

STANDARDS AND TRAINING FOR CORRECTIONS

Implementation of Assembly Bill 268

Frequently Asked Questions

Commencing July 1, 2024, Assembly Bill (AB) 268 (Chapter 298, Statutes of 2023) required the Board of State and Community Corrections (BSCC) to develop and adopt regulations as follows:

- Correctional officers shall be certified in cardiopulmonary resuscitation (CPR) and shall be required, when safe and appropriate to do so, to begin CPR on a non-responsive person without obtaining approval from supervisors or medical staff.
- In-service training of correctional officers shall include no fewer than four hours of training on mental and behavioral health annually. Training requirements prescribed in this subdivision shall be developed by the Board of State and Community Corrections' Standards and Training for Corrections (STC). (Penal Code section 6048(d)).

Regulation Status and Implementation Date

1. Will the regulations apply to juvenile and adult correctional officers?

The regulations will only apply to adult correctional officers, their supervisors and managers, and the administrators of jails and adult detention facilities.

2. When will the regulations become effective?

The regulations will become effective on January 1, 2025 and are available at <https://www.bscc.ca.gov/wp-content/uploads/2024/10/OFFICIAL-STC-Title-15-effective-January-1-2025.pdf> (see section 184).

3. When will the first compliance monitoring occur and what is the timeframe of records that will be reviewed?

At a minimum, agencies should begin implementation on January 1, 2025. However, given that the effective date occurs mid inspection cycle, STC will not deem an agency out of compliance until reviews occur in the next full fiscal year. In other words, the monitoring process will begin in July 2026 and will include the agencies' training documents for July 1, 2025 through June 30, 2026.

During the monitoring process that will begin in July 2025 for the July 1, 2024 through June 30, 2025 training year, Field Representatives will provide technical assistance to support agency compliance with the new regulations in the upcoming training cycle (July 1, 2025 through June 30, 2026). This technical assistance may include, but is not limited to, reviewing any documentation or systems currently in place for tracking and monitoring compliance and answering any questions regarding the regulations and documentation necessary to support compliance.

Cardiopulmonary Resuscitation

4. What content does a CPR course cover and what is the duration?

STC does not prescribe the content of CPR courses or the duration of courses. Generally, CPR courses teach essential lifesaving skills for responding to cardiac emergencies, such as a person collapsing or losing consciousness. CPR courses include content on chest compressions, rescue breathing, automated external defibrillator (AED) usage, choking relief techniques, recognizing cardiac arrest signs, and include hands-on practice (with CPR mannequins to develop practical skills). Most CPR courses take about 4 to 6 hours, depending on the provider, content, and level of certification.

5. What STC classifications are subject to the requirements?

The regulations apply to the STC job classifications of Adult Corrections Officer, Supervising Adult Corrections Officer, and the Managers and Administrators of jail or adult detention facilities.

6. What type of documentation will agencies need to provide to demonstrate compliance with the requirement that correctional officers are certified in CPR?

STC will accept reasonable documentation (e.g. roster, certification card, digital certificate, official report that clearly identifies each participant) from the training provider or certifying agency to demonstrate compliance. STC will not accept self-certification by individual employees.

CPR certification generally expires two years after the award date. If the documentation provided has an expiration or retake by date provided, this date will be used to determine compliance. If the documentation does not include an expiration or retake date, the default date used for expiration will be two years after the award date (or course completion date). A person will be deemed to have current CPR certification and in compliance with the regulation if the expiration or retake date is a date later in the future than the date on which compliance was checked (e.g., compliance was checked on August 10, 2026 and the expiration date is December 5, 2026).

STC will check for current CPR certification only. Training managers are responsible for determining whether staff require an original CPR training course or a CPR refresher course based on each staff member's training history and needs. Because original CPR training documentation may not be available (e.g., a staff member attended over 10 years ago and the record is not available), STC will require documentation of current CPR certification which may be attained by either an original or refresher course.

- 7. What type of documentation will agencies need to provide to demonstrate compliance with the requirement that correctional officers are trained that, when safe and appropriate to do so, to begin CPR on a non-responsive person without obtaining approval from supervisors or medical staff?**

The Facility Standards and Operations (FSO) Division will review facility policies to check for compliance with this regulation during their inspections. Beginning January 1, 2025 any CPR or fire and life safety courses that are newly certified or have their certifications renewed with STC and the primary audience is adult corrections officers and their supervisors, will be required to include a course objective(s) that addresses this requirement.

- 8. Will compliance be checked on an annual basis during each STC compliance monitoring process?**

Yes, compliance with CPR certification will be checked on an annual basis as CPR skill retention declines over time. Compliance expectation is 100 percent except for those staff who meet the criteria for mitigating circumstances.

- 9. Does the CPR training included in the Commission on Peace Officer Standards and Training's (POST) Regular Basic Course meet the CPR certification requirement?**

Yes.¹ If a separate certificate or documentation is not provided solely for the CPR training, the Regular Basic Course certificate will be accepted, and the default expiration date will be two years after the course completion date.

- 10. Is CPR included in STC's Adult Correctional Officer Core Course, transfer academies, or Supervisor Core Course?**

CPR training is not required content for STC's Core Course or any of its transfer academies. However, when certifying a core course, training providers may include additional non-required content, such as CPR training, within the course certification. If an employee attended a Core Course which included CPR as additional course content and a separate certificate, card, or other documentation is not provided to demonstrate completion of the CPR training, the core roster or certificate may be accepted to demonstrate compliance. The roster or certificate must include the STC certification number. The Field Representative will use the certification number to review the course content to ensure CPR was included. In this instance the default expiration will be two years after the course completion date. Training managers who believe staff were provided with CPR training during a core course should confirm this is indeed the case at the time of enrollment or at course completion and not wait until

¹ This determination was based on the content of learning domain 34 as provided on POST's website on October 9, 2024 and is subject to review if or when POST updates the learning domain.
<https://post.ca.gov/regular-basic-course-training-specifications>

compliance monitoring for the Field Representative to determine if the course included CPR training.

Mental and Behavioral Health Training

11. What STC classifications are subject to the requirements?

The regulations apply to the STC job classifications of Adult Corrections Officer, Supervising Adult Corrections Officer, and the Managers and Administrators of jail or adult detention facilities. Staff members in these classifications shall complete the requirement during any year they are not participating in a core course (except for the JCO to ACO Transfer Academy²).

12. What is the definition of mental health and/or behavioral health training?

The mental and behavioral health training staff receive to meet this requirement must focus on the mental and behavioral health of the people who are detained in local adult detention facilities. Each agency can select training that is reasonably related to this purpose and that meets the goals and needs of the agency. Some examples include, but are not limited to crisis management, suicide prevention, de-escalation training, and mental well-being.

13. Does the training need to have a specific STC certification type (i.e., RFC, IFT, WRE, or SC)?

No, any mental or behavioral health training will be accepted regardless of the certification type. This also includes online or computer-based training.

14. Does the course(s) taken to meet this requirement need to be a standalone course(s) or can it be part of a larger training course?

The mental and behavioral health training can be a standalone course(s), part a larger training course, or a combination of these. If the training is part of a larger training course, the participating agency is responsible for providing documentation that demonstrates the number of hours within the larger training course that were dedicated to mental and behavioral health training and that this portion of the training was related to the mental and behavioral health of the people who are detained in local adult detention facilities.

² The JCO to ACO Transfer Academy is an 8-hour on-the-job training course and does not include any mental health or behavioral health content. A staff member completing this core will be required to also complete 4 hours of mental health and behavioral health training.

15. Is the completion of STC's Adult Correctional Officer Core Course during the training year sufficient to meet the four (4) hours of mental and behavioral health training requirements?

As a reminder the four (4) hours of mental and behavioral health training requirement applies to adult corrections officers, supervising adult corrections officers and their managers and administrators during any year they are not completing a Core Course (except for the JCO to ACO Transfer Academy³). However, both the ACO Core Course and the ACO Supplemental Core Course include training sufficient to meet the four (4) hours of mental and behavioral health training requirement.⁴

16. Can the STC's Behavioral Health Unit (BHU) be used to meet the requirement?

The courses within STC's BHU can be used to meet this requirement except the Emotional Survival (STC Cert # 03326781) course. The Emotional Survival course does not meet the definition of mental and behavior health training as its focus is the mental health of corrections and probation officers rather than the people who are detained or under supervision. This training can be used to meet the remaining portion of the training hours required.

³ Ibid.

⁴ This determination is based on the content of these courses as of October 30, 2024 and is subject to review when STC updates these courses.