

STATE OF CALIFORNIA
Budget Change Proposal - Cover Sheet
 DF-46 (REV 08/15)

Fiscal Year 2016-17	Business Unit 8120	Department Commission on Peace Officer Standards and Training	Priority No. 1
Budget Request Name 8120-100-BCP-BR-2016-GB		Program 6510 – PEACE OFFICER TRAINING	Subprogram

Budget Request Description
 Homeland Security Training

Budget Request Summary

The Commission on Peace Officer Standards and Training requests \$455,000 Antiterrorism Fund one-time in 2016-17 to design, deliver and implement timely, relevant and credible antiterrorism and threat assessment training for peace officers and first responders to prevent, disrupt, mitigate, detect and respond to acts of terrorism and violent extremism. POST is a key partner in a coordinated network of training providers at the local, state and federal levels and has played a central role in the collaborative delivery of high quality anti-terrorism training.

Requires Legislation <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Code Section(s) to be Added/Amended/Repealed		
Does this BCP contain information technology (IT) components? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If yes, departmental Chief Information Officer must sign.</i>	Department CIO	Date	
For IT requests, specify the date a Special Project Report (SPR) or Feasibility Study Report (FSR) was approved by the Department of Technology, or previously by the Department of Finance. <input type="checkbox"/> FSR <input type="checkbox"/> SPR Project No. Date:			

If proposal affects another department, does other department concur with proposal? Yes No
 Attach comments of affected department, signed and dated by the department director or designee.

Prepared By <i>Chuck Young</i> CHUCK YOUNG, BUDGET OFFICER	Date 12-22-15	Reviewed By <i>David M. Cornejo</i> DAVID CORNEJO, ASSISTANT EXECUTIVE DIRECTOR	Date 12-22-15
Department Director <i>Robert Stresak</i> ROBERT STRESAK, EXECUTIVE DIRECTOR	Date 12-22-15	Agency Secretary <i>[Signature]</i>	Date

Department of Finance Use Only	
Additional Review: <input type="checkbox"/> Capital Outlay <input type="checkbox"/> ITCU <input type="checkbox"/> FSCU <input type="checkbox"/> OSAE <input type="checkbox"/> CALSTARS <input type="checkbox"/> Dept. of Technology	
BCP Type: <input checked="" type="checkbox"/> Policy <input type="checkbox"/> Workload Budget per Government Code 13308.05	
PPBA <i>[Signature]</i>	Date submitted to the Legislature 1/7/16

Analysis of Problem

A. Budget Request Summary

The Commission on Peace Officer Standards and Training (POST) requests \$455,000 Antiterrorism Fund one-time in 2016-17 to design, deliver and implement timely, relevant and credible anti-terrorism and threat assessment training for peace officers and first responders to prevent, disrupt, mitigate, detect and respond to acts of terrorism and violent extremism. POST is a key partner in a coordinated network of training providers at the local, state and federal levels and has played a central role in the collaborative delivery of high quality anti-terrorism training.

B. Background/History

The mission of POST is to continually enhance the professionalism of California law enforcement in serving its communities. POST is committed to a vision of the future that assures top-quality training and providing effective services to support California peace officers and first responder organizations.

AB 587 (Chapter 392, Statutes of 2007) appropriated \$5 million from the 9/11 Memorial License Plate Fund into the Antiterrorism Training Fund created to bolster terrorism/threat preparedness and response by law enforcement.

From 2008 to 2010, \$2.5 million of the funds were appropriated to POST over three fiscal years to support the development and delivery of training for law enforcement. The funds were used for anti-terrorism projects approved by POST to support course development and delivery of training to first responders.

Projects included 12 Homeland Security Telecourses, a Terrorism for Patrol Officers Course, a course on Public Health Emergencies, the Terrorism Liaison Officer Intermediate Course, and the NIMS/SEMS/ICS Instructor Course for Learning Domain 43 (Emergency Management continues to be mandated training for entry-level peace officers).

In 2011, Cal-OES awarded POST \$500,000 from the Anti-terrorism Fund, through March 31, 2013, for the creation and presentation of terrorism-related training programs. POST used the funds to support streaming of the Law Enforcement Response Training (LERT) online, revise the Terrorism Liaison Officer (TLO) Intermediate Course, and finance a program manager for the POST Homeland Security Training Program. To date, over 18,000 peace officers have viewed the LERT course, which received the Brandon Hall Research Excellence in Learning award.

For 2014-15, POST was appropriated \$500,000 from the Antiterrorism Fund. The funds were used to augment tactical casualty care equipment for the continued training of peace officers, fire personnel and emergency medical services personnel who may respond to active shooter, mass casualty incidents or other terrorist-related events; to deliver Public Safety Dispatch Terrorism Awareness courses; replace POST's Peace Officer database server that contains critical information relevant to homeland security training; and revise homeland security components for POST mandated training course for supervisors, middle managers and executives. Funds were used to update mandated emergency management and terrorism awareness curriculum in Learning Domains in the Peace Officer Basic Courses; designed and produced a training video on Law Enforcement Response to Extremist Activities to be used as part of the instructional methodology for POST mandated supervisory, middle management and executive courses. Content of the video included domestic extremism, agricultural terrorism, and recognition of suspicious activities that have a potential nexus to terrorist or extremist acts; support for the Simon Wiesenthal Museum of Tolerance curriculum development; and research and development of training to enhance peace officers' prime decision-making at critical incidents including response to suspected terrorist events.

To date, POST has spent more than \$3.5 million to design, develop, support and deliver anti-terrorism training statewide to the over 600 agencies that are participants of the POST program. This includes the release of over 24 training videos in DVD format and online in the Homeland Security Suite. The videos are streamed on the POST Learning Portal to allow peace officers 24/7 access. The delivery methodology has proven to be a cost effective way to provide training material to first responders. Many of the award winning videos were designed and produced in a joint effort with State Threat Assessment System experts. The videos include valuable curriculum related to reacting to and preventing potential terror incidents.

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In addition, the Law Enforcement Response to Terrorism on-line course was designed and released in response to Penal Code Section 13519.12, which directed POST to establish training standards and develop a course of instruction to address the training needs of peace officers at a managerial, or supervisory level and below, who are assigned to field duties. This course continues to receive laudatory comments from the field and has been viewed by over 18,000 peace officers since its release.

POST has used the antiterrorism funds to develop classroom-training courses to support the California law enforcement community and the State fusion centers. Topics include: Mass Casualty and Preparedness; the Intermediate Terrorism Liaison Officer; Multi-Assault Counterterrorism Action Capabilities; Weapons of Mass Destruction Awareness for Public Safety Dispatchers and Tactical Medicine as a Collaborative Effort with Emergency Medical Services Authority (EMSA).

As a state agency responsible for maintaining the highest relevant standards for the training of approximately 86,000 peace officers, 500 reserve officers and public safety dispatchers, POST is a partner with law enforcement, the State fusion centers (STAS -State Threat Assessment System), Cal-OES, and EMSA. POST is a standing member of the California Statewide Training Coordination Group that collaborates with the STAS on training for first responders and provides regular information to members of the STAS on addressing training directives within the broader Homeland Security Enterprise.

Staff has conducted training needs assessments to ensure training remains contemporary and relevant. Emphasis is placed on intelligence-led data, analysis, protection of food and agricultural products, and deterrence and prevention of potential acts of terrorism and extremism. Courses will also be developed to address public safety dispatcher awareness and emergency response.

Critical priorities will include the development of training to counter violent extremism, enhancing the Incident Preparedness assessment training tool; critical incident command, recognition of prime decision-making, reintegration of foreign terrorist fighters, counterterrorism measures, the effects of procedural justice and police legitimacy in countering terrorism on police organizations, in crime fighting; and public expectations of attitudes toward the police and antiterrorism activities.

POST has developed a strong network among antiterrorism/threat training providers at the local, state and federal levels and is recognized for development and delivery of high quality training.

Resource History (Dollars in thousands)

Program Budget	PY - 4	PY - 3	PY - 2	PY - 1	PY
Authorized Expenditures	1,114	486	275	0	500
Actual Expenditures	848	220	0		500
Revenues	0	0	0	0	0
Authorized Positions	0	0	0	0	0
Filled Positions	0	0	0	0	0
Vacancies	0	0	0	0	0

C. State Level Considerations

Providing Homeland Security training is consistent with POST's Strategic Plan strategy to continue to identify and convey information on emerging trends to the field.

D. Justification

Peace officers, first responders and public safety dispatchers are the eyes and ears of the nationwide homeland security enterprise. They are the first line of defense to prevent, deter, and mitigate potential acts of terrorism and extremism. Officers and first responders, by presidential directives and state legislative mandates, participate in the national effort to secure the homeland and ensure the safety of

Analysis of Problem

our communities. Officers need training in the skills of pre-incident indicators to potential terrorist or extremist acts to enhance their competencies in detecting suspicious activity related to terrorism and extremism.

To continue the development of antiterrorism training, POST is proposing the following antiterrorism projects:

- Production of two (2) antiterrorism related training videos at \$120,000 per video. The amount is based on actual costs as invoiced for prior antiterrorism training videos of similar scope. This breakdown is derived from existing state approved vendor contracts. (\$240,000)
- Develop Pro-active Homeland Security training for law enforcement agencies to enhance community outreach while fostering partnerships and trust with the community. Building relationships and trust is key to countering extremist ideology. The goal is to build health and resilience in the community so they can resist all forms of disasters (man-made or natural), including crime and terrorism activities. Key is to develop communities to want to be proactive in protecting themselves. (\$64,000)
- Complete scientific research into recognition of prime decision making and cognitive task analysis which quantifies the decision making points and criteria utilized by experienced law enforcement first responders to chaotic critical scenes including terrorism, mass fatality, and active shooter. Data will be used to develop a critical thinking course to develop first responder's ability to function and lead the first hour(s) of this type of scene management. The cost is based on the fee for contracting with qualified analytical researchers from established academic/government research departments, and is consistent with existing state approved contracts for similar work. The initial research was started using 2014-15 Memorial License Plate Funds. (\$36,000)
- Utilize the results of the research to develop a Critical Thinking/Incident Command course. The cost is based on 3 three-day meetings for 15 subject matter experts at \$579 per meeting per subject matter expert. This includes travel costs and per diem. (\$26,000)
- Generate eight presentations of the Critical Thinking/Incident Command course. The cost amount is based on the allowable rates for similar courses. (\$33,000)
- These projects will be managed by a Retired Annuitant (RA). The cost is based on the hourly rate for a RA position comparable to a Law Enforcement Consultant II at \$54.08 per hour for 960 hours, plus 7.65% benefits. (\$56,000)

E. Outcomes and Accountability

Projected Outcomes

Workload Measure	CY	BY	BY+1	BY+2	BY+3	BY+4
Peace Officers Trained	35,077	35,077	N/A	N/A	N/A	N/A

F. Analysis of All Feasible Alternatives

Alternative 1: Approve \$455,000 Antiterrorism Fund one-time in 2016-17 to design and deliver relevant and credible antiterrorism and threat assessment training for peace officers and first responders.

Pros:

- Consistent with California legislative mandates and Presidential Directives to remain cognizant of threats and ability to respond.

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- Peace officers trained in skills to prevent, deter or mitigate potential acts of terrorism or extremism will augment their personal safety and the quality of life of the communities they serve.
- Police-community partnerships will be strengthened.
- Trust relationships between police, communities and private sectors will be enhanced.

Con:

- Increases Antiterrorism Fund expenditures.

Alternative 2: Divert resources and personnel to meet the expected outcomes of the antiterrorism training.

Pros:

- Objective of the Antiterrorism Program will be achieved.
- Peace officer skills will be contemporary to address potential terrorist or extremist acts.
- Communities will have greater trust in peace officers to protect their communities from harm.

Con:

- Redirects limited Peace officer Training Fund monies away from other critical POST functions.
- Other POST programs will have to defer issuance of certificates, development of instructors, Management Counseling requests, etc.
- Inquiry response times will lengthen, deteriorating POST/trainer relationships.

Alternative 3: Reject proposal. This will prohibit POST from designing, developing and delivering mandated anti-terrorism/threat preparation training for law enforcement at the entry-level and in-service personnel; prevent required training of instructors who present anti-terrorism training, and exclude the production of 24/7 video training to respond to peace officer demands.

Pros:

- No increased Antiterrorism Fund expenditures.

Cons:

- Peace officers will neither have access to nor receive training to enhance skills to deter, mitigate, prevent and respond to potential acts of terrorism or extremism.
- Leadership in law enforcement agencies will be not improved.
- Police-public partnerships in a collaborative effort to safeguard the communities they serve will not be strengthened.

G. Implementation Plan

POST will begin implementing this plan on July 1, 2016. The state contract process will be utilized to accomplish the stated objectives as detailed in this request with the work to commence immediately following authorization. Existing POST staff will manage the contracts and provide expert support in the design, development, and delivery of training and production of training videos.

H. Supplemental Information

None.

I. Recommendation

Approve Alternative 1 for \$455,000 Antiterrorism Fund one-time in 2016-17 to design and deliver relevant and credible antiterrorism and threat assessment training for peace officers and first responders. This will allow POST to continue to meet its statutory obligations and ensure the safety of California communities.

2015 DEC 23 PM 12:19
DEPARTMENT OF FINANCE
COR/JUD

BCP Fiscal Detail Sheet

BCP Title: Homeland Security Training

DP Name: 8120-100-BCP-DP-2016-GB

Budget Request Summary

	FY16					
	CY	BY	BY+1	BY+2	BY+3	BY+4
Operating Expenses and Equipment						
5340 - Consulting and Professional Services - External	0	455	0	0	0	0
Total Operating Expenses and Equipment	\$0	\$455	\$0	\$0	\$0	\$0
Total Budget Request	\$0	\$455	\$0	\$0	\$0	\$0
Fund Summary						
Fund Source - State Operations						
3034 - Antiterrorism Fund	0	455	0	0	0	0
Total State Operations Expenditures	\$0	\$455	\$0	\$0	\$0	\$0
Total All Funds	\$0	\$455	\$0	\$0	\$0	\$0
Program Summary						
Program Funding						
6510 - Peace Officer Training	0	455	0	0	0	0
Total All Programs	\$0	\$455	\$0	\$0	\$0	\$0