

**SANTA CRUZ COUNTY SHERIFF'S OFFICE  
PROFESIONAL STANDARDS AND CONDUCT – 2 HOURS**

**COURSE GOAL:**

To provide patrol deputies with a foundational understanding of the internal investigations process and the legal framework governing professional standards, including the Public Safety Officers Procedural Bill of Rights (POBAR), SB 1421 public disclosure requirements, and POST SB 2 decertification standards, so they can understand their rights, responsibilities, and the potential administrative and career implications associated with misconduct investigations.

**PROFESIONAL STANDARDS AND CONDUCT – Course details**

**Date: 03/21/2026**

**Duration: 2 hours**

**Instructors: Lieutenant Chris Shearer, Sgt. Ryan Farotte**

**Location: Santa Cruz County Superior Court 1 2<sup>nd</sup> Street, Watsonville, CA 95076**

**Minimum Topics/Exercises:**

- a. Internal Affairs investigation process
- b. POBAR
- c. Agency Policies
- d. PRA/SB1421
- e. SB2
- f. Litigation and roles of Professional Standards
- g. Class Exercises/Student Evolvement

**COURSE OBJECTIVES:**

The student will:

- 1. Demonstrate knowledge of internal affairs investigation process.
- 2. Demonstrate knowledge of POBAR rights.
- 3. Demonstrate knowledge of SB2.
- 4. Demonstrate knowledge of SB1421.

**I. INTRODUCTION/ORIENTATION**

**A. Introduction, Registration and Orientation**

- 1. Instructor/student introductions
- 2. Rosters

**B. Course Goals and Objectives**

- 1. Increase knowledge of internal affairs investigation process.
- 2. Increase knowledge of POBAR rights.
- 3. Increase knowledge of SB1421

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4. Increase knowledge of SB2 and POST/agency role

**II. POLICIES AND LEGAL ISSUES**

**A. Government code and Senate Bills**

1. POBAR and employee rights (Government code 3303).
  - a. Extra set of rights for adminiatrative investigations
2. SB2
  - a. Cases it applies to
  - b. Serious misconduct
  - c. Who is impacted
  - d. POST/agency role
3. Senate Bill 1421
  - a. Cases its applies to
  - b. What is releasable to the public
  - c. Who is impacted

**B. Agency's Personnel Complants Policy SCSO 1009**

1. Agency's existing policy
2. How complaints are received
3. How complaints are procesed
4. Complaint investigative process from time its received until closed.
5. POBAR rights
6. Supervisor responsibilities.
7. POST reporting (SB2)
8. Qualifying SB1421 cases.

**III. CLASS EXERCISES AND STUDENT EVALUATIONS/TESTING**

- a. Quizing of knowledge base prior to training.
- b. What they would like to take away from the training.