This training memorandum will focus on four topics: Perishable Skills Training, In-House Training, Outside Training, and Other Mandatory Training for UPD in 2022.

**Perishable Skills Program Training**

Perishable Skills Program (PSP) training is mandated biannually by the California Commission on Peace Officer Standards and Training (POST). Failure to adhere to the requirements jeopardizes POST certification. PSP training includes Range, Use of Force, Driving, Strategic Communication, and Defensive Tactics.

**Other Mandatory Training**


**In-House Training**

Active Shooter- Active Shooter training includes tactical responses, decision making and de-escalation. Sgt. Jackson and Sergeant Martin are the instructors.

Defensive Tactics and Personal Defense- UPD subscribes to a Jiu Jitsu-based DeTac program for several reasons. First, simple Jiu Jitsu principles naturally fit practical police applications. Second, ground conflicts represent reality for police use of force and Jiu Jitsu is an effective skill set. Third, Jiu Jitsu principles naturally dovetail with decision making and de-escalation. Developing the DeTac portion of the program will precede the Personal Defense portion which will launch in 2023. Sgt. Carpenter and Officer Tompkins are the instructors.

Driving Tactics and Skills- The existing instructors will pursue a refresher course while the new instructor will attend the 24-hour Low-Speed Driving Instructor's Course, the 40-hour
High-Speed Instructor’s Course, and the 40-hour POST Instructor’s Course. Like all of the in-house training, driver’s training will include decision making and de-escalation. The driving curriculum will include an internal PSP-certified course which will be less expensive, better training, and allow more flexibility. Officer Winkle and Officer Walker are the instructors.

OC/PepperBall- Training will include tactical considerations, decision making and de-escalation. The approach will be a series of briefing training sessions to ensure principles and tactics remain fresh. Sgt. Martin will be the instructor with efforts to identify a secondary instructor underway.

Less Lethal- Less Lethal (i.e. beanbag shotguns and Tasers) training will include tactical considerations, decision making and de-escalation. Training will occur in conjunction with range training. There will be a cost to convert the UPD shotguns to less-lethal. Sgt. Martin will serve as the Less Lethal instructor with efforts to identify a secondary instructor underway.

Range/Simunitions- Range curriculum will include an internal PSP-certified course to provide reduced cost, improved training, and more flexibility in the PSP schedule. Training will include firearm tactics and operations, decision making and de-escalation.

Strategic Communication- The program represents a new endeavor for UPD and will touch on communication between police officers and specific cultural groups. The cadre will be highly collaborative with on-campus organizations to both provide, and receive, training. Topics may include, but are not limited to, decision-making, de-escalation, cultural sensitivity, and communication with people in crisis.

Outside Training

In addition to the mandatory training, PSP training, and In-House training, other training is required as a cost of doing business or highly desirable. The required training includes Field Training Officer (FTO) courses and updates, FTO Coordinator School, Supervisor’s School, Manager’s School, and Dispatcher’s School. The following courses are important moving forward to develop leadership, supervision, and management capacity:

Sworn Officers

- Crisis Intervention Training (8 or 40 hours) (GetSafe or CPOA)
- Current Legal Issues in Law Enforcement
- Leadership Development Course (CPOA, 80 hours)
- Transformational Leadership (CPOA)
- Use of Force/Liability/Litigation: Breaching the Minefield (CPOA)

Sworn Supervisors

- Assertive Supervision (Marin Consulting)
- Current Legal Issues in Law Enforcement
- Internal Affairs Investigations
- Leadership and Accountability (Marin Consulting)
- Leadership Development Course (CPOA, 80 hours)
- Officer Involved Shootings
- Patrol Ops-Field Leadership (CPOA)
- POBR (CPOA)
- Sherman Block Institute of Leadership (POST Plan IV)
- Transformational Leadership (CPOA)
- Use of Force/Liability/Litigation: Breaching the Minefield (CPOA)
- Women in Leadership (Janet Davis & Associates)

Managers

- Assertive Supervision (Marin Consulting)
- FBI National Academy
- Leadership and Accountability (Marin Consulting)
- Leadership Primer for Commanders (CPOA)
- Leading in Crisis: Response and Mitigation of Critical Incidents (CPOA)
- Use of Force/Liability/Litigation: Breaching the Minefield (CPOA)

Non-Sworn Personnel

- Crisis Intervention Training (8 or 40 hours) (GetSafe or CPOA)
- Current Legal Issues in Law Enforcement
- Transformational Leadership (CPOA)

Non-Sworn Supervisors

- Assertive Supervision (Marin Consulting)
- Current Legal Issues in Law Enforcement
- Leadership and Accountability (Marin Consulting)
- Leadership Development Course (CPOA, 80 hours)
- Leading the Professional Employee (CPOA, 16 hours)
- Leading the Professional Employee (Cristando House Inc., 8 hours)
- Transformational Leadership (CPOA)
- Women in Leadership (Janet Davis & Associates)

Of course, other specific skill-based training will always be necessary, such as evidence collection, interview & interrogation, or writing search warrants, etc. Please contact UPD for further information or with any questions, concerns, or commendations.