

Salinas Police Department Training Plan

Purpose

The Salinas Police Department administers a training program that provides for the professional growth and continued development of its personnel in compliance with the Training Policy.

Philosophy

In addition to the philosophy described in the Training Policy, the Salinas Police Department recognizes police training is an ever-evolving topic. The need for an adaptable plan that pivots with regular legislative changes and available resources is paramount to a contemporary program. The Salinas Police Department strives for a 100% completion rate of mandatory training and encourages department members to participate in additional training that enhances performance and service delivery.

Definitions

CPT – Continuing Professional Training (Prescribed by POST) that occurs during a biennial cycle.

Critical Issues Training – Training that is not required but could have a significant impact to police service quality and/or delivery.

In-House Training– Training that is conducted by Salinas Police Personnel either at the Salinas Police Department or other sanctioned training site.

Legislative Changes – New or changing laws that affect police training requirements.

POST – California Commission on Peace Officer Standards and Training

PSP – Perishable Skills Program (prescribed by POST) that occurs during a biennial cycle.

State Mandated Training – Training required by the California State Assembly or State Senate that is incorporated into law.

Training Plan

Training needs are assessed by content that is required and/or recommended for each member based on rank and assignment. Additionally, the Training Sergeant should:

- a) Review legislative changes taking effect during the calendar year and ensure appropriate training is disseminated through an appropriate means such as:
 1. Training Bulletin
 2. Advising SME or certified trainer for the subject area to add the content to training materials.
 3. Coordinate other appropriate means of meeting the training requirements.

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- b) Monitor state mandated training such as CPT and PSP topics and ensure they are scheduled throughout the biennial training period, taking into consideration available shift schedule structure to maximize opportunities with minimal impact to staffing levels.
- c) Critical Issues Training
 - 1. Incorporate Critical Issues Training into the biennial training cycle as the schedule allows.
 - 2. Identify external instructors and host critical training at the Salinas Police Department to reduce training costs.
 - 3. Monitor and disseminate external critical training opportunities through the training request process.

Training Sergeant Responsibilities

In addition to the provisions of the Training Policy, the Training Sergeant should on an annual basis:

- a) Facilitate an annual internal training needs assessment by:
 - 1. Soliciting input from Executive Staff, Command Staff, and Supervisors.
 - 2. Evaluate current events and agency trends to identify training-based solutions.
- b) Review POST guidelines for mandated training changes and additions, ensuring compliance with requirements contained in the Training Policy.
- c) Update this document annually with the date of:
 - 1. Needs assessment completion
 - 2. Training plan review completion
- d) Within the constraints of scheduling and available training opportunities, plan and schedule all mandatory in-house training to ensure all members of the department are afforded the opportunity to complete POST mandated PSP and CPT training.

The training Sergeant regular and ongoing duties include:

- a) Monitor and adjust ongoing CPT and PSP training progress to facilitate successful delivery of training in conjunction with operational needs of the department.
- b) Monitor promotions that impact mandatory training requirements.
- c) Review and assess all individual training requests submitted by department members, forwarding those recommendations to the Chief of Police or designee through the Chain of Command, with the following considerations:
 - 1. Impact to minimum staffing requirements and associated backfill costs.
 - 2. Training budget status.
 - 3. An evaluation of whether the training is:
 - i. Statutorily mandatory
 - ii. Recommended and would greatly enhance performance
 - iii. Optional; career or operational enhancing training

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Supervisor and Administrator Responsibilities

All personnel in a promoted rank have the responsibility to ensure subordinates under their command adhere to the training policy and attend scheduled training. Additionally, supervisors and administrators should:

- a) Monitor subordinate promotions and operational assignment changes that affect mandatory training requirements.
- b) Facilitate training requests to the Training Unit.
- c) Regularly evaluate community needs and agency trends to identify content for the annual needs assessment.

Resources

The Salinas Police Department partners with the South Bay Regional Training Consortium to supply and track POST approved training and lesson plans.

The following resources should be reviewed annually as part of the Training Needs Assessment and Training Plan review:

<https://post.ca.gov/Training>

<https://post.ca.gov/Training-by-Occupation>

<https://post.ca.gov/Publication-List>

<https://post.ca.gov/Laws-Policies>

<https://post.ca.gov/bulletins>

<https://post.ca.gov/POST-Regulations>

<https://post.ca.gov/Regulatory-Actions>

<https://post.ca.gov/Status-of-Current-Legislation>