

153991

RESERVE OFFICER UTILIZATION SURVEY

APR 28 1995

JANUARY, 1995



THE COMMISSION
ON PEACE OFFICER STANDARDS AND TRAINING
STATE OF CALIFORNIA

**RESERVE OFFICER
UTILIZATION
SURVEY**

SUMMARY REPORT

JANUARY, 1995

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U.S. Department of Justice
National Institute of Justice

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CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

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Published 1995

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PREFACE

The Commission on Peace Officer Standards and Training has received numerous and varied requests for information from California law enforcement agencies regarding the training and deployment of reserve peace officers within the State of California. In response to these inquiries, POST, beginning in April 1994, surveyed California law enforcement agencies to collect data on the manner in which reserve peace officers are recruited, trained and deployed.

This final report summarizes and broadly discusses the survey's findings. The report purposely makes no attempt to analyze specific issues. Rather, its primary objective is to provide data to individual Chiefs of Police and Sheriffs to assist them in making decisions related to reserve officer utilization.

The Commission on Peace Officer Standards and Training gratefully acknowledges the support of the Chiefs of Police and Sheriffs who provided data for this survey. A special note of appreciation is due to the members of the California Reserve Peace Officers Association (CRPOA) who assisted POST staff developing survey questions and in compiling survey data.

POST was assisted in development of the survey instrument by the California Reserve Peace Officers' Association (CRPOA), with input from the executive staff of the California Peace Officers' Association (CPOA). The work was guided, coordinated and prepared by POST Senior Law Enforcement Consultant Dick Reed who had the prime stewardship for this project.

The Commission submits this report in the hope it will prove helpful. We invite interested individuals to direct questions and requests for information about this study to the Basic Training Bureau, (916) 227-4262.

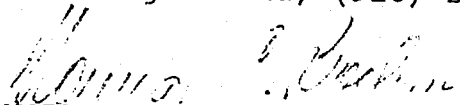

NORMAN C. BOEHM
Executive Director

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Appendix 1 - Reserve Officer Utilization Survey Instrument

INTRODUCTION

The Reserve Officer Utilization Survey is comprised of four sections: PERSONNEL, RESERVE ADMINISTRATION, TRAINING, and OPERATIONS. There are a total of thirty-three questions, some of which call for follow-up responses.

Part I, PERSONNEL, solicited information on who uses reserves, how they are recruited, who is accountable for the reserve program, who conducts background investigations, the reserve rank structure and concealed weapon status of the different classifications (levels) of reserve officers.

Part II, RESERVE ADMINISTRATION, solicited information about pay status, fringe benefits, equipment, and affiliation with professional associations.

Part III, TRAINING, sought views about existing levels of training, sufficiency of training, existing Continuous Professional Training (CPT) requirements, and availability of training facilities.

Part IV, OPERATIONS, developed information about deployment strategies, minimum and maximum ages of service and retirement criteria.

Data Collection Methodology

This survey was sent to all municipal Chiefs of Police and all Sheriffs within the State of California. Four hundred and three surveys were sent and two hundred and seventy four (68%) were returned.

In designing the survey it was necessary to decide on the structure of the questions to be asked. While a selected response survey would have been easiest to tabulate, much of the data sought required constructed responses that fall outside of the range of questions that can be machine scored.

Questions that require a "selected response" (Yes/No, True/False or A, B, C, D, ...) were deemed appropriate for identifying actual practice and for eliciting responses on some opinion-type questions. "Constructed response" questions are intended to elicit short responses that reflect opinion or conceptual thinking. Question 33 is an open ended question suitable for an essay-type response. Due to some perceived differences in the way agencies of different

size train and utilize reserve personnel, the survey responses are divided into three categories: Small (1-99 sworn officers), Medium (100-499 sworn officers) and Large (500 or more sworn officers). For the purpose of this survey, "sworn officers" implies only those officers who are statutorily required to complete the POST Basic Course and whose job description includes the performance of the full range of peace officer functions. It does not include "limited peace officers," custodial/correctional officers or "specialized" peace officers.

Survey Return Rate

Surveys were sent to all sheriffs and the chiefs of all municipal police departments throughout the State of California. The following tables reflect the return rates by department type (Sheriff's Department or Police department) and agency size:

SURVEY RESPONSE RATES BY AGENCY TYPE			
	SHERIFF'S DEPARTMENTS	POLICE DEPARTMENTS	TOTAL
SURVEYS SENT	58	345	403
SURVEYS RETURNED	34	240	274
PERCENT RETURNED	58.6	69.5	68

RETURN RATE BY AGENCY SIZE				
	Small (1-99)	Medium (100-499)	Large (500+)	Total
Sent	314	72	17	403
Returned	209	53	12	274
Ret. Rate	66.5%	73.6%	70.5%	68%

Of those responding to the survey, all 34 sheriff's departments and 196 (93.8% of respondents) of the police departments maintain a reserve program.

SURVEY RESULTS

PART I: PERSONNEL

1. Does your department have a reserve peace officer program?

	Yes	No	Total
Small Agencies:	196 (93%)	13 (7%)	209 (76.3%)
Med. " :	51 (96%)	2 (4%)	53 (19.3%)
Large " :	<u>12 (100%)</u>	<u>0</u>	<u>12 (4.3%)</u>
Totals	259 (94.5%)	15 (5.5%)	274 (99.9%)

Therefore, while a total of 274 agencies responded to the survey, only 259 of those agencies maintain a reserve program. Their representation in the following data, by department size, will be as follows:

	Small	Medium	Large	Total
Number by size:	196	51	12	259
Percentage/Total Resp.:	75.68	19.69	4.63	100%

- a. If "No", did your department have a reserve program at some time in the past?

	Yes	No	No Response
Small Agencies:	10 (77%)	2 (15%)	1 (8%)
Med. " :	1 (50%)	1 (50%)	0

- b. If the answer to "a" is "Yes", please state the reason the reserve program was discontinued:

Small Agencies: "Lack of candidate interest;" "More burden than benefit;" "Training requirements exceed resources."

Medium Agencies: "Lack of interest - training requirements led to unit being disbanded."

2. How many reserve officers comprise your entire reserve unit?

(Responses were totaled to identify the total number of reserve officers represented by the 259 responding agencies that maintain a reserve program.)

196	Small Agencies:	2,242 (30%)
51	Med. " :	1,475 (19.7%)
<u>12</u>	<u>Large " :</u>	<u>3,761 (50.3%)</u>
259	Agencies:	<u>7,478</u> Total Reserves

a. Please specify number by assigned level:

	Small	Medium	Large	Total
Des. Level I Res :	179 (8%)	86 (6%)	722 (20%)	987
N/D. Level I Res :	1179 (52%)	778 (56%)	1103 (30%)	3060
Lev. II Res :	675 (30%)	456 (33%)	1125 (30%)	2256
Lev. III Res :	218 (10%)	71 (5%)	704 (19%)	993
Total:	2251	1391	3654	7296*

*The number of reserves reported by Level (7,296) is less than the number of reserves covered by the survey (7,487) because some respondents did not complete question 2.a. of the survey.

3. How do you recruit volunteers into your reserve program?

(Respondents were directed to check all responses that applied. Many agencies employed more than one recruitment strategy to attract reserve candidates.)

	Small	Medium	Large	Total
a. Newspaper	68 (33%)	14 (26%)	6 (50%)	88
b. Radio	5 (2%)	3 (6%)	6 (50%)	14
c. Television	7 (3%)	1 (2%)	4 (33%)	12
d. Job Fairs	51 (24%)	24 (45%)	7 (58%)	82
e. Recruiter Contact	132 (63%)	37 (70%)	8 (67%)	177
f. Other*	71 (34%)	22 (4%)	6 (5%)	99

*Other

Small Agencies: "Word of mouth;" P.C. 832 classes and other A.J. courses; fliers; billboards; explorer posts; interest cards.

Medium Agencies: "Word of mouth;" campus recruitment; military recruitment.

Large Agencies: "Word of mouth"; gun shows; home shows; reserve academy.

4. Who conducts background investigations on reserve candidates?

(Respondents were directed to check all responses that applied. Some agencies used more than one classification of officer to conduct background investigations on reserve candidates)

	Small	Medium	Large
a. Reg. Bkgrd. Invest.	98 (47%)	38 (72%)	6 (50%)
b. Regular Officer	56 (27%)	7 (13%)	6 (50%)
c. Contract Bkgrnd. Service	37 (18%)	4 (8%)	4 (33%)
d. Reserve Officers	48 (23%)	27 (51%)	8 (67%)
e. Other*	28 (13%)	5 (9%)	6 (50%)

*Other

Small Agencies: Reserve Coordinator; Training Manager; Dept. Lieutenant; Reserve Commander.

Medium Agencies: Reserve Coordinator; Regular Officers.

Large Agencies: Reserve Coordinator.

5. In ascending order, provide the rank structure within your reserve unit (i.e, Deputy/Officer, Corporal, Sergeant, Lieutenant, Captain, Commander/Deputy Chief, etc.):

	Small	Medium	Large	Total
# Agencies with:	74 42.5%	26 50.9%	10 83.3%	110 46.4%
# Agencies w/out:	100 57.5%	25 49.1%	2 16.7%	127 53.4%

6. Does your department have a Reserve Coordinator?

	Small	Medium	Large	Total
Yes	174 (83.25%)	51 (100%)	12 (100%)	237 (86.5%)
No	4 (1.9%)	0	0	4 (1.9%)
No Response	18 (8.6%)	0	0	18 (6.6%)
<u>No Res. Program</u>	<u>13 (6.2%)</u>	<u>2 (3.8%)</u>	<u>0</u>	<u>15 (5.5%)</u>
Total	209	53	12	274

- a. If yes, number of hours per week your Reserve Coordinator spends on reserve-related duties:

	Small	Medium	Large
Average Hours:	9	14	45.5
Reported Range:	.5 - 40	1 - 40	40 - 80

- b. What collateral duties or responsibilities are performed by your reserve coordinator?

(Range of collateral duties reported)

Small Agencies: Patrol Sgt; Scheduling; Training; Rangemaster; Volunteer Coordinator; Hostage Negotiator; Grant Coordinator; Crime Prevention; Computer Support; Counseling; Patrol Officer; FTO Supervisor; K-9 Coordinator; C.O.P. Coordinator; Background Investigator; Dispatch Manager.

Medium Agencies: Patrol Commander; Traffic Supervisor; C.O.P. Coordinator; EMS Coordinator; SWAT Leader; Labor Relations, Chaplains & Security Supervisor; F.T.O.; Personnel; Volunteer Coordinator; Training; Admin. Sgt.; School Patrol; Court Transportation, Recruiting; Narcotics; K-9.

Large Agencies: Firearms Instructor; Armorer; Special Events Coordinator; Marine Safety Supervisor; Volunteer Coordinator; Personnel Officer; Disaster Prep.; Explorers.

- c. Is your Reserve Coordinator a full-time paid police officer or deputy?

	Small	Medium	Large	Total
Yes	180(91.8%)	51(100%)	12(100%)	243(93.8%)
No	12(6.1%)	0	0	12(4.6%)
<u>No Response</u>	<u>4(2%)</u>	<u>0</u>	<u>0</u>	<u>4(1.5%)</u>
Total	196	51	12	259(99.9%)

- d. Has your Reserve Coordinator attended the POST-certified (40-hour) Reserve Coordinator's Course?

	Small	Medium	Large	Total
Yes	84(42.85%)	22(43%)	11(91.6%)	117(45.2%)
No	90(45.9%)	28(54.9%)	1(8.3%)	119(45.9%)
<u>No Response</u>	<u>22(11.2%)</u>	<u>1(1.96%)</u>	<u>0</u>	<u>23(8.9%)</u>
Total	196	51	12	259(100%)

If "No," is your department planning to provide him/her with this training?

	Small	Medium	Large	Total
Yes	56(62.2%)	18(64%)	(0%)	74(62.7%)
No	33(36.7%)	10(36%)	1(100%)	44(37.3%)
<u>No Response</u>	<u>1(1.1%)</u>	<u>0</u>	<u>0</u>	<u>1</u>
Total	90	28	1	118

- e. Does your Reserve Coordinator attend the POST-certified (16-hour) Reserve Coordinator Seminar?

	Small	Medium	Large	Total
Annually	9(4.6%)	9(17.6%)	3(25%)	21(8.1%)
Occasionally	41(21%)	19(37.3%)	3(25%)	63(24.3%)
No	124(63.3%)	21(41%)	4(33.3%)	149(57.5%)
<u>No Response</u>	<u>22(11.2%)</u>	<u>2(4%)</u>	<u>2(16.7%)</u>	<u>26(10%)</u>
Total	196	51	12	259

Check other training your Reserve Coordinator attends:

	Small	Medium	Large	Total
Annual Res.				
P.O. Conf.	28	12	8	48
Res. Spring				
Trng. Sem.	2	17	3	31
Res. Coord.				
Association	16	7	3	26
Other	24	5	1	30

f. Does your Reserve Coordinator have a paid staff to assist with reserve-related duties?

	Small	Medium	Large	Total
Yes	42 (21.4%)	15 (29.4%)	8 (66.6%)	65 (25%)
No	132 (67.3%)	27 (52.9%)	4 (33.3%)	163 (62.9%)
No Response	22 (11.2%)	9 (17.6)	0	31 (11.9%)
Totals	196	51	12	259

7. Are concealed weapons permits routinely issued (upon formal written application) to:

	Small		Medium		Large		Total	
	Y	N	Y	N	Y	N	Y	N
Level I (Designated)	44	76	14	23	2	3	162	
Level I (Non-Designated)	85	99	23	25	5	6	243	
Level II	46	116	10	36	3	7	218	
Level III	10	125	7	38	4	6	190	

PART II: RESERVE ADMINISTRATION

8. Are any of your reserve officers paid (not counting equipment expenses) for their services?

	Small	Medium	Large	Total
Yes	123 (62.7%)	27 (53%)	5 (42%)	155 (59.8%)
No	73 (37.2%)	24 (47%)	7 (58%)	104 (40.2%)
Total	196	51	12	259

If "Yes," specify conditions under which reserves might be compensated.

Small Agencies: Special details; beach patrol; court; call-outs; sporting events; school functions; vacation relief; instructor; housing authority; meetings; routine patrol duty; training.

Medium Agencies: Special events; \$100 per month if 20 hrs. worked; school functions and athletic events; court service officers (part-time- no benefits); overtime positions if full-time officers opt not to work; \$10 per hour + 2.5% bilingual pay; up to \$80 per month; \$14 per hour for court; paid for every hour worked; per part-time employee MOU (Memorandum Of Understanding); by State Fair Board for working at Fairgrounds; Level I work park patrol and other special assignments once declined by regular officers; if subsidized by outside entity; transportation shifts; partner officer shifts; mandatory deployment at retail malls each Christmas.

Large Agencies: Non-city events (under separate contract); school functions; \$1.00 per year plus monthly shooting pay; during periods of disaster or special need (\$14 per hour); special events contracts; to fill "extra help" positions (no benefit package).

9. If you do pay your reserves, are they paid for each hour that they work?

	Small	Medium	Large	Total
Yes	78 (63.4%)	17 (63%)	3 (60%)	98 (63.2%)
No	45 (36.6%)	10 (37%)	2 (40%)	57 (36.8%)
Total	123	27	5	155

- a. What is the pay scale or range of pay for reserve personnel?

	Small	Medium	Large
Pay Range:	\$4.50-31.83	\$4.55-30.00	\$12.00-21.26
Average Pay:	\$13.35	\$13.86	\$14.85

10. Does your department provide any fringe benefits, such as insurance, educational subsidy, take-home equipment, etc., to reserve personnel?

	Small		Medium		Large		Total	
	Yes	No	Yes	No	Yes	No	Yes	No
	75	121	17	34	4	8	96	163
	38.3%	61.7%	33.3%	66.6%	33.3%	66.6%	37%	63%
Total	196		51		12		259	

If "Yes," describe:

*Synopsis of reported fringe benefits:

Small Agencies: Uniform purchase and cleaning; safety equipment and uniform allowance; \$50 per month after 5 years service (for insurance); tuition reimbursement; false arrest insurance and paid court time; department pays for CRPOA membership and seminars; CRPOA insurance/dues.

Medium Agencies: Insurance through CRPOA and PORAC; disability insurance; some life insurance.

Large Agencies: LDF; Porac dues; pagers; "life insurance and pension plan."

*Frequent reference to worker's compensation coverage is not listed because it is not a negotiated benefit.

11. Does your department purchase or offset the cost of uniforms and/or equipment for reserve personnel?

	Small	Medium	Large	Total
Yes	151(77%)	45(88.2%)	10(83.3%)	206(79.5%)
No	45(33%)	6(11.8%)	2(16.6%)	53(20.5%)
Total	196	51	12	259

a. If "Yes," specify to what extent:

	Small	Medium	Large
One-time uniform allow. (1 Dept)	\$50-1K	\$200-1.5K	\$250
Annual uniform allow.	\$50-1200	\$50-300	\$150-250

Purchase/issue leather or other safety equipment?

(Synopsis of leather or other safety equipment provided by some departments)

Small Agencies: All safety equipment (80); "gun and rain gear"(1); body armor (6); all uniforms and safety equipment (40).

Medium Agencies: All uniforms and safety equipment (26).

Large Agencies: Same equipment issue as for regulars (4); leather and associated equipment provided (1).

b. If the department does not provide a duty weapon, is the reserve officer (check one):

o Instructed to purchase one specific brand and caliber of duty weapon?

Small	Medium	Large
10	5	2

o Given a range of options in selecting a brand and caliber of duty weapon to purchase?

Small	Medium	Large
80	5	1

o Other options offered (specify):

Small Agencies: Authorized to carry approved weapon of choice (21); duty weapon issued - may carry own weapon with department approval (10).

Medium Agencies: N/A

Large Agencies: N/A

12. Do your reserve officers belong to any of the following professional law enforcement associations (check all that apply)?

	Small	Medium	Large	Total
a. Dept. POA/DSA	31 (18%)	14 (27%)	2 (17%)	47 (18.1%)
b. PORAC	45 (26%)	18 (35%)	6 (50%)	69 (26.6%)
c. CPOA	7 (4%)	4 (8%)	3 (25%)	14 (5.4%)
d. CRPOA	81 (47%)	34 (67%)	9 (75%)	124 (47.9%)
e. Others	9 (5%)	3 (6%)	4 (33%)	16 (6.2%)

13. Are reserve personnel compensated (paid) for court appearances resulting from their reserve duties?

Small		Medium		Large		Total	
Y	N	Y	N	Y	N	Y	N
96	78	36	15	2	9	134	102
55.1%	44.8%	70.6%	29.4%	18.2%	81.8%	56.8%	43.2%
174		51		11		236	

a. If "Yes," how is payment computed?

Synopsis:

Small Agencies: Hourly (\$17 - 22); compensated only for time missed from work; \$7.11 per hour; "Regular officer's pay - 3-hr. minimum at time and one half;" "hour-for-hour;" "witness fees paid by county;" \$9.09 per hour; "2-hour minimum, then hourly;" \$9.63 per hour; "A"-step officer - straight time.

Medium Agencies: \$10.46 per hour; \$16.18 per hour; Time and one half for "A"-step officer; "If they lose wages at work..."; "...bottom step police officer rate."

Large Agencies: "...2-hour minimum at "A"-step deputy;" "...mileage only."

14. What is the minimum number of volunteer hours that reserve personnel are expected to work per month? (If there are no set minimums, record "0")

	Small Range/Average	Medium Range/Average	Large Range/Average
Level I	0-20 / 16.6	0-24 / 19	8-24 / 18
Level II	0-19 / 14	0-36 / 17	8-23 / 18
Level III	0-19 / 15.5	0-24 / 18	8-20. / 17

15. Does your department calculate the net dollar value of services rendered by the reserve unit?

Small		Medium		Large		Total	
Y	N	Y	N	Y	N	Y	N
60	136	22	29	7	5	89	170
30.6%	69.4%	43.1%	56.9%	58.3%	41.7%	34.4%	65.6%

a. If "Yes," what was that dollar amount for the last year in which it was tabulated?

	Small	Medium	Large
Average:	\$141,921	\$251,700	\$3,393,351
Range:	\$6,613-595K	\$12,700-799K	\$786K-\$9 Mil.

PART III: TRAINING

16. How many hours of academy training does your department require for each reserve level?

Agency Size	<u>LEVEL I - DESIGNATED</u>		Total
	560 Hrs. (POST Min)	More than 560 Hrs.	
Small	62	5	67
Medium	20	1	21
<u>Large</u>	<u>2</u>	<u>2</u>	<u>4</u>
Total	84	8	92

Agency Size	<u>LEVEL I - NON-DESIGNATED</u>		Total
	222 Hrs. (POST Min)	More than 222 Hrs.	
Small	125	16	141
Medium	34	11	45
<u>Large</u>	<u>1</u>	<u>9</u>	<u>10</u>
Total	160	36	196

Agency Size	<u>LEVEL II</u>		Total
	164 Hrs. (POST Min)	More Than 164 Hrs.	
Small	109	16	125
Medium	37	7	44
<u>Large</u>	<u>1</u>	<u>7</u>	<u>8</u>
Total	147	30	177

Agency Size	<u>LEVEL III</u>		Total
	64 Hrs. (POST Min)	More Than 64 Hrs.	
Small	75	2	77
Medium	23	4	27
<u>Large</u>	<u>5</u>	<u>3</u>	<u>8</u>
Total	103	9	112

17. How many Non-Designated Level I reserve officers are graduates of the Basic Course?

Small	Medium	Large	Statewide Total
325	192	68	585

18. How many Level II reserve officers are graduates of the Basic Course?

	Small	Medium	Large	Statewide Total
	135	59	11	205

19. In the past, it has been recommended that a "bridging course" be developed for Non-designated Level I reserve officers. This course would allow the officer to advance to Designated Level I without having to go through the whole Basic Course. Is this a good concept?

	Small	Medium	Large	Total
Yes	150	36	6	192 (74.1%)
No	46	15	6	67 (25.8%)
Total	196	51	12	259

Comments or observations:

Small Agencies: "Good concept;" "...would allow reserve officers to continue working;" "...our officers would benefit...;" "... good concept, but the focus of reserves should be on support - not general law enforcement;" "I don't believe there is a substitute for the academy curriculum and experience...;" "...if done in extended academy format...;" "... it is difficult to keep professional reserves on board;" "...formal academy should be the minimum;" "We need this now more than ever... the bridging course must be reorganized as the basic course (has been) or support more extended format academies."

Medium Agencies: "Reserves should be able to parlay training to qualify for full-time employment;" "It will only work if the department wants Designated Level I reserves."

Large Agencies: "We wish to recruit people who want to remain reserves;" "... of no benefit to the department - no effect on reserve deputies or duty status;" "We have no plans to have Level I reserves;" "What are the number of hours and will the training be redundant?"

20. Is the POST minimum training standard for Level II Reserves (154 hours) sufficient?

	Small	Medium	Large	Total
Yes	152	32	6	190
No	41	15	3	59
No Response	3	4	3	10
Total	194	51	12	259

Suggestions:

Small Agencies: "Short refreshers could be used;" "...should include side-handled baton, carotid, O.C. spray and driving;" "...should be the same as for non-designated Level I's;" "...need more training - more officer safety;" "Put all three levels through the same 222-hour course;" "existing training is adequate for back-up responsibilities;" "...material being taught is lacking;" "Increase hours and drop continuous evaluation;" "...all should be Level I."

Medium Agencies: "POST Basic;" "suggest 200 hours."

Large Agencies: "More driving, defensive tactics, custody and firearms;" "...our department requires 260 hours;" "None of the minimums are sufficient."

- a. Is the continuous field training requirement for Level II Reserve Officers reasonable?

	Small	Medium	Large	Total
Yes	150	34	7	91
No	31	16	4	51
<u>No Response</u>	<u>15</u>	<u>1</u>	<u>1</u>	<u>17</u>
Total	196	51	12	259

Comments or observations:

Small Agencies: "Too cumbersome to maintain;" "reduces liability;" "...should be able to work under general supervision - not including general patrol duties;" "...it's not practical to expect records to be completed or maintained;" "...all reserves need continuous up-dating...;" "once they pass the field training program, formal evaluation should cease."

Medium Agencies: "If not continuous, retention level is low;" "Level I's should have more flexibility (in assignment)."

Large Agencies: "Too vague;" "...need field training program for Level I's and II's;" "...academy training hours do not support reserve officers."

21. Is the POST minimum training standard for Level I Non-Designated Reserves (222 hours) sufficient?

	Small	Medium	Large	Total
Yes	134	27	6	167
No	40	22	6	68
<u>No Response</u>	<u>22</u>	<u>2</u>	<u>0</u>	<u>24</u>
Total	196	51	12	259

Suggestions:

Small Agencies: "Regular academy needed if regular officers' duties are to be performed - otherwise, FTOs have to make up the difference;" "...reserves need to be as well-trained as regular officers;" "...hours O.K. - material is not;" "...individual departments should implement their own in-house training requirements."

Medium Agencies: "We require 480 hours;" "...more time should be considered;" "more training... helps reduce liability;" "250-300 hours with more officer safety and criminal law;" "Should be Basic Course + 200-hour field training program."

Large Agencies: "Should be more in line with the basic course, if the reserves do the same thing as regulars;" "...train to job specifications of Level I;" "...our requirement is 406 hours + 200 hour field training program;" "raise to minimum of 400 hours;" "...should be a minimum of basic course (560 hours)."

22. Does your department have a Continuing Professional Training Requirement (CPT) for reserve personnel?

	Small	Medium	Large	Total
Yes	90(45.9%)	29(56.8%)	7(58.3%)	126(48.6%)
*Range	4-96hr/yr	12-60hr/yr	24-48hr/yr	4-96hr/yr
*Average	29 hr/yr	33 hr/yr	26 hr/yr	29.3 hr/yr
No	106(44.1%)	22(43.1)	5(41.7%)	133(51.4%)
Total	196	51	12	259

*a. If "Yes," how many hours per year? (See Range/Average - above)

*b. If "Yes," who provides CPT training (check all that apply)?

	Small	Medium	Large	Total
In-house Personnel	85	27	7	119
Local Comm.College	25	5	0	30
Annual Res.Conf.	23	10	1	34
Res.Spring Trng.Sem.	6	4	0	10
Res.Coord.Assn.	4	1	0	5
Other	11	3	0	14

23. Should there be a CPT requirement for reserves?

	Small	Medium	Large	Total
Yes	163(83.16%)	44(86.27%)	12(100%)	219(84.6%)
No	33(16.83%)	7(13.72%)	0	40(15.4%)
Total	196	51	12	259

24. Are there sufficient training courses available to your reserve personnel so that they do not have to leave the area to get needed training?

	Small	Medium	Large	Total
Yes	125 (63.8%)	39 (76.5%)	9 (75%)	173 (66.79%)
No	<u>71 (36.2%)</u>	<u>2 (23.5%)</u>	<u>3 (25%)</u>	<u>84 (32.43%)</u>
Total	196	51	12	259

- a. If "No," specify what courses are needed in your area and offer your view of the best way for POST to assist in delivering that training:

Synopsis:

Small Agencies: Driver training; defensive driving; deadly force; Level I academy; officer safety; first aid/CPR; chemical agents. All classes should be on weekends; consider rural needs; use more video and IVD.

Medium Agencies: CPT and "basic techniques of police;" More video and "down link" training; POST could start paying presenters to come into the area (on weekends and in the evenings).

Large Agencies: Background investigation; supervisory and management training; criminal law, search and seizure, patrol tactics (designed for volunteer law enforcement). Courses should be held to 4-hour segments that can be presented at night and on weekends.

25. Does your department maintain records of the hours of service and duty assignments of reserve personnel?

	Small	Medium	Large	Total
Yes	175	51	11	237
No	7	0	1	8
No Response	<u>14</u>	<u>0</u>	<u>0</u>	<u>14</u>
Total	196	51	12	259

PART IV: OPERATIONS

26. Please check a "Yes" or "No" response to indicate which of the following tasks are performed by the different levels of reserve officer within your department.

ASSIGNMENT BY RESERVE LEVEL	Small Agencies 1-99 Officers				Medium Agencies 100-499 Officers				Large Agencies (500 + Officers)			
	L III	L II	L I/N	L I/D	L III	L II	L I/N	L I/D	L III	L II	L I/N	L I/D
1 Person Patrol	3	4	127	52	0	3	33	11	0	0	8	4
Ride Along w/ Reserve Officer	4	23	116	52	3	8	33	11	0	0	7	4
Ride Along w/ Regular Officer	9	123	156	52	11	35	42	11	2	7	9	4
Traffic Enforcement	4	56	138	52	1	18	36	11	0	5	7	4
K-9 Patrol	0	2	7	1	1	10	6	1	0	0	0	0
Search & Rescue	10	50	70	30	7	11	12	6	3	5	3	2
Transportation	12	85	148	52	2	24	38	11	0	6	7	4
Detentions	8	45	68	45	2	16	16	9	0	5	5	3
Traffic Control	26	108	145	52	9	35	42	11	3	7	9	4
Spec. Event Security	23	101	157	52	8	35	41	11	1	6	9	4
Crime Prevention	33	82	118	47	13	24	31	9	3	3	6	3
Crime Analysis	18	21	26	17	4	4	4	1	1	0	0	1
Dispatching	24	38	55	25	4	8	12	5	1	2	2	1
Licensing Functions	16	19	28	14	1	3	3	3	0	0	0	0
Preliminary Investigations	9	52	118	52	0	18	34	11	1	2	7	3
Taking Reports	16	82	146	52	3	25	39	11	1	6	8	4
Technical Svcs.	30	44	67	33	16	8	11	5	4	3	3	1
Other*	11	19	39	12	4	7	9	5	2	4	8	8
* Includes: Research, Bike Patrol, Motor Officer, ABC, Warrant Service, Bailiff, Training, Civil, Booking, Animal Control, SWAT, Clerical, Chaplain, Gang Task Force, Narcotics Task Force, DARE, Background Investigations, Boat Patrol, and Helicopter Observer.												
Number of Agencies (by size) that use respective reserve "Level"	46	123	157	52	18	35	42	11	9	8	9	4
Percentage (by size) that use respective reserve "Level"	24	63	80	27	35	69	82	22	75	67	75	33

27. Do your reserve officers' uniforms differ from those of regular officers?

	Small	Medium	Large	Total
Yes	40	3	5	48 (18.53%)
No	140	47	7	194 (74.9%)
<u>No Response</u>	<u>16</u>	<u>1</u>	<u>0</u>	<u>7 (6.56%)</u>
Total	196	51	12	259

a. If "Yes," how do they differ? (The word "Reserve" on the officer's badge is not considered uniform differentiation within the scope of this survey).

Small Agencies: Of the 40 agencies that cited uniform differences, the range of responses included: Different color of leather gear, patch design differences or rockers identifying the officer as a reserve, different badge color, different types of nametags and reserve Sergeants wearing different types of stripes or no stripes at all.

Medium Agencies: The three agencies that cited uniform differences referenced patch design differences or rockers on the patch that identified the officer as a reserve.

Large Agencies: Of the three large agencies that cite uniform differences, two report different badge colors for reserve officers and the third reports a total different colored uniform and a "reserve" ribbon extended from or affixed to the badge.

28. What is the minimum age at which one may become a reserve officer on your department?

Yrs of Age	Small	Medium	Large	Total
18	70	7	1	78 (30.11%)
19	1	1	0	2 (.07%)
20	8	1	2	11 (4.24%)
<u>21</u>	<u>117</u>	<u>42</u>	<u>9</u>	<u>166 (64.1%)</u>
Total	196	51	12	259

29. Do your reserve officers have a mandatory retirement age?

	Small	Medium	Large	Total
Yes	17 (8.7%)	7 (13.8%)	2 (16.7%)	26 (10%)
Range	55-65	55-67	60-70	55-70
Average	59	61	70	63.3
No	175	42	10	227 (87.6%)
<u>No Response</u>	<u>4</u>	<u>2</u>	<u>0</u>	<u>6 (2.3%)</u>
Total	196	51	12	259

30. What criteria must be met for a reserve to be honorably retired from your department?

Synopsis: # of Similar Responses

Small Agencies:

"No Policy" or "None"	94
"Handled on a Case-By-Case Basis"	4
"Chief's/Sheriff's Discretion"	7
"Same as a Regular Officer"	2
"Meet All Standards in General Orders"	1
"Be in Good Standing"	13
"5 years Honorable Service"	6
"10 years Honorable Service"	34
"15 Years Honorable Service"	4
"20 years Honorable Service"	9

Medium Agencies:

"None"	20
"Honorable service and approval by the chief"	2
"10 years"	12
"Currently Being Reviewed"	1
"10 years + 2000 hours"	1
"Good Standing and Current in Hours"	2
"20 Years Service"	9
"15 Years Service"	3
"12 Years Service"	1

Large Agencies:

"None"/"No Program in Place"	2
"10 Years Service"	5
"15 Years Service"	3
"20 Years Service"	2

31. When your reserve personnel retire from service, are they issued a badge and/or identification card indicating that they are honorably retired from service as a reserve peace officer?

	Small	Medium	Large	Total
Yes	84 (42.9%)	34 (66.7%)	10 (83.3%)	128 (49.4%)
No	91 (46.4%)	13 (25.5%)	2 (16.7%)	106 (40.9%)
<u>No Response</u>	<u>21 (10.7%)</u>	<u>4 (7.8%)</u>	<u>0</u>	<u>25 (10%)</u>
Total	196	51	12	259

32. Does your department attempt to recruit or encourage the hiring of reserve officers as full-time, paid police officers/deputy sheriffs?

	Small	Medium	Large	Total
Yes	165 (84.1%)	31 (60.7%)	9 (75%)	205 (79.15%)
No	18 (9.2%)	9 (17.6)	3 (25%)	30 (11.58%)
<u>No Response</u>	<u>13 (6.6%)</u>	<u>11 (21.5%)</u>	<u>0</u>	<u>24 (9.26%)</u>
Total	196	51	12	259

33. Do you have any further information or concerns pertinent to reserve training that have not been addressed in this survey instrument?

- a. If "Yes," please list these items below or on a separate sheet of paper.

Synopsis:

Small Agencies:

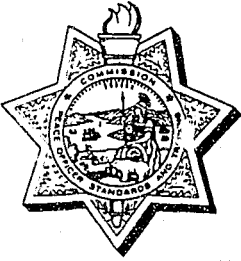
- POST should reimburse for reserve training.
- Training should be equal for reserves and regulars.
- POST should provide incentives for additional reserve training.
- Our last 7 officers hired were reserves.
- Departments are depending more on reserves, so training should be the same (as for regulars).
- We recommend one level of training for all reserves. Level II should not be in a never-ending training cycle.
- 11 of our last 14 officers (hired) were reserves.
- We need to attract better overall reserves.
- Level I reserves should have a CIT requirement.

Medium Agencies:

- Special concern should be given to reserve FTO training.
- POST should sponsor and reimburse for reserve training.
- Reserves need to be accountable for continued update training for their safety and liability concerns.
- Budget cuts leave no extra money to train reserves.
- We fail to recognize the reserve program for the value it represents to law enforcement.
- We must ensure that our citizen volunteers are well-trained. When you cross the line and start to pay reserve officers we believe you seriously detract from the program in a number of very important ways.
- There should be only one academy - Level I. It gets far too confusing.
- We have a difficult time getting mature reserve candidates. Most of them are "wanna be" police officers.
- Would like to see modular training that would allow us to use reserves sooner. Subsequent modules would lead to greater responsibility.
- Would like to see more clearly defined rules and guidelines for reserves.

Large Agencies:

- Reimburse for reserve training through travel and instructor salaries.
- Reserve training will be addressed in our department's long-range plan.
- POST standards have too many gray areas.
- The PAM section for reserves needs to be much more specific.
- Level II should have a maximum length of 24 months.
- Automatically making an officer a Level I because they have completed a basic academy is a liability problem;
- Level II should be for "technical reserves" or search and rescue.



RESERVE OFFICER UTILIZATION SURVEY

The Commission on Peace Officer Standards and Training (POST) is conducting a survey to gain information about the level of training and utilization of reserve peace officers in the State of California.

It is hoped that the data collected from this survey will assist in developing strategies for improving the training provided to reserve officers that serve your communities. POST needs a high rate of return on the survey instrument so that a valid overview of reserve training, administration and deployment practices can be properly assessed.

INSTRUCTIONS FOR COMPLETING SURVEY

- After reviewing these instructions, but before starting the survey instrument, please complete the Agency Contact Information data at the *bottom* of this page.
- The attached survey is divided into four segments: **PERSONNEL, ADMINISTRATION, TRAINING, and OPERATIONS**. The survey instrument will take approximately 40 minutes to complete.
- Read the survey in its entirety before responding to any questions.
- Try to answer each question as fully as possible. Use extra paper (attachments) if necessary.
- Complete and return the survey instrument in the attached self-addressed envelope by **Friday, April 29, 1994**.
- The survey report will be distributed to all participating agencies after responses have been tabulated.

Questions may be directed to POST, Basic Training Bureau, (916) 227-4252.

Agency Contact Information

- I. Agency: _____
- II. County: _____
- III. Total number of full-time peace officer positions: _____
- IV. Total number of full-time non-peace officer positions: _____
- V. Contact person to whom questions (from POST) may be directed:
 - a. Name: _____
 - b. Rank: _____
 - c. Duty Telephone: (____) _____
- VI. Who is your department's reserve coordinator?
 - a. Name: _____
 - b. Title: _____
 - c. Duty Telephone: (____) _____
- VII. Please send a copy of the final survey report to:
 - a. Name: _____
 - b. Title: _____
 - c. Mailing Address: _____
 - d. City, State and Zip: _____
- VIII. Name, title and business telephone number of person who completed this survey form:
 - a. Name: _____
 - b. Title: _____
 - c. Telephone No.: (____) _____
 - d. Date of completion _____

RESERVE OFFICER UTILIZATION SURVEY

SURVEY RESPONSE SHEET

PART I - PERSONNEL

1. Does your department have a reserve peace officer program? Yes No

a. If "No", did your department have a reserve program at some time in the past? Yes No

b. If the answer to "a." is "Yes", please state the reason the reserve program was discontinued:

2. How many reserve officers comprise your entire reserve unit? Total Number: _____

a. Please specify number by assigned level:

Designated Level I	Non-Designated Level I	Level II	Level III

3. How do you recruit volunteers into your reserve program? (check all that apply)

- a. Newspaper c. Television e. Personal Contact by Recruiters
 b. Radio d. Job Fairs f. Other Specify: _____

4. Who conducts background investigations on reserve candidates? (check all that apply)

- a. Regular Background Investigator d. Reserve Officers
 b. Regular Officer e. Other Specify: _____
 c. Contract background service

5. In ascending order, provide the rank structure within your reserve unit (i.e., Deputy/Officer, Corporal, Sergeant, Lieutenant, Captain, Commander/Deputy Chief, etc.):

6. Does your department have a Reserve Coordinator? Yes No

a. If "Yes", number of hours per week your Reserve Coordinator spends on reserve-related duties: _____

b. What collateral duties or responsibilities are performed by your Reserve Coordinator?

c. Is your Reserve Coordinator a full-time paid police officer or deputy? Yes No

d. Has your Reserve Coordinator attended the POST-certified (40-hour) Reserve Coordinator's Course? Yes No

i. If "No", is your department planning to provide him/her with this training? Yes No

e. Does your Reserve Coordinator attend the POST-certified (16-hour) Reserve Coordinator Seminar?
 Yes, Annually Occasionally No

i. Check other training your Reserve Coordinator attends:

- Annual Reserve Peace Officer's Conference Reserve Coordinators Association
 Reserve Training Seminars Other _____

f. Does your Reserve Coordinator have a paid staff to assist with reserve-related duties? Yes No

i. If "Yes", number of sworn support staff: _____ Number of civilian support staff: _____

7. Are concealed weapons permits routinely issued (upon formal written application) to:

- Level I (Designated) Yes No Level II Yes No
 Level I (Non-designated) Yes No Level III Yes No

RESERVE OFFICER UTILIZATION SURVEY

SURVEY RESPONSE SHEET

PART II - RESERVE ADMINISTRATION

8. Are any of your reserve officers paid (not counting equipment expenses) for their services? Yes No

If "Yes", specify conditions under which reserves might be compensated. (Add attachments and/or contractual language if appropriate):

9. If you do pay your reserves, are they paid for each hour that they work? Yes No

a. What is the pay scale or range of pay for reserve personnel? \$ _____

10. Does your department provide any fringe benefits, such as insurance, educational subsidy, take-home equipment, etc., to reserve personnel? Yes No

If "Yes", describe: _____

11. Does your department purchase or offset the cost of uniforms and/or equipment for reserve personnel? Yes No

a. If "Yes", specify to what extent:

i. One-time uniform allowance - amount \$ _____

ii. Annual uniform allowance - amount \$ _____

iii. Purchase/issue of leather or other safety equipment (specify) _____

b. If the department does not provide a duty weapon, is the reserve officer (check one):

i. Instructed to purchase one specific brand and caliber of duty weapon

ii. Given a range of options in selecting a brand and caliber of duty weapon to purchase

iii. Other options offered (specify): _____

12. Do your reserve officers belong to any of the following professional law enforcement associations (check all that apply)? Yes No

Your Department's POA/DSA
 PORAC

CPOA
 CRPOA
 Others (list) _____

13. Are reserve personnel compensated (paid) for court appearances resulting from their reserve duties? Yes No

a. If "Yes", how is payment computed? _____

14. What is the minimum number of volunteer hours that reserve personnel are expected to work per month? (If there are no set minimums, record "0")

Level I _____ Level II _____ Level III _____

15. Does your department calculate the net dollar value of services rendered by the reserve unit? Yes No

a. If "Yes", what was that dollar amount for the last year in which it was tabulated? \$ _____

RESERVE OFFICER UTILIZATION SURVEY

SURVEY RESPONSE SHEET

PART III - TRAINING

16. How many hours of academy training does your department require for each reserve level?

	Hours Provided	POST Minimum
Level I - Designated		(560 Hrs)
Level I - Non-designated		(222 Hrs + 200 Hr. FTO)
Level II		(162 Hrs)
Level III		(64 Hrs)

17. How many Non-Designated Level I reserve officers are graduates of the Basic Course? _____

18. How many Level II reserve officers are graduates of the Basic Course? _____

19. In the past, it has been recommended that a "bridging course" be developed for Non-designated Level I reserve officers. This course would allow the officer to advance to Designated Level I by making up the difference in training rather than having to go through the whole Basic Course. Is this a good concept? Yes No

Comments or observations: _____

20. Is the POST minimum training standard for Level II reserves (154 hours) sufficient? Yes No

Suggestions: _____

a. Is the continuous field training requirement for Level II reserve officers reasonable? Yes No

Comments or observations: _____

21. Is the POST minimum training standard for Level I Non-designated Reserves (222 hours) sufficient? Yes No

Suggestions: _____

22. Does your department have a Continuing Professional Training Requirement (CPT) for reserve personnel? Yes No

a. If "Yes", how many hours per year? _____

b. If "Yes", who provides CPT (check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> In-house by agency personnel | <input type="checkbox"/> Reserve Spring Training Seminar |
| <input type="checkbox"/> Local Community College | <input type="checkbox"/> Reserve Coordinator's Association |
| <input type="checkbox"/> Annual Reserve Peace Officer Conference | <input type="checkbox"/> Other _____ |

23. Should there be a POST CPT requirement for reserves? Yes No

Comments: _____

24. Are there sufficient training courses available to your reserve personnel so that they do not have to leave the area to get needed training? Yes No

a. If "No", specify what courses are needed in your area and offer your view of the best way for POST to assist in delivering that training: _____

25. Does your department maintain records of the hours of service and duty assignments of reserve personnel? Yes No

RESERVE OFFICER UTILIZATION SURVEY

SURVEY RESPONSE SHEET

PART IV - OPERATIONS

26. Please check a "Yes" or "No" response to indicate which of the following tasks are performed by the different levels of reserve officer within your department.

Duties	Designated Level I		Non-designated Level I		Level II		Level III	
	Yes	No	Yes	No	Yes	No	Yes	No
<i>1-Person Patrol</i>								
<i>Ride Along (W/ other reserves)</i>								
<i>Ride Along (W/ regular officer)</i>								
<i>Traffic Enforcement</i>								
<i>K-9 Patrol</i>								
<i>Search and Rescue</i>								
<i>Prisoner Transportation</i>								
<i>Detentions Officer</i>								
<i>Traffic Control</i>								
<i>Special Event Security</i>								
<i>Crime Prevention</i>								
<i>Crime Analysis</i>								
<i>Dispatching Functions</i>								
<i>Licensing Functions</i>								
<i>Preliminary Investigation</i>								
<i>Taking reports (in person or by phone)</i>								
<i>Technical Services (Computer, Medical, etc.)</i>								
<i>Other:</i>								

RESERVE OFFICER UTILIZATION SURVEY

SURVEY RESPONSE SHEET

PART IV - OPERATIONS (Continued)

27. Do your reserve officers' uniforms differ from those of regular officers?

Yes No

a. If "Yes", how do they differ? _____

28. What is the minimum age at which one may become a reserve officer on your department? _____

29. Do your reserve officers have a mandatory retirement age?

Yes No

If "Yes", what is that age? _____

30. What criteria must be met for a reserve to be honorably retired from your department? _____

31. When your reserve personnel retire from service, are they issued a badge and/or identification card indicating that they are honorably retired from service as a reserve peace officer?

Yes No

32. Does your department attempt to recruit or encourage the hiring of reserve officers as full-time, paid police officers/deputy sheriffs?

Yes No

33. Do you have any further information or concerns pertinent to reserve training that have not been addressed in this survey instrument?

Yes No

a. If "Yes", please list these items below or on a separate sheet of paper: _____

Thank you for taking the time to complete this survey. The data will be compiled and ultimately used to assist in revising the reserve training curriculum. Please place the completed survey form in the self-addressed envelope and return it to POST by April 29, 1994 or earlier.