

I want all of you to be aware of this and the things that are currently going on from radical left groups towards law enforcement. There is absolutely no reason for this information to be requested. Zero – yet people feel the need to have this type of information for their own purposes. My guess is to start a false dialogue and to criticize cities and counties as to their hiring practices. As these come out I will be forwarding to the membership.

CPRA Request for Release of Peace Officer Information

Date: July 28, 2021

To: Chiefs, Sheriffs, and Directors

Cc: EDI Operators

The Commission on Peace Officer Standards and Training (POST) has received a California Public Records Act (CPRA) request from CalMatters, requesting detailed data, by agency, for all currently employed sworn officers employed by law enforcement agencies in the state, as follows:

- Job Title
- Race
- Gender
- Ethnicity

The request does not seek the names of individual officers, but instead, only requests the identified data for each currently employed officer. As discussed below, POST has determined that it will release the requested data insofar as it poses no risk that a requestor will be able to tie any such data to any individual. For that reason, POST will not release such data, except in the aggregate, for any groups of job titles within each agency with less than 20 incumbents.

In compliance with its obligations under the California Public Records Act, POST intends to release information in a way that ensures anonymity and does not link any individual to private or sensitive information.

Accordingly, POST has established a group size of at least 20 individuals in each specific rank (as identified on the person's POST Profile) as the minimum group size to ensure anonymity in the data being released.

Accordingly, if your agency has more than 20 individuals in any rank, POST intends to release job title, gender, race/ethnicity of each officer, without releasing any individual officer's name, date of birth, or any other identifying information within that rank category. If your agency has 20 or fewer individuals in any given rank, POST will provide only aggregate gender/sex/race data by categories such as in a category of supervisors or managers.

This means that even large agencies will have certain information released only in the blended group aggregate, since higher level command positions, e.g., Sheriff, Undersheriff, Chief, Assistant Chief, Deputy Chief, etc., may only have a small population within each position.

The data from smaller agencies, which do not fit into the above criteria (e.g. fewer than 20 sworn employees) will be aggregated as one single group, with gender/sex/race data provided for only the agency as a whole.

The requested reports are scheduled for release to Byrhonda Lyons, from CalMatters, on or before [August 16th, 2021](#).

POST does not believe that there is any necessity for agencies to redact information from EDI as has been the case in certain past instances and is providing this notice for information only. However, if any department wishes to seek appropriate relief from any court of competent jurisdiction prior to the date of POST's response to the CPRA request in order to prevent the release, please notify the below listed individual immediately if any such order is being sought.

Questions regarding this CPRA request may be directed to CPRA@post.ca.gov or SCR Bureau Chief John Lowden at (916) 227-4832.

Thank you for your assistance and cooperation in responding to the request.

CALOSHA Directive

I want to address the CALOSHA paperwork we have been receiving from FSO Human Resource. This is the direction CAL OSHA has taken regarding work place vaccination tracking. I met with the county in late June to ask some questions and get further clarification on this. The language seemed to be harshly written, as if an employee could face insubordination or termination if this was not filled out. I want to let you all know – THAT IS NOT THE CASE.

The language is written and directed towards department heads within the County of Fresno. Meaning, the County of Fresno is directing them to gather this data. This is not a Fresno County thing, this is a CAL OSHA data gather.

The ways to answer these questions are simple. Either you fill out and sign the form that you have had the vaccine, you have not had the vaccine, or you refuse to state either way if you have or have not had the vaccine. The latest at the time of this CAL OSHA order was people do not have to follow a mask guideline if they have the vaccine. Those who don't or decline to state, will need to follow the mask guidelines that are set out.

I spoke to Sheriff Mims a couple times regarding this issue specifically since it was released to the county employees. Sheriff Mims stated she is not in favor of CAL OSHA knowing if you are vaccinated or not. Sheriff also stated her stance is still firm on no mandatory mask policy in the Sheriff's Department. The exception is the new policy that was enacted on July 27 regarding masks inside the correctional facilities. Her position has not changed regarding masks outside of the correctional facilities leaving it up to deputy/employee discretion.

Now that you are totally confused – what to do? Our position after discussing with County of Fresno and Sheriff Mims, take the two minutes to fill out the form as you see fit and send it in. If you have an issue about signing the declaration, then don't and just send in the form.

I have consulted with many other law enforcement labor leaders across the State of California. This is not something any one of us are willing to take on. We are trying to put this behind us and keep an eye on what the talks of mandatory vaccines for employment talks are looking like. Should you have any further questions or would like to discuss more regarding this with me, please feel free to reach out.