of specific management problems within individual Regular Program departments.

(2) Requirements for Field Management Training are set forth in PAM Section D-9.

(h) Records Supervisor Training (The following courses are required only for records supervisors applying for the Records Supervisor Certificate.)

(1) Public Records Act (minimum 16 hours) and

(2) Records Supervisor Course (minimum 40 hours)

(i) Rifle and Shotgun Training

(1) Every peace officer shall satisfactorily complete the POST-certified 16 hour minimum Rifle Course in order to possess a long or short barrel rifle in the course and scope of their duties. Requirements for the Rifle Course are set forth in Regulation 1081.

(2) Every peace officer shall satisfactorily complete the POST-certified 16 hour minimum Shotgun Course or the Regular Basic Course - Standard Format, Regular Basic Course - Modular Format, Modules III and II, the Specialized Investigators' Basic Course, or Reserve Modules A, B, and C in order to possess a long or short barrel shotgun in the course and scope of their duties. Requirements for the Shotgun Course are set forth in Regulation 1081.