Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR's Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

### A. GENERAL INFORMATION

<table>
<thead>
<tr>
<th>1. Date</th>
<th>2. Department</th>
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<tbody>
<tr>
<td>2022-08-23</td>
<td>Commission on Peace Officer Standards and Training (POST)</td>
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3. Organizational Placement (Division/Branch/Office Name)

Executive Office, POST

4. CEA Position Title

Chief Deputy Director (CEA B)

5. Summary of proposed position description and how it relates to the program's mission or purpose. (2-3 sentences)

A Budget Change Proposal (BCP), titled "Peace Officer Certification (SB 2)" was approved and incorporated into the Fiscal Year 2022-23 budget, resulting in a new permanent CEA position for a Chief Deputy Director (CDD). The CDD will report to the Executive Director and will manage 234 personnel in three divisions: Field Services; Standards and Development; and Peace Officer Standards Accountability. The CDD will manage three CEA level B’s and accompanying staff in the Executive Office, as well as the Human Resources Bureau, for a total of 246 personnel.

6. Reports to: (Class Title/Level)

Excluded - Executive Director

7. Relationship with Department Director (Select one)

- [x] Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.
- [ ] Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(Explain): The Chief Deputy Director position will be a direct report to the Executive Director.

8. Organizational Level (Select one)

- [ ] 1st
- [x] 2nd
- [ ] 3rd
- [ ] 4th
- [ ] 5th (mega departments only - 17,001+ allocated positions)
## B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

The responsibilities and personnel staffing of POST will increase significantly due to the passage on September 30, 2021, of Senate Bill 2 (Bradford). The resultant new laws require POST to certify individual peace officers, as well as take action to decertify peace officers for serious misconduct. As a result, POST received an additional 127 permanent positions in the FY 2022-23 budget.

The CDD, will serve as a direct report to the Executive Director. The CDD will manage 246 personnel under the following divisions and bureaus:

- Executive Office
- Field Services Division
- Standards and Development Division
- Standards Accountability Division
- Human Resources Bureau

The CDD will be responsible for managing all operations, excluding legal affairs and will serve as the Executive Director in the Executive Director’s absence.
B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

☑ Program is directly related to department's primary mission and is critical to achieving the department's goals.

☐ Program is indirectly related to department's primary mission.

☐ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description: The Commission was established in 1959 pursuant to Penal Code section 13500. The Commission consists of 15 members appointed by the Governor, two members appointed by the Legislature, and one ex-officio member position for the Attorney General. The POST Executive Director is appointed and serves at the pleasure of the Commission. The POST staffing model consists of 262.8 full-time positions, five of which are CEAs.

The decades-old documented mission of POST reads as follows:

"The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities."

The CDD, will be subordinate to the Executive Director and will manage all POST operations and human resource functions. The CDD will serve as the second highest ranking official at POST and serve as the Executive Director in the Executive Director's absence.
B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

On September 30, 2021, Governor Gavin Newsom signed SB 2 into law, which will become effective on January 1, 2023. SB 2, among other things, creates a licensing program for peace officers, and most significantly creates an entirely new mandate that POST review and investigate allegations of peace officer misconduct, receive complaints from the public, and certify and revoke peace officer certificates. SB 2 mandates the creation an entirely new division within POST called the "Peace Officer Standards Accountability Division," and creates Penal Code 13509.5 to read as follows:

“(a) There is within the commission a Peace Officer Standards Accountability Division, hereafter referred to in this chapter as the division.

(b) The primary responsibilities of the division shall be to review investigations conducted by law enforcement agencies or any other investigative authority and to conduct additional investigations, as necessary, into serious misconduct that may provide grounds for suspension or revocation of a peace officer’s certification, present findings and recommendations to the board and commission, and bring proceedings seeking the suspension or revocation of certification of peace officers as directed by the board and commission pursuant to this chapter.

(c) The division shall be staffed with a sufficient number of experienced and able employees that are capable of handling the most complex and varied types of decertification investigations, prosecutions, and administrative proceedings against peace officers.”

In regard to the extensive requirements of SB 2, pursuant to the previously mentioned BCP, POST has received authority in the FY 2022-23 budget for 127 new permanent positions. The role of POST has significantly expanded, both in scope and authority. POST staffing will permanently increase from 135.8 full time positions to 262.8 full time positions. The increase in staffing, necessitates a CDD to manage operations.

In view of the above, the proposed salary range for the CDD is $14,158 - $15,608/month, which is 2.5% above the subordinate CEA positions and is intended to address compaction issues.
C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The following are examples of the policy impact this CDD will have on California law enforcement professionals, the public at large, as well as POST personnel:

1. Statewide Peace Officer and Public Safety Dispatcher Appointments:

   The CDD and their staff will have oversight for all policies and regulations pertaining to minimum hiring standards for POST peace officers and public safety dispatchers.

2. Statewide Peace Officer and Public Safety Dispatcher Minimum Training Standards:

   The CDD and their staff will have oversight for all policies and regulations pertaining to minimum training standards for POST peace officers and public safety dispatchers.

3. Statewide Decertification of Peace Officers:

   The CDD and their staff will have oversight for all policy development, processes, and administrative functions related to peace officer certification and decertification.

4. Drafting and enforcement of POST policies:

   The CDD will play an integral role in drafting, reviewing, and enforcing internal policies and statewide regulations. POST currently has over 80 internal policies. POST has over 47 regulations directed at California law enforcement departments and their personnel, with 22 new regulations pending approval at the Office of Administrative Law. The internal policies are reviewed and updated on a yearly basis, and the law enforcement regulations are created and modified on as needed basis.

5. Public Records Act Requests:

   The CDD and their staff will be responsible for reviewing and approving requests for information under the California Public Records Act.
C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position’s scope and nature of decision-making authority?

The CDD will have decision-making authority for the following programs:

1. Peace Officer and Public Safety Dispatcher Selection Standards and Appointments
2. Peace Officer and Public Safety Dispatcher Minimum Training Standards
3. Peace Officer Certification and Misconduct Investigations
4. Human Resources
5. Public Records Act Requests

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

The CDD will assist in the development of statewide regulations related to standards and training of peace officers and public safety dispatchers, as well as decertification of peace officers. The POST Commission meets quarterly, and at each meeting the CDD will update the Commission on proposed regulations for implementation by California law enforcement agencies.

In summary, the CDD will be required to create, implement, and interpret policy and regulations impacting over 90,000 full-time peace officers and public safety dispatchers at 608 California law enforcement agencies.