

**State of California
Office of Administrative Law**

In re:
Commission on Peace Officer Standards and
Training

Regulatory Action:

Title 11, California Code of Regulations

Adopt sections:

Amend sections: 1005, 1007

Repeal sections:

NOTICE OF APPROVAL OF REGULATORY
ACTION

Government Code Section 11349.3

OAL Matter Number: 2023-0712-02

OAL Matter Type: Regular (S)

This action by the Commission on Peace Officer Standards and Training updates the incorporated document, Training and Testing Specifications for Peace Officer Basic Courses (Rev. Oct. 1, 2023), to add Learning Domain 14 regarding Officer Wellness to the basic course curriculum.

OAL approves this regulatory action pursuant to section 11349.3 of the Government Code. This regulatory action becomes effective on October 1, 2023.

Date: August 22, 2023



Nicole C. Carrillo
Senior Attorney

For: Kenneth J. Pogue
Director

Original: Manuel Alvarez, Jr., Executive
Director

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APPROVED TEXT OF PROPOSED REGULATION ACTION
Amend the Training and Testing Specifications for Peace Officer Basic Courses
Commission Regulations 1005 and 1007

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

[(a) – The document, Training Specifications for the Investigation and Trial Preparation Course... ~~except for~~ remain unchanged] ...

The document, Training and Testing Specifications for Peace Officer Basic Courses, adopted effective January 1, 2001, and amended effective October 1, 2001, January 1, 2002, July 1, 2002, January 1, 2003, January 1, 2004, August 15, 2004, September 15, 2004, July 1, 2005, January 1, 2006, January 19, 2007, July 1, 2007, August 8, 2007, January 1, 2008, July 1, 2008, January 1, 2009, July 1, 2009, January 1, 2010, July 1, 2010, July 1, 2011, January 1, 2012, July 1, 2012, January 1, 2013, August 1, 2013, February 1, 2014, August 1, 2014, August 1, 2015, February 1, 2016, August 1, 2016, February 1, 2017, February 15, 2017, August 1, 2017, July 1, 2018, April 1, 2020, July 1, 2020, October 1, 2020, December 1, 2021, ~~and~~ April 1, 2022, and October 1, 2023, is herein incorporated by reference.

...

[The document, Instructor's Guide to Learning... – the end of the section ...remains unchanged]

Note: Authority cited: NOTE: Authority cited: Sections 832.1, 832.3, 832.6, 13503, 13506, 13510, 13510.3, 13510.5, 13515.26 and 13519.8, Penal Code. Reference: Sections 830.33, 832, 832.1, 832.3, 832.6, 835a, 13503, 13506, 13510, 13510.3, 13510.5, 13511, 13513, 13514, 13515.29, 13515.295, 13516, 13517, 13519.8, 13519.10, 13520 and 13523, Penal Code.

§ 1007. Reserve Officer Minimum Training Standards.

[(a) – Commission Procedure H-4 . . . remain unchanged ~~The document, Training Specifications for the Investigation and...except for~~...]

...

The document, Training and Testing Specifications for Peace Officer Basic Courses, adopted effective January 1, 2001, and amended effective October 1, 2001, January 1, 2002, July 1, 2002, January 1, 2003, January 1, 2004, August 15, 2004, September 15, 2004, July 1, 2005, January 1, 2006, January 19, 2007, July 1, 2007, August 8, 2007, January 1, 2008, July 1, 2008, January 1, 2009, July 1, 2010, July 1, 2011, January 1, 2012, July 1, 2012, January 1, 2013, August 1, 2013, February 1, 2014, August 1, 2014, August 1, 2015, February 1, 2016, August 1, 2016, February 1, 2017, February 15, 2017, August 1, 2017, July 1, 2018, April 1, 2020, July 1, 2020, October 1, 2020, December 1, 2021, ~~and~~ April 1, 2022, and October 1, 2023, is herein incorporated by reference.

...

[The document, Instructor's Guide to Learning... – the end of the section ...remains unchanged]

APPROVED TEXT OF PROPOSED REGULATION ACTION

**Amend the Training and Testing Specifications for Peace Officer Basic Courses
Commission Regulations 1005 and 1007**

Note: Authority cited: NOTE: Authority cited: Sections 832.3, 832.6, 13503, 13506, 13510, 13510.1 and 13515.26, Penal Code. Reference: Sections 832.2, 832.3, 832.6, 835a, 13503, 13506, 13510, 13510.1, 13510.5, 13512 and 13519.10, Penal Code; Section 48412, Education Code; and Section 1031(d), Government Code.

TRAINING AND TESTING
SPECIFICATIONS FOR LEARNING DOMAIN #14
OFFICER WELLNESS

October 1, 2023

<u>RBC</u>	<u>Other Basic Courses</u>					<u>Requal</u>
	<u>832</u>	<u>III</u>	<u>II</u>	<u>I</u>	<u>SIBC</u>	
<u>X</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	

I.

LEARNING NEED

Peace officers need to recognize, understand, and regulate emotions to maintain a balanced personal and professional life.

LEARNING OBJECTIVES

- A. Discuss core emotions.
- B. Discuss concepts in managing emotions.
- C. Discuss emotional intelligence domains.

II.

LEARNING NEED

Peace officers must understand impacts on mental health that are unique to a law enforcement career and strategies for prevention and intervention.

LEARNING OBJECTIVES

- A. Define the terms:
 - 1. Bureaucratic stress
 - 2. Critical incident stress
 - 3. Cumulative stress

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	<u>832</u>	<u>III</u>	<u>II</u>	<u>I</u>	<u>SIBC</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	

- 4. Post-traumatic stress
- 5. Depression
- 6. Anxiety
- 7. Suicide

B. Discuss categories associated with mental health issues impacting peace officers, to include but not limited to:

- 1. Bureaucratic stress
- 2. Critical incident stress
- 3. Cumulative stress
- 4. Post-traumatic stress
- 5. Depression
- 6. Anxiety
- 7. Suicide

C. Recognize and discuss associate causes for the above listed mental health issues.

D. Recognize and discuss behavioral indicators that could be associated with peace officers affected by the above listed stressors.

E. Recognize and discuss general coping mechanisms associated with peace officers affected by the above listed stressors.

F. Explain and discuss available resources that may assist peace officers in managing stressors.

III. LEARNING NEED

Peace officers need to recognize the dangers of alcohol and substance abuse and the effects on their professional and personal lives.

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<u>X</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	

LEARNING OBJECTIVES

- A. Define terms related to alcohol and substance use disorders.
- B. Discuss potential impacts of alcohol and substance abuse on the peace officer, personal relationships, and social networks.
- C. Identify ways in which alcohol and controlled substances might be misused by peace officers.
- D. Discuss warning signs of problematic alcohol consumption.
- E. Describe personal, professional, and organizational consequences of alcohol and substance abuse by peace officers.

IV. LEARNING NEED

Peace officers need to understand the impact of financial wellness on their overall well-being and to be equipped with the skills, tools, and knowledge necessary to develop and support successful financial outcomes.

LEARNING OBJECTIVES

- A. Define financial wellness.
- B. Describe personal financial wellness and goal setting.
- C. Explain financial wellness and its impact on relationships.

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<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	
<u>X</u>				<u>X</u>	<u>X</u>	

V.

LEARNING NEED

Peace officers need to understand elements that help build and sustain resiliency to improve officer wellness and identify a self-care plan.

LEARNING OBJECTIVES

A. Define the terms:

1. Resiliency
2. Self-care
3. Self-care plan

B. Describe personal, professional, and organizational benefits of building and sustaining resiliency for peace officers.

C. Recognize factors that may be barriers for resiliency for peace officers.

D. Identify and create a personal self-care plan.

VI.

REQUIRED TESTS

None

VII.

REQUIRED LEARNING ACTIVITIES

A. Given a video re-enactment, simulation, or scenario, the student will participate in an instructor-led discussion to differentiate reactionary behaviors from emotionally regulated responses. Among the issues that must be addressed are:

1. Identifying primary core emotions.

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<u>X</u> <u>X</u> <u>X</u>				<u>X</u> <u>X</u> <u>X</u>	<u>X</u> <u>X</u> <u>X</u>	
<u>X</u> <u>X</u> <u>X</u> <u>X</u>				<u>X</u> <u>X</u> <u>X</u> <u>X</u>	<u>X</u> <u>X</u> <u>X</u> <u>X</u>	
<u>X</u> <u>X</u> <u>X</u>				<u>X</u> <u>X</u> <u>X</u>	<u>X</u> <u>X</u> <u>X</u>	
<u>X</u> <u>X</u> <u>X</u> <u>X</u>				<u>X</u> <u>X</u> <u>X</u> <u>X</u>	<u>X</u> <u>X</u> <u>X</u> <u>X</u>	

2. Positive and negative behaviors resulting from an emotional response.
3. Potential impacts to professional and personal life resulting from reactionary behavior versus emotionally regulated behavior.
4. Potential impacts to the organization and community resulting from reactionary behavior versus emotionally regulated behavior.

B. Given a video re-enactment, simulation, or scenario, the student will discuss coping skills to improve mental health. Among the concepts which must be addressed are:

1. Behavioral indicators
2. Possible coping methods
3. Available resources for individuals and families/domestic partnerships

C. Given a video re-enactment, simulation, or scenario, the student will participate in an instructor-led discussion to discuss their understanding of alcohol and common drugs of abuse and the impacts of those substances. Among the concepts which must be addressed are:

1. The perception of alcohol and substance abuse in society.
2. The effects of alcohol and substance abuse on peace officers, their personal relationships, and the community.
3. Links between alcohol and substance abuse to commission of crimes (e.g., domestic violence, driving under the influence), effects on personal relationships (e.g., separation, divorce), and the effects on job performance and career.

D. Given a diagnostic instrument, questionnaire, worksheet, or other equivalent method designed for self-assessment, the student will participate in an instructor-led discussion to help them determine their net worth and overall financial wellness. Among the concepts which must be addressed are:

1. Net worth.
2. Budget.
3. Short-term and long-term goal setting.
4. Retirement planning.

E. Given a diagnostic instrument, questionnaire, worksheet or other equivalent method, the student will participate in an instructor-led discussion to help them develop a self-care plan.

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<u>8</u>		<u>1</u>	<u>2</u>	<u>8</u>	<u>8</u>	

VIII. HOURLY REQUIREMENTS

Students shall be provided with a minimum number of instructional hours on officer wellness.

IX. ORIGINATION DATE

October 1, 2023

X. REVISION DATE