



## 1306.00 SWORN PERSONNEL STANDARDS FOR EMPLOYMENT AND TRAINING

<b>Responsible Officer:</b>	EVP-COO UC Operations
<b>Responsible Office:</b>	Systemwide Community Safety
<b>Issuance Date:</b>	[The date of issuance by the President]
<b>Effective Date:</b>	[The date that the Policy is first enforceable]
<b>Scope:</b>	The policies and procedures contained within constitute a directive for members of the University of California Police Department (UCPD). They were created to provide direction and guidance to the members of the UCPD and provide the framework of coordination for the protection of the population and resources of the University of California.

<b>Contact:</b>	Jody Stiger
<b>Title:</b>	Director, Office of Systemwide Community Safety
<b>Email:</b>	<a href="mailto:Jody.Stiger@ucop.edu">Jody.Stiger@ucop.edu</a>
<b>Phone:</b>	(510) 987-9456

### TABLE OF CONTENTS

I.	POLICY SUMMARY .....	1
II.	POLICY TEXT .....	2
III.	COMPLIANCE / RESPONSIBILITIES .....	4
IV.	RELATED INFORMATION .....	4
V.	FREQUENTLY ASKED QUESTIONS.....	5
VI.	REVISION HISTORY .....	5
VII.	APPENDIX .....	5

### I. POLICY SUMMARY

The Systemwide Sworn Personnel Standards for Employment and Training Policy defines and details the minimum selection standards, requirements upon hiring, requirements for lateral transfer, and reappointment conditions for all University of California sworn peace officers.

The UC Police Department adheres to the regulations and standards of the California Commission on Peace Officer Standards and Training (POST) in the employment and training of University peace officers.

Each UC campus Chief of Police is responsible for implementing these standards locally and may create additional policies that are more specific, but not less stringent, than this systemwide directive. Together, these standards are meant to ensure consistent professionalism, accountability, and high-quality training across all UC police departments, reinforcing the university's commitment to safety and lawful policing practices.

---

## II. POLICY TEXT

---

### *PEACE OFFICER STANDARDS AND TRAINING*

**1306.1** The Police Department adheres to the regulations and standards of the California Commission on Peace Officer Standards and Training (POST) in the employment and training of University peace officers. All the requirements of these regulations and standards shall apply to each lateral entrant, regardless of the rank to which the person is appointed.

### *MINIMUM STANDARDS FOR PEACE OFFICER CANDIDATES, ENTRY LEVEL*

**1306.2** Every officer employed by the department shall be selected in conformance with the California Commission on Peace Officer Standards and Training (POST) minimum selection standards for California peace officers pursuant to Government Code (GC) Sections [1029](#), [1030](#), and [1031](#), and Commission Regulations [1950-1955](#).

### *REQUIREMENTS UPON APPOINTMENT*

**1306.3** All entry level officers shall satisfy the requirements in this section.

**1306.3.1 Initial Training.** Be enrolled by the hiring department in a certified course of training at a POST Basic Academy or be assigned to a POST certified Field Training Officers' Program within 90 days as required by California Penal Code section [832\(b\)](#) and [832.3\(a\)](#).

**1306.3.2 POST Regular Basic Course.** Satisfactorily complete a POST Regular Basic Course in either the standard or modular format.

**1306.3.3 Probationary Period.** Serve a probationary period of twelve (12) months of service at one-half time or more without a break in service. Time required to complete the POST Basic Academy or equivalent and time on leave, with or without pay, are not

qualifying service for the completion of probation. The probationary period shall be completed following 12 months of continuous service, unless extended at the direction of the Chief of Police.

**1306.3.4 POST Basic Certificate.** Obtain a POST Basic certificate as evidence of proficiency as a peace officer as required by [Section 832.4](#) of the California Penal Code and POST Commission Regulations.

#### *NOTICE OF RECRUITMENT*

**1306.4** Notices of recruitment for peace officers on any campus shall be posted on all campuses for at least 15 calendar days in advance of the close of recruitment for the announced position.

#### *REQUIREMENTS FOR LATERAL ENTRY OR INTERCAMPUS, IN-CLASS TRANSFER*

**1306.5** University of California Police Departments may accept applicants to fill peace officer positions who:

- (a) Have successfully completed all basic training at a POST Certified Academy (or equivalency as established by POST).
- (b) Authorize review of their personnel files and records of personal history investigations.
- (c) Participate in an oral interview with the hiring department.
- (d) Meet all University of California minimum standards and the POST Minimum Standards for Peace Officer Employment for appointment to positions in the class of Police Officer, including completion of any step of the qualifying process deemed advisable by the hiring department; and
- (d) Submit to a pre-employment psychological and medical examination.
- (e) Have not medically retired as a sworn police officer from any police or public safety department.

#### *REAPPOINTMENT OF FORMER SWORN PERSONNEL, CONDITIONS*

**1306.6** Any regular sworn member of the department who has completed the initial probationary period and who resigned in good standing may be considered for reappointment, in accordance with appropriate Personnel Policy, without entry level written examination at the rank held at date of separation provided that:

- (a) There is an existing vacancy in said rank.

- (b) The application for reappointment is made within one year from the date of separation.
- (c) The applicant's physical condition and personal history investigation are satisfactory as of the time of reappointment.
- (d) A pre-employment psychological screening examination is conducted prior to reappointment.
- (e) The applicant meets all University of California minimum standards and the POST Minimum Standards for Peace Officer Employment for appointment to positions in the class of Police Officer, including completion of any step of the qualifying process deemed advisable by the hiring department.

**1306.6.1 Appointment to Lower Rank.** When there is no current vacancy in the position which was held at the time of separation, the applicant may be appointed to a lower rank where a vacancy exists. Future promotions from the position to which the employee is appointed must be through established promotional procedures.

**1306.6.2 Employee Status.** An officer appointed pursuant to sections 1306.6 or 1306.6.1 shall have the status of a new employee with regard to seniority in rank. Sick leave, vacation accruals, and benefits eligibility and status will be in accordance with applicable Personnel Policy.

**1306.6.3 Probationary Period.** Officers of any rank reappointed under sections 1306.6 or 1306.6.1 shall serve a probationary period of 12 months as described in Section 1306.3.3.

---

### III. COMPLIANCE / RESPONSIBILITIES

---

Each Chief of Police has the responsibility to adopt and publish policies and procedures for the assistance and guidance of the members of their individual campus police departments. Policies and Procedures for campus police departments issued by authority of the Chief of Police shall have the same authority as these Policies.

Local regulations, including General and Special Orders, Procedural Memoranda and instructions may be written more restrictively than Policies Applying to University of California Police Department, however they may not be written to supplant or diminish the Policies and Procedures contained within this Systemwide document.

---

### IV. RELATED INFORMATION

---

[California POST standards](#)

[California Penal Code Chapter 4.5 Peace Officers \[§§830-832.18\]](#)

---

## V. FREQUENTLY ASKED QUESTIONS

---

Not Applicable.

---

## VI. REVISION HISTORY

---

**January 2, 2026:** Updated to reflect renumbering of Commission Regulations from 9050-9055 to 1950-1955, and general formatting. This Policy is also reformatted to meet Web Content Accessibility Guidelines (WCAG) 2.0

**January 7, 2011:** Revised

---

## VII. APPENDIX

---

Not Applicable.

DRAFT