

**Stanislaus County Probation
Well Trained Officer
STC Program**



2025-2026

Training Guidelines

Staff members are responsible for completing their required training hours each year. Management Staff, Supervising Probation Officers, Supervising Probation Corrections Officers, and Deputy Probation Officers are required to complete 40 hours of training. Probation Corrections Officers are required to complete 24 hours of training.

All training will begin promptly as scheduled. Staff must arrive to training on time. Staff must also return from lunch/breaks on time, and remain for the entire class. Staff will receive credit for the actual number of hours spent participating in the class.

Staff are expected to arrive prepared to each training with appropriate equipment to fully participate in class (i.e. note taking supplies such as pen and note paper).

During virtual trainings, it is expected that staff must always have a working microphone and camera on during the duration of the training and that they will actively participate.

In the event staff are not able to attend scheduled training, the appropriate supervisor must inform the Professional Standards Unit and make necessary arrangements to maintain compliance with the annual STC training requirements.

Training is considered an alternate work assignment and staff scheduled are expected to attend unless previously excused by his/her supervisor. Supervisors excusing staff from training must notify the Professional Standards Unit by email.

The Professional Standards Unit will send a notification via email to appropriate supervisor for any staff who fails to appear for scheduled training. The supervisor will provide the Professional Standards Unit with a reason for the missed class and will follow-up with the staff to schedule additional training as necessary to maintain compliance with the annual STC training requirements.

Professional conduct is required. Disruptive behavior towards the instructor or other staff may result in removal from the class by the instructor, a supervisor, or manager. The Professional Standards Unit will be immediately notified and will in turn notify the respective Division Manager.

No overtime is to be incurred or claimed as result of attending training unless previously approved.

Staff are to immediately report to their assigned worksites if scheduled training is cancelled.

CORE Training

CORE training is required within 12 months of assignment to an STC eligible classification or promotion to a Supervisory or Management position. The Professional Standards Unit will schedule CORE training as far in advance as possible.

Required and Optional Courses

Supervisors are responsible for ensuring that all unit staff members are registered in the necessary required annual training courses. Priority registration will be given to those staff required to attend training. Each staff member will also have the opportunity to enroll in optional courses.

Other Formats for Receiving Training Credit

The Board of State and Community Corrections (BSCC) is responsible for administering the STC Training Program and enforcing the CORE and annual training requirements. BSCC offers many different formats for obtaining STC Training Credit for professional development. Some staff members will be required to attend outside courses, conferences and/or seminars that will qualify for STC training credit. If you are considering participation in any form of professional development that may qualify for STC Credit, please notify your supervisor for review and approval.

Deadlines for Training Registration

- Institutions Supervisors can begin registering their staff members beginning July 1, 2025, and Field Service Supervisors can begin registering their staff members on July 7, 2025. Online registration will be open until July 21, 2025. Afterwards, training registration can be done between the supervisor and the PSU staff.
- Individual Training Plans must be completed and their appropriate supervisor must register each staff by July 21, 2025.
- Individual Training Plans must be signed by both the supervisor and the staff member, once signed please send an electronic copy to Professional Standards Unit by July 28, 2025 and retain the original in the Employee Site File.

2025-2026 TRAINING REQUIREMENTS			
COURSE TITLE	JUVENILE INSTITUTIONS	ADULT FIELD SERVICES	JUVENILE FIELD SERVICES
Advanced Intake and Interviewing Skills	Optional	Optional	Optional
Building Law Enforcement Leaders through Ethical Decision Making	Every 2 years	Every 2 years	Every 2 years
California Mandates for Probation - Adult Law		Required	
California Mandates for Probation - Juvenile Law	Required		Required
CPR, First Aid and AED	All new staff; staff who need to be recertified	All new staff; staff who need to be recertified	All new staff; staff who need to be recertified
CPR, First Aid and AED Refresher	Staff who need recertification and have attended the 8 hour course for two consecutive years	Staff who need recertification and have attended the 8 hour course for two consecutive years	Staff who need recertification and have attended the 8 hour course for two consecutive years
Crisis Intervention and Behavioral Health Training	Optional; Required for FTO	Optional; Required for FTO	Optional; Required for FTO
Cultural Competency for Today's Law Enforcement Professional	Optional	Optional	Optional
Defensive Tactics/WRAP and RIPP (4hr)		Annually (unless armed and attending Weapon Retention)	Annually (unless armed and attending Weapon Retention)
Direct & Vicarious Supervisor Liability	Required every 2 years for Institution Supervisors	Optional	Optional
Driver Awareness (EVOC)	Every 4 years for armed Institution staff	Every 4 years	Every 4 years
NEW Ethical Use of Technology for Law Enforcement Officers	Optional	Optional	Optional
Firearm Recognition and Safety	Optional	Optional	Optional
From Corrections to the Community	Optional	Optional	Optional
Gang Trends in the Central Valley	Optional	Optional	Optional
NEW Great Paper, Less Headaches	Optional	Optional	Optional

2025-2026 TRAINING REQUIREMENTS			
COURSE TITLE	JUVENILE INSTITUTIONS	ADULT FIELD SERVICES	JUVENILE FIELD SERVICES
NEW Hotels, Motels and Human Trafficking	Optional	Optional	Optional
Institutional Defensive Tactics/WRAP and RIPP (8hr)	Annually (unless armed and attending Weapon Retention)		
NEW Leadership for Public Safety Professionals	Optional	Optional	Optional
LGBTQI Populations: Guiding Principles for Probation & Corrections	All new staff	All new staff	All new staff
Minimum Standards for Juvenile Facilities, Title 15 Training –	Required	Optional	Optional
NEW Mitigating Bias in Information Gathering, Decision Making and Interventions	Optional	Optional	Optional
Narcotics Familiarization and Recognition	Optional	Optional (Suggested if you have not taken any Narcotics training in the past 2 years)	Optional (Suggested if you have not taken any Narcotics training in the past 2 years)
OC Chemical Agents	All new staff prior to carrying	All new staff prior to carrying	All new staff prior to carrying
Prison Rape Elimination Act (PREA) Overview	All new staff	All new staff	All new staff
Prison Rape Elimination Act (PREA) Refresher	Every 2 years	Every 2 years	Every 2 years
Real Colors	Optional	Optional	Optional
Tactical Baton Instruction	All newly armed staff prior to final arming approval	All newly armed staff prior to final arming approval	All newly armed staff prior to final arming approval
Tactical Baton Instruction Refresher	Every 3 years for those approved to carry	Every 3 years for those approved to carry	Every 3 years for those approved to carry
Trauma Informed Care - Building Resiliency in our Clients	Optional	Optional	Optional
Weapon Retention Tactics	All newly armed staff	All new staff	All new staff
Weapon Retention Tactics Refresher	Annually for armed Institutions staff	Annually for armed staff	Annually for armed staff

Individual Training Plan 2025 - 2026

All sworn staff, in consultation with his/her immediate supervisor, is required to complete an Individual Training Plan (ITP) listing the course selection for the 2025-2026 training year. The completed and signed forms are to be reviewed and approved by the staff's supervisor. Supervisors are required to enroll staff in the selected approved courses utilizing the department's training computer system. Original Individual Training Plan forms must be kept in the employee's site file for future reference and a copy must be routed to the Professional Standards Unit electronically.

EMPLOYEE NAME: _____ TITLE: _____

SUPERVISOR NAME: _____

	Course Title	Date	Hours
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
		Total	

By signing below, I agree to my 2025-2026 Individual Training plan, and it is my responsibility to complete the required training hours.

SUPERVISOR SIGNATURE

DATE

EMPLOYEE SIGNATURE

DATE

Steps to Enrolling in Annual STC Courses

1. Supervisors meet with the employee, discuss the training needs and complete the Individual Training Plan (ITP).
2. Supervisors enroll their staff members in the courses that were selected on the Individual Training Plan.
3. Go to the Pronet, Training Tab, Training Registration.
4. Go to "view all scheduled classes", you will be able to see the required classes that the staff has been pre-registered for by the Professional Standards Unit.
5. Click on "Register for Classes."
6. Select Employee Name and click register for classes.
7. Click on the course that you would like to enroll in.
8. The course description, session dates, times, location and available seats will be displayed. Click on "Register for this session."
9. You will receive a successful registration message for the course that you have selected.
10. You can register for additional classes or view the scheduled classes for the employee.
11. To register for additional classes select "to register *employee name* for additional class."
12. If you select "view all scheduled classes," you will see all of the scheduled classes that you have selected for the employee.
13. Once all of the courses have been selected, the supervisor is to "Finalize training registration for (staff name)"
14. An email will be sent to the staff member, supervisor and the Professional Standards Unit confirming the enrollment in the courses.

STC Hours	COURSE TITLE	DATES OFFERED	PROVIDER
4	Advanced Intake and Interviewing Skills: Gathering information from another party is an important skill set that crosses over a number of fields including threat assessment, Title IX, case management, conduct/discipline, and law enforcement/campus safety. This course is meant as an advanced track, moving the conversation beyond the interviewing and intake skills outlined in our BIT/CARE trainings. Our team teaches from decades of experience with an intersectional focus on counseling, law enforcement, campus safety, student conduct and legal techniques.	1/15/2026	D-Prep
8	Building Law Enforcement Leaders through Ethical Decision Making: This course, designed specifically for law enforcement professionals, will explore the current climate that exists between the community and law enforcement. This class will provide participants with knowledge and additional tools, in order to develop effective decision-making skills when confronted with critical ethical dilemmas.	2/3/26, 4/28/26, 5/1/26	Embassy Consulting- Scott Robertson
4	California Mandates for Probation - Adult Law: Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field.	2/2/26, 3/10/26	L.E. Professional - David Jaime
4	California Mandates for Probation - Juvenile Law: Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field.	1/28/26, 2/18/26, 3/11/26	L.E. Professional - David Jaime
8	CPR, First Aid and AED: The purpose of the training is to help participants recognize and respond appropriately to cardiac, breathing, choking, and first aid emergencies. The course in this program will teach skills that the participants need to know to give immediate care to suddenly injured or ill person until more advanced medical personnel arrive to take over.	8/13/25, 9/24/25, 3/5/26, 5/4/26	S. Licata, P. Torrez, N. Landon, S. Ruvalcaba
4	CPR, First Aid and AED Refresher: This is a biennial training course that will help participants recognize and respond appropriately to cardiac, breathing, choking, and first aid emergencies. The course in this program will refresh skills that the participants need to know to give immediate care to suddenly injured or ill person until more advanced medical personnel arrive to take over.	9/3/25, 10/21/25, 1/13/26, 4/7/26	S. Licata, P. Torrez, N. Landon, S. Ruvalcaba
8	Crisis Intervention and Behavioral Health Training: Police officers are becoming mental health first responders and are often inadequately trained for this task. Tragedies between police and the mentally ill are occurring more and more frequent. One "bad incident" can cause deviation to families, the mental health community, police officers and police agencies. One tragic incident can also damage your department's image and can negatively impact police-community relations. This course is designed to provide officers with valuable tools to interact effectively with the mentally ill.	4/23/2026	Embassy Consulting- Scott Robertson
8	Cultural Competency for Today's Law Enforcement Professional: Law Enforcement Professionals are dealing with many challenges, including how to interact and navigate through the diverse communities they are working with. Recent high-profile interactions have also strained police-community relations and has made the jobs more difficult. This interactive course will explore the historical relationships between law enforcement and the communities they serve. This training will also examine the dynamics of culture, police culture, human relations and the impact they can have working with a diverse population. Students will also explore effective ways to increase public trust while working within the criminal justice system.	4/29/2026	Embassy Consulting- Scott Robertson
4	Defensive Tactics/WRAP and RIPP (4hr): This course will teach basic self-defense techniques including foot movement, various wrist locks, escorts, takedowns, diffusers, handcuffing and ground control techniques.	2/19/2026	J. Scheffel, D. Ferreira, G. Farias, C. Quezada, Cr. Sandoval, B. Castilleja. S. Gomes, P. Torrez, L. Ledezma
8	Direct & Vicarious Supervisor Liability: In this course, participants will be familiarized with: the federal and state court litigation process; direct and vicarious supervisor liability (negligent hiring, failure to train, improper entrustment, improper assignment, failure to supervise, failure to discipline, and failure to direct); immunities and defenses; Federal and State protections for employees; and 'best practice' recommendations to limit criminal and civil liability in their supervisory role.	5/13/2026	L.E Professional - David Jaime
8	Driver Awareness (EVOC): This is a Post-Certified 8-hour Defensive Driving course for Probation and Transport Officers who drive a county vehicle for field assignment, transportation of detained minors, probationers or who will be partnering with other law enforcement agencies in field operations. This 8-hour course will teach students defensive driving techniques and will give them practical hands-on behind-the-wheel scenarios. Course Techniques will include behind-the-wheel driving, proper braking control, parallel parking, traffic control, hazard avoidance and apexing. Students will not be attending the pursuit portion of the course as they do not participate in Code-3 or pursuit procedures.	4/8/2026	Stanislaus County- Sheriff's Office

STC Hours	COURSE TITLE	DATES OFFERED	PROVIDER
8	*NEW* Ethical Use of Technology for Law Enforcement Officers: This one-Day, 8-Hour, POST and STC certified course is designed to educate officers regarding the hazards and pitfalls of unethical use of technology in a law enforcement agency.	1/14/2026	D-Prep
4	Firearm Recognition and Safety: This course is designed to instruct Field Officers in the recognition and safe handling of firearms found incident to Probation searches. Students will be able to recognize various types of firearms, identify their safety features and safety clear and secure the weapon prior to processing as evidence. This class will be conducted in a classroom-type setting. No live ammunition will be used. All training weapons will be inspected by a certified firearms instructor prior to, throughout and at the completion of the training session.	12/9/25, 2/17/26	D. Ferreira, J. Silva
8	From Corrections to the Community: The criminals of today, whether juvenile or adult, have increasingly become more sophisticated. They are aware of the techniques that law enforcement uses and have become familiar with our tactics and procedures. Today's media outlets such as reality TV, law enforcement shows, YouTube, social media and so forth have given criminals access on how law enforcement operates. What's even more dangerous, these outlets are giving criminals ideas on how to break the law, how to go undetected or how to deceive law enforcement. Criminals continue to gather intel on law enforcement and we as Law Enforcement must stay vigilant, develop a sound knowledge base and become more creative with our investigative and supervision techniques. Law Enforcement credentials are needed to register for this course due to the sensitive information being taught. The objective of this course is to train Law Enforcement personnel, whether newly assigned to field services or a veteran in the field, to apply current trends in the field supervision tactics and to apply advance officer techniques when supervising juveniles, adults and the sophisticated PRCS (Prison Release Community Supervision) population. We will discuss reading their pre-release packets or case file to better understand who will eventually appear on your caseload. We will also look at the intake process and getting an overall picture of your probationer and parolee as well as developing a chronological diary of them to build our cases for either successful termination or for operations to conduct a search leading to arrest and detention.	4/17/2026	OP Solutions- Ron Barriga
8	Gang Trends in the Central Valley: During the course and scope of an officer's duties, he/she will likely contact subjects affiliated with criminal street gangs. This 8-hr STC certified course will provide probation and correctional officers with an in depth knowledge of the history and current trends of various street and prison gangs in the region.	1/21/26, 4/9/26	L. Ledezma, E. Valencia, A. Yanez, C. Nava, V. Bugarin, I. Munoz
8	*NEW* Great Paper, Less Headaches: Our reports paint a picture for a future audience, so it's critical that we adhere to concise and effective writing standards in completing official documentation. In this 8-hour course, participants will be familiarized with best practice recommendations related to template/heading usage, content keywords, descriptive thoroughness of events, and proofreading strategies. Attendees will have the opportunity to draft probation-specific reports and receive peer/instructor feedback. At the conclusion of this course, participants will have the tools necessary to complete policy-adherent reports that decrease liability and increase accountability.	5/12/2026	LE Professional - David Jaime
8	*NEW* Hotels, Motels and Human Trafficking: This course provides hotel and motel staff with guidance on identifying and reporting human trafficking victimization under state and federal law requirements. Participants will be introduced to applicable laws, victimization trends, and best practices.	5/14/2026	LE Professional - David Jaime
8	Institutional Defensive Tactics/WRAP and RIPP (8 hours): This course will teach students the basics of crisis intervention through the use of de-escalation and self-defense techniques. Such self-defense techniques include foot movement, various wrist locks, control holds, escorts, takedowns, diffusers, and handcuffing. This course will also assist students in identifying scenarios in which utilization of the WRAP, chemical agents, and ground-control techniques may be appropriate. Pat-down searches will be discussed and practiced. Instruction on aftercare and the proper response to medical and psychiatric emergencies during restraint usage will be reviewed. Further, department policy on the use of restraints, chemical agents and use of force shall be reviewed.	8/7/2025, 11/17/2025, 1/22/2026, 3/23/26, 4/16/26	J. Scheffel, D. Ferreira, G. Farias, C. Quezada, Cr. Sandoval, B. Castilleja, S. Gomes, P. Torrez, L. Ledezma
8	*NEW* Leadership for Public Safety Professionals: This interactive course is designed specifically for law enforcement professionals who are supervisors or managers and those aspiring to promote into these positions. The goal of this training is to provide participants the opportunity to develop skills and strategies to become engaging and effective supervisors and leaders in their organization. This training will explore leadership, leadership styles, essential elements of building morale, understanding the importance of leadership and the role supervisors play in building effective teams and more.	2/2/2026	Embassy Consulting- Scott Robertson
4	LGBTQI Populations: Guiding Principles for Probation & Corrections: This course focuses on preparing Probation and Correctional Officers to meet the needs and challenges of supervised LGBTQI populations both in and out of custody. The program of instruction will introduce students to key definitions, laws, guiding principles, roles, and responsibilities of staff aimed at achieving effective and appropriate communication, a culture of tolerance, an environment of trust, and desirable operations that inform proper staff/probationer interactions. In addition, students will examine best practices related to intake screening and classification that promotes confidentiality while minimizing potential dangers and maximizing opportunities for successful rehabilitation and reintegration. Further, students will identify requirements for mandatory reporting and design functional responses to harassment and discrimination. Finally, students will bridge course concepts to practical applications that reflect real-world solutions to the barriers of properly serving our supervised LGBTQI population.	10/24/2025, 10/30/25	E.R Meza, G. Farias, S. Castellon, S. Ruvalcaba

STC Hours	COURSE TITLE	DATES OFFERED	PROVIDER
8	Minimum Standards for Juvenile Facilities, Title 15 Training: The Course is a basic overview of Title 15 Minimum Standards for Juvenile Detention Facilities. Through lectures, facilitated discussion, shared experiences and case studies, the participants will develop a working knowledge of the regulations established in Title 15 guidelines and special requirements as they relate to juveniles. Participants will also be able to identify potential legal ramifications if they fail to adhere to those regulations. Participants will develop the insight to analyze their current department policies and procedures and identify risk factors that may lead to non-compliance. Participants will also gain a general knowledge of the performance objectives during BSCC inspections and their role within the inspection process.	2/3/26, 2/4/26, 10/6/25	Embassy Consulting- Scott Robertson
4	*NEW* Mitigating Bias in Information Gathering, Decision Making and Interventions: Bias impacts the way we see the world and make choices about how we interact with others. The goal of this workshop is to better understand and mitigate bias in our processes. This training provides an opportunity to explore how each of us sees the world and widens the aperture of awareness when working with others through assessment, crisis de-escalation and interventions. This workshop teaches the importance of improving the accuracy and validity of our processes as they apply to the three critical areas of gathering information, making decisions, and developing interventions.	1/15/2026	D-Prep
4	Narcotics Familiarization and Recognition: During this course, officers will learn how to identify methamphetamine, crystal methamphetamine, cocaine, heroin, and marijuana. Officers will learn safe handling procedures as well and proper ways to test and package for evidence booking. Officers will learn to identify common methods of consumption, packaging and elements of sales versus simple possession.	10/16/25, 5/19/26	E.Price, C. Ramos
4	OC Chemical Agents: This 4 hour course is designed to provide officers knowledge in the area of OC chemical agent. The course will include chemical agent specifications, history, dissemination, delivery system, exposure and decontamination process, policies and procedures.	TBD	C. Velazquez, D. Ferreira, M. Ford
4	Prison Rape Elimination Act (PREA) Overview: This course delivers a comprehensive overview of the Federal Prison Rape Elimination Act (PREA) and the department's requirement to be in compliance with the PREA standards. Staff will learn skills to detect and prevent any behavior or act of a sexual nature directed toward a person under the care, custody, or supervision of the department and/or collateral contact by the person in authority including but not limited to employees, volunteers, contractors or agency representatives, offenders or clients.	8/25/25, 3/26/26	E.R Meza, G. Farias,S. Castellon, S. Ruvalcaba
2	Prison Rape Elimination Act (PREA) Refresher - 2 hours: This course is designed to continue and further educate staff assigned to Juvenile Facilities and to better address detainee on detainee sexual assaults and inappropriate sexual relationships between staff and detainees. This class recaps the basic findings and requirements of PREA. This class will make staff aware of how they can avoid detainee on detainee sexual assaults, investigate, report sexual assault, and be familiar with the characteristics of the common victims and perpetrators of sexual assault. It also is designed to make staff aware of the characteristics and actions of staff who get involved in inappropriate relations with inmates.	11/3/25, 1/29/26, 5/5/26	E.R Meza, G. Farias,S. Castellon, S. Ruvalcaba
4	Real Colors: This course focuses on basic communication skills, through the use of a personality instrument. This tool will allow us to learn about self or other, and how to work with others.	10/15/25, 5/6/2026	A. Perez, J. Scheffel, S. Licatta
4	Tactical Baton Instruction: The course will teach new Law Enforcement personnel the Tactical Baton fundamentals in an operational setting.	TBD	Mo. Manzo, E. Ruano, L. Rawlins, M. Moreno, E. Valencia
4	Tactical Baton Instruction - Refresher: The course is an biennial update, and will teach Law Enforcement personnel the Tactical Baton fundamentals in an operational setting.	9/30/2025, 11/4/2025, 4/15/2026	Mo. Manzo, E. Ruano, L. Rawlins, M. Moreno, E. Valencia
8	Trauma Informed Care – Building Resiliency in our Clients: This training will the topic of trauma informed care. The course will look how trauma affects a client and possible signs of a trauma in dealing with our clients. We will also discuss who it affects, what are possible traumatic events a client might experience and why being informed about trauma is important in working with our clients. We will discuss communication and rapport building with clients to address trauma and to seek ways of assisting other professional staff in sharing of information. The course will also discuss techniques officer's can use to help a client deal with trauma or stress. 1) Identify traumatic events a client may be affected by 2) Identify skills and techniques to use when interacting with a traumatized youth 3) Demonstrate communication and rapport building techniques when working with traumatized youth.	3/17/2026, 4/16/2026	OP Solutions- Ron Barriga
8	Weapon Retention Tactics: New officers will learn to retain and control their weapon in-holster and hand held during combat. Officers will perform take away, escape scenarios, and defensive tactics in the event of becoming hostage at gun point	TBD	J. Scheffel, D. Ferreira, G. Farias, C. Quezada, Cr. Sandoval, B. Castilleja. S. Gomes, P. Torrez, L. Ledezma
6	Weapon Retention Tactics - Refresher: Officers will learn to retain and control their weapon in-holster and hand held during combat. Officers will perform take away, escape scenarios, and defensive tactics in the event of becoming hostage at gun point.	8/19/2025, 9/16/2025, 1/6/2026, 3/18/2026, 4/14/2026, 5/5/2026	J. Scheffel, D. Ferreira, G. Farias, C. Quezada, Cr. Sandoval, B. Castilleja. S. Gomes, P. Torrez, L. Ledezma