



**APPENDICES TO**

**LOS ANGELES COUNTY SHERIFF'S DEPARTMENT:**  
**REVIEW AND ANALYSIS OF MISCONDUCT**  
**INVESTIGATIONS AND DISCIPLINARY PROCESS**

**FEBRUARY 2021**



# Appendix A

## **FUNCTIONS OF THE LOS ANGELES COUNTY SHERIFF'S DEPARTMENT'S CONSTITUTIONAL POLICING ADVISOR POSITIONS**





Interfering with a Peace Officer or Assaulting a Peace Officer may be cause for delaying the commencement of an administrative investigation. Depending on the circumstances of the case, the concerned Division Chief or Division Director will determine whether to proceed with the administrative investigation or to postpone it until adjudication of the criminal proceedings. In the event an administrative investigation is delayed, the complainant shall be notified that the investigation will commence at the close of criminal proceedings.

### **3-04/020.06 ADMINISTRATIVE INVESTIGATIONS – CONSTITUTIONAL POLICING ADVISORS**

Although the ultimate and final decision rests with the Sheriff and Department managers with respect to which unit will conduct an investigation, whether there are founded policy violation(s), and the appropriate level of discipline, Department managers shall consult with the Constitutional Policing Advisors (CPAs) on all cases they are monitoring. Unit commanders and/or their respective division chiefs/directors will be advised in writing by the CPAs of the administrative investigations they are monitoring.

CPAs shall be afforded the opportunity to review investigative, disciplinary, and other documents generated or received by this Department.

On cases CPAs are monitoring, the unit commander or designee shall consult a CPA prior to engaging in any of the following:

- Making a determination on any policy violation(s);
- Making a final determination to inactivate a case;
- Committing to a Pre-Disposition Settlement Agreement;
- Determining the level of discipline; and/or
- Changing the disposition and/or discipline at the grievance or settlement phase.

CPAs shall be afforded access to any internal or external investigation, communication, and/or memorandum including, but not limited to, personnel investigations (whether conducted by an individual bureau, station, unit, detail, the Internal Affairs Bureau, or the Internal Criminal Investigations Bureau); Homicide Bureau investigations into any deputy-involved shooting or inmate death; any use of force investigation or investigation into a non-hit deputy-involved shooting; any civil claim or lawsuit information; any Watch Commander's Service Comment Report and attendant documentation; and/or any other similar document as requested.

NOTE: Absent the most compelling of circumstances, these documents shall be provided to CPAs upon request. Exceptions to this policy shall be resolved only after consultation with the concerned unit commander's chain of command.

When an administrative investigation which is being monitored by a CPA is completed by the concerned unit, a copy of the completed file shall be forwarded to the CPA. The unit

commander shall review the case and determine an appropriate course of action only after consultation with the CPA.

If a CPA determines a case requires additional investigation, the concerned unit commander shall discuss the case with the CPA to determine the level of additional investigation proposed. Any dispute regarding the need for and/or scope of additional investigation shall be addressed by the CPA through the concerned unit commander's chain of command.

The case shall then be forwarded to the concerned area commander and division chief or division director, irrespective of the disposition, for review. If a CPA did not concur with the findings and/or discipline, no disposition shall be made until after the CPA has had the opportunity to address the case through the Department's chain of command. No proposed disposition shall be communicated to the involved employee(s) until after the CPA has been provided the opportunity to address the case through the concerned unit commander's chain of command.

When an administrative investigation which is being monitored by a CPA is completed by the Internal Affairs Bureau, the completed case file shall be forwarded to the unit commander of the unit where the incident occurred. A copy of the completed case file shall be forwarded to the CPA. The unit commander shall review the case and determine an appropriate course of action only after consultation with the CPA.

If a CPA determines a case requires additional investigation, the concerned unit commander shall discuss the case with the CPA to determine the level of additional investigation proposed. Any dispute regarding the need for and/or scope of additional investigation shall be addressed by the CPA through the concerned unit commander's chain of command.

The case shall then be forwarded to the concerned area commander and division chief or division director, irrespective of the disposition, for review. If the CPA did not concur with the findings and/or discipline, no disposition shall be made until after the CPA has had the opportunity to address the case through the Department's chain of command. No proposed disposition shall be communicated to the involved employee(s) until after the CPA has been provided the opportunity to address the case through the concerned Unit Commander's chain of command.

If the employee grieves the discipline in a case monitored by a CPA, the concerned division chief or division director shall consult the CPA prior to approving any change in the findings or discipline. With respect to all cases, monitored or not, if an employee appeals the findings or discipline after the letter of imposition has been served, the concerned division chief or division director shall consult the CPA prior to offering the employee a settlement agreement changing the findings or discipline.

### **3-04/020.10 EMPLOYEE RELIEVED OF DUTY FOR DISCIPLINARY REASONS**





## LOS ANGELES COUNTY SHERIFF'S DEPARTMENT JOB OPPORTUNITY

# CONSTITUTIONAL POLICING ADVISOR

### ANNUAL SALARY

\$144,825.24 - \$219,204.84

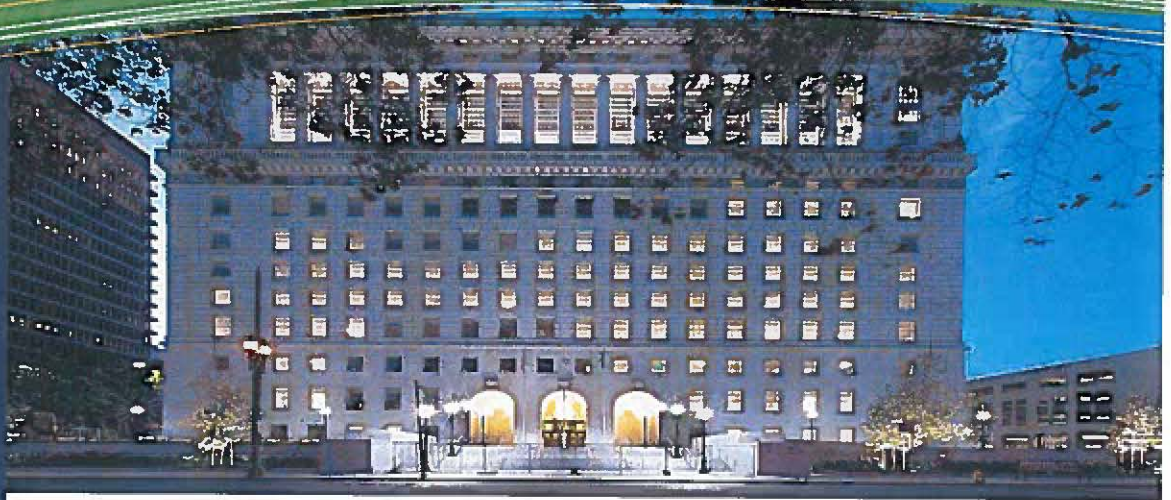
*This position is subject to provisions of the County's Management Appraisal and Performance Plan (MAPP).*

### FILING PERIOD

APRIL 12, 2018 TO MAY 2, 2018

### THE LOS ANGELES COUNTY SHERIFF'S DEPARTMENT,

the second largest law enforcement agency in the United States, provides law enforcement services to 42 contract cities and 90 unincorporated communities. On December 1, 2014, Jim McDonnell was sworn in as the 32nd Sheriff of Los Angeles County. From his first day in office, Sheriff McDonnell has stressed his commitment to enhancing accountability within LASD and ensuring that LASD is abiding by the highest standards of constitutional policing. In furtherance of these goals, Sheriff McDonnell has created two internal Constitutional Policing Advisor (CPA) positions. The CPAs will report directly to the Sheriff and assist with improving Department policies, procedures and practices by providing internal oversight of custody and patrol operations and improving adherence to best law enforcement practices.



### POSITION OVERVIEW

Two internal Constitutional Policing Advisor positions were created by the Sheriff of the Los Angeles County. The position is an unclassified executive-level class, reports directly to the Sheriff and provides advice to executive management on a wide variety of issues which significantly impact departmental and County operations. The Constitutional Policing Advisors are tasked with enhancing internal accountability, ensuring the Department is in compliance with constitutional policing, formulating, and processing internal procedures and policies, and establishing and maintaining effective relationships with the Office of Inspector General, the Office of the County Counsel, the District Attorney's Office, the National Association of Civilian Oversight of Law Enforcement and other public and private agencies.

Key competencies of the position include:

- » **CREDIBILITY** – Providing competent and sound advice, based on a thorough review of policies and investigations.
- » **OBJECTIVITY** – Providing independent advice and counsel in the best interest of the County and the Board based on applicable law, facts, data, and information instead of personal agenda, public opinion or political perspective.
- » **ORIENTATION** – Placing a top priority on the needs, interests, and objective of the public serviced by the Sheriff's Department and being willing to take appropriate risks on their behalf.
- » **POLITICAL SAVVY** – Being able to maneuver through complex political situations effectively and without being drawn into the political debate; understanding how the Board and organizations function in a political and public environment; effectively coping with ambiguity and change, being comfortable handling uncertainty; viewing corporate politics as a central component of the work environment and adjusting to that reality.

**Los Angeles County  
Sheriff's Department**





## COMPENSATION & BENEFITS

The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs.

The package includes:

- » Retirement Plan
- » MegaFlex Plan – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan (MegaFlex) using a tax-free County contribution of an additional 14.5% to 17% of the employee's monthly salary. Any portion of the County contribution not used to purchase benefits is given to the employee as taxable income.
- » Non-Elective Leave Days – 10 paid days per year with the option to buy 1 to 20 elective annual leave days. Annual leave days can be used for vacation, sick, or personal leave.
- » Dependent Care and Health Care Reimbursement Accounts are also available.
- » Savings Plan (401K) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.
- » Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.
- » Holidays – 12 paid days per year.

## EXAMPLES OF DUTIES, BUT ARE NOT LIMITED TO:

Advising the Sheriff and executive management on sensitive and controversial issues related to accountability, adherence to best practices, policies, procedures, and operations; providing real-time monitoring, analysis and advice to LASD investigators and executives on pending personnel investigations and disciplinary matters; reviewing investigations for objectivity and thoroughness; responding to, reviewing, evaluating and providing input regarding critical incidents including in-custody deaths, deputy-involved shootings and significant force incidents; performing research and analysis in regard to precedents, case trends, rulings and laws affecting law enforcement and custody operations.

## QUALIFYING EDUCATION AND EXPERIENCE REQUIREMENTS

A Bachelor's degree from an accredited college in Criminal Justice, Political Science, Public Administration, Business Administration or a closely related field and five years of experience in a legal, investigatory, policy, administrative or advisory capacity analyzing and providing resolution to highly complex problems.

- » DESIRABLE QUALIFICATIONS – Graduation with a Juris Doctor degree or its equivalent from a law school accredited by the Committee of Bar Examiners or approved by the American Bar Association, or by the California Post-Secondary Education Commission. Possession of the National Association of Civilian Oversight of Law Enforcement Certified Practitioner of Oversight. Experience, internally or externally, in the oversight of a law enforcement agency and/or a correctional facility. Experience as a law enforcement monitor of a Department of Justice Consent Decree. Experience as a prosecutor of civil rights and/or police misconduct. Demonstrated ability to work effectively with elected and appointed officials, public agencies and employees, and with various segments of the legal system. Demonstrated strong organizational, analytical, and writing skills.

## SELECTION PROCESS

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's qualifications for this position. The resume should include any additional information which the candidate would like considered. Only the most qualified candidates, as determined by the screening process, will be invited to participate in the initial interview process. The names of the most highly qualified candidates will be submitted to the Sheriff for final selection. *Note: Prior to appointment, an extensive background investigation will be completed on the candidate selected for the position.*

## FILING INSTRUCTIONS

Qualified candidates are invited to submit a statement of interest and their resume detailing education completed, positions held, and special qualifications. Resume should include information required to determine if the candidate meets the Qualifications and Desirable Qualifications sections of this announcement.

PLEASE SUBMIT YOUR STATEMENT OF INTEREST AND RESUME TO: [LDMorris@LASD.org](mailto:LDMorris@LASD.org)  
IN THE SUBJECT LINE OF THE EMAIL, PLEASE INDICATE: Constitutional Policing Advisor  
FOR ADDITIONAL INQUIRIES, PLEASE CONTACT: Loretta Morris at (323) 526-5603

## ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by:

- Adding and establishing one (1) unclassified classification; and
- Adding a classification and the number of ordinance positions in the department of Sheriff.

MARY WICKHAM  
Interim County Counsel

By:

  
LESTER J. TOLNAI

Assistant County Counsel

LJT:

**ORDINANCE NO. 2015-0046**

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the adding and establishing the salary for a new unclassified classification.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 6.28.050 is hereby amended to add the following class:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
<u>9201</u>	<u>CONSTITUTIONAL POLICING ADVR,SHER(UC)</u>	<u>10/27/2015*</u>	<u>N23</u>	<u>R15</u>

**SECTION 2.** Section 6.120.010 (Sheriff – Administration) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>9201A</u>	<u>2</u>	<u>CONSTITUTIONAL POLICING ADVR,SHER(UC)</u>

**SECTION 3.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

\*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the unclassified position added to Section 6.28.050 of the County Code.

[RECLASSJULY15KPCEO]



SECTION 4. This ordinance shall be published in The Daily Commerce a newspaper printed and published in the County of Los Angeles.



*Mike Antonovich*

Mayor

ATTEST:

*Ariana Uribe*

Patrick Ogawa  
Acting Executive Officer - *for*  
Clerk of the Board of Supervisors  
County of Los Angeles

I hereby certify that at its meeting of October 27, 2015 the foregoing ordinance was adopted by the Board of Supervisors of said County of Los Angeles by the following vote, to wit:

Ayes

Supervisors Hilda Solis  
Mark Ridley-Thomas  
Sheila Kuehl  
Don Knabe  
Michael D. Antonovich

Noes

Supervisors None

Effective Date: October 27, 2015

Operative Date:

*Ariana Uribe*

Patrick Ogawa  
Acting Executive Officer - *for*  
Clerk of the Board of Supervisors  
County of Los Angeles

I hereby certify that pursuant to Section 25103 of the Government Code, delivery of this document has been made.

PATRICK OGAWA  
Acting Executive Officer  
Clerk of the Board of Supervisors

By *Anta*  
Deputy



APPROVED AS TO FORM:  
MARY C. WICKHAM  
Interim County Counsel

By *Lester J. Tolnai*  
Lester J. Tolnai  
Acting Chief Deputy County Counsel

- 12.** Recommendation: Approve the introduction of an ordinance amending County Code, Title 6 - Salaries, to add one unclassified classification and allocate two positions of this new unclassified classification to the Sheriff's Department. (Relates to Agenda No. 40) (Continued from the meetings of 7-21-15, 8-4-15, 9-15-15 and 10-6-15) (15-3278)

**This item was taken up with Item No. 40.**

**Mary Wickham, Interim County Counsel, responded to questions posed by the Board and stated that being a licensed attorney is not a requirement of the Constitutional Policing Advisor (CPA) position. However, an individual with a Juris Doctor degree can be appointed to the position; the Sheriff has acknowledged that he will not recognize the CPA as an attorney and the attorney-client privilege does not apply to the Sheriff's communications with the CPA; and if the Sheriff wants to have privileged communications, County Counsel must be present and/or copied on any correspondence.**

**After discussion, on motion of Supervisor Knabe, seconded by Supervisor Antonovich, this item was approved.**

**Ayes:** 4 - Supervisor Solis, Supervisor Kuehl, Supervisor Knabe and Supervisor Antonovich

**Absent:** 1 - Supervisor Ridley-Thomas

**On motion of Supervisor Knabe, seconded by Supervisor Antonovich, the foregoing motion was reconsidered to allow for a member of the public to address the Board.**

**Arnold Sachs addressed the Board.**

**On motion of Supervisor Knabe, seconded by Supervisor Antonovich, this item was approved.**

**Ayes:** 4 - Supervisor Solis, Supervisor Kuehl, Supervisor Knabe and Supervisor Antonovich

**Absent:** 1 - Supervisor Ridley-Thomas

**Attachments:** [Board Letter](#)  
[Video](#)





SACHI A. HAMAI  
Interim Chief Executive Officer

County of Los Angeles  
**CHIEF EXECUTIVE OFFICE**

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

*"To Enrich Lives Through Effective And Caring Service"*

Board of Supervisors  
HILDA L. SOLIS  
First District

MARK RIDLEY-THOMAS  
Second District

SHEILA KUEHL  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

July 21, 2015


The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

**ADOPTED**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

12 October 20, 2015

  
PATRICK OGAWA  
ACTING EXECUTIVE OFFICER

**COUNTYWIDE CLASSIFICATION ACTIONS  
(ALL DISTRICTS - 3 VOTES)**

**SUBJECT**

This letter and accompanying ordinance will update the tables of classes of positions and departmental staffing provisions by adding an unclassified classification.

**IT IS RECOMMENDED THAT THE BOARD:**

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to add one (1) unclassified classification and allocate two (2) positions of this new unclassified classification to the Sheriff Department.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Your Board of Supervisors (Board) has requested submission of classification letters on a periodic basis throughout the year to facilitate consideration of classification and compensation recommended actions in a timely manner. Approval of the recommendation will provide the ordinance authority for the Sheriff Department to implement the classification and compensation recommendation in this letter.

The recommendation will ensure the proper classification and compensation of positions based upon the duties and responsibilities assigned to this new classification (Attachment A). This is a primary goal of the County's classification and compensation system.

We are recommending this action based upon generally accepted principles of classification and

compensation. Furthermore, this action is important in addressing the Sheriff Department's operational needs. The proper classification and compensation of positions facilitates good business operations and can reduce the number of costly personnel-related problems.

#### New Unclassified Classification

We are establishing one (1) new unclassified classification for the Sheriff Department (Attachment A). The Constitutional Policing Advisor, Sheriff (UC) will report directly to the Sheriff and provide advice to the Sheriff Department's executive management on a wide variety of issues which significantly impact departmental and County operations, including constitutional policing matters, and risk-management issues and accountability.

Over the past year, the Sheriff has utilized two (2) Senior Deputy County Counsel positions for this function. These were County Counsel employees who were specifically assigned to work for the Sheriff Department. At the request of our current Sheriff, he would like to utilize the associated fiscal resources to create this new classification, Constitutional Policing Advisor, Sheriff (UC), and have two (2) positions in his budget.

#### **Implementation of Strategic Plan Goals**

Your Board's approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness.

#### **FISCAL IMPACT/FINANCING**

The projected budgeted annual cost resulting from these actions is estimated to total \$400,921.21. Cost increases associated with these new classification actions will be fully offset by the deletion of services and supplies in the Sheriff's Department. No additional funding is required.

#### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

#### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

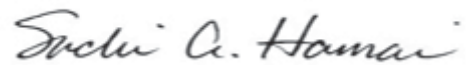
Your approval of this classification recommendation will enhance the operational effectiveness of the Sheriff Department through the creation of an appropriate classification and the allocation of two (2) new positions in this classification.

The Honorable Board of Supervisors

7/21/2015

Page 3

Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Interim Chief Executive Officer

SAH:RM:SJM

PAC:IW:mmg

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Human Resources  
Sheriff Department

**UNCLASSIFIED CLASSIFICATION  
RECOMMENDED FOR ADDITION**

<b>Proposed Savings/ Cafeteria Benefit Plan</b>	<b>Item No.</b>	<b>Title</b>	<b>Salary Schedule &amp; Level</b>
Savings/ Megaflex	9201	Constitutional Policing Advisor, Sheriff (UC)	N23      R15

## Appendix B

**REQUEST BY OFFICE OF INSPECTOR GENERAL FOR BULLETINS,  
DIRECTIVES, AND INSTRUCTIONS, WRITTEN OR ORAL,  
PERTAINING TO THE PROFESSIONAL STANDARDS [AND  
TRAINING] DIVISION, INCLUDING ICIB, ISSUED SINCE SHERIFF  
VILLANUEVA'S INAUGURATION DECEMBER 3, 2018**



**Baker, Daniel**

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**From:** Baker, Daniel  
**Sent:** Monday, March 9, 2020 7:51 PM  
**To:** Matthew Burson  
**Cc:** Scott Gage; Scott Johnson [REDACTED]  
**Subject:** Department Policies, Procedures and Practices  
**Attachments:** O\_Non\_policy directives etc list.pdf

Good evening sir:

The Office of Inspector General is preparing to issue a report on the Department's administrative investigation and force review processes. As part of that report, we requested and reviewed training bulletins, directives and other instructions issued by the Department pertaining to the Professional Standards [and Training] Division, including ICIB, which were or had been in effect at any time since 2001. I have attached a list of those the Department provided.

We have received no updates to that information since October of 2018. Will you please review these items and provide us with any bulletins, directives, and instructions, written or oral, pertaining to the Professional Standards [and Training] Division, including ICIB, which have been issued since December 3, 2018? Thank you.

Thank you,

Dan

Daniel W. Baker  
Chief Deputy, Inspector General  
Los Angeles County Office of Inspector General  
312 S. Hill St., 3<sup>rd</sup> floor  
Los Angeles, CA 90013

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02-14-11) .wpd			
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05-19-11) .wpd			
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02-08-11) .wpd			
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02-15-11) .wpd			
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02-14-11) .wpd			
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02-08-11) .wpd			
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02-08-11) .wpd			
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02-14-11) .wpd			
-a----	10/12/2018	1:04 PM	15300 32 (revised
02-22-11) .wpd			
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02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	13620 35-(revised
02-08-11) .wpd			
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02-22-11) .wpd			
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02-08-11) .wpd			
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02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	13775 38- (revised
02-08-11) .wpd			
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02-14-11) .wpd			
-a----	10/12/2018	1:04 PM	15232 41- (revised
02-08-11) .wpd			
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02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	15236 42- (revised
02-14-11) .wpd			
-a----	10/12/2018	1:04 PM	20776 43- (revised
02-08-11) .docx			
-a----	10/12/2018	1:04 PM	22018 43- (revised
02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	22007 43- (revised
02-14-11) .wpd			
-a----	10/12/2018	1:04 PM	19037 44- (revised
02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	18964 44- (revised
02-14-11) .wpd			
-a----	10/12/2018	1:04 PM	18408 44- (revised
12-22-11) .wpd			
-a----	10/12/2018	1:04 PM	15942 46 (revised
02-14-11) .wpd			
-a----	10/12/2018	1:04 PM	6392 48 Calculation form
(revised 02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	7117 48 Calculation form
(revised 120911) .wpd			
-a----	10/12/2018	1:04 PM	17796 48- (revised
02-14-11) .wpd			
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02-08-11) .wpd			
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02-08-11) .wpd			
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02-08-11) .wpd			
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02-08-11) .docx			
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02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	23914 52_ Random Drug
Testing.docx			
-a----	10/12/2018	1:04 PM	14613 53 (Revised
02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	23732 54 (Revised
02-08-11) .wpd			
-a----	10/12/2018	1:04 PM	23664 54 (Revised
03-07-11) .wpd			
-a----	10/12/2018	1:04 PM	16037 55 (Revised

02-08-11) .wpd				
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02-08-11) .wpd				
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02-08-11) .wpd				
-a----	10/12/2018	1:04 PM	7386 57	attachment
(Revised 02-08-11) .wpd				
-a----	10/12/2018	1:04 PM	18735 58	(Revised
02-08-11) .docx				
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02-08-11) .wpd				
-a----	10/12/2018	1:04 PM	20668 59	(revised
02-08-11) .wpd				
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02-22-11) .wpd				
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02-08-11) .wpd				
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-a----	10/12/2018	1:04 PM	23042 62	(12-23-11) .wpd
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Security.rtf				
-a----	10/12/2018	1:04 PM	28496 63_Bureau	
Security.wpd				
-a----	10/12/2018	1:04 PM	18784 64_K9	Bite
Hospitalizations.wpd				
-a----	10/12/2018	1:04 PM	17553 65	Medical
Records.rtf				

## Baker, Daniel

---

**From:** Granados, Louis S. [REDACTED]  
**Sent:** Monday, June 22, 2020 2:14 PM  
**To:** Baker, Daniel  
**Cc:** Johnson, Scott E.; Chavez, Pilar; Woodward, Dianna J.  
**Subject:** Administrative investigations/force review revisions after December 3, 2018  
**Attachments:** Manual\_of\_Policy\_and\_Procedures\_\_3-10\_110.00\_-\_Use\_of\_Force\_Review\_Pro....pdf;  
Manual\_of\_Policy\_and\_Procedures\_\_3-10\_100.00\_-\_Use\_of\_Force\_Reporting\_Procedures\_-\_6-22-2020.pdf; Manual\_of\_Policy\_and\_Procedures\_\_3-09\_330.00\_-\_Critical\_Incident\_Review\_Panel\_-\_6-22-2020.pdf; Manual\_of\_Policy\_and\_Procedures\_\_3-04\_020.06  
\_-\_Administrative\_Investigations\_-\_Constitutional\_Policing\_Advisors\_-\_6-22-2020.pdf;  
Manual\_of\_Policy\_and\_Procedures\_\_2-02\_060.00\_-\_Captains\_-\_6-22-2020.pdf;  
Manual\_of\_Policy\_and\_Procedures\_\_7-02\_010.20\_-\_Professional\_Standards\_Division\_-\_6-22-2020.pdf

Good afternoon Mr. Baker,

Please see the attached files regarding your request for revisions dated after December 3, 2018 involving administrative investigation and force review processes.

If you have any questions , please contact me at (323) 890-5466.

Respectfully,

*Deputy Louis Granados*

Risk Management Bureau  
Field Operations Support Services  
4900 S. Eastern Ave., Suite 210  
Commerce, CA 90040  
(323) [REDACTED]





# Appendix C

**EXEMPLAR OF REQUEST FOR IAB INVESTIGATION AND/OR  
CRIMINAL MONITOR**





**COUNTY OF LOS ANGELES  
SHERIFF'S DEPARTMENT**

**OFFICE CORRESPONDENCE**

DATE: 01/29/19

FILE NO: \_\_\_\_\_

FROM:  \_\_\_\_\_

CHIEF

TO: \_\_\_\_\_

JOSIE S. WOOLUM, CAPTAIN  
INTERNAL AFFAIRS BUREAU

**SUBJECT: REQUEST FOR IAB INVESTIGATION AND/OR CRIMINAL MONITOR**

Subject's name, rank, employee number, and unit of assignment:

Deputy, # Century

Incident Date(s):

Date a sergeant, or above, became aware of an act, omission, or other misconduct:

One Year Statute Date for an administrative investigation \_\_\_\_\_ (If criminal monitor, leave blank)

Potential MPP Violation(s):

3-01/030.10 Obedience to Laws, Regulations and Orders  
3-01/030.05 General Behavior  
3-01/050.30 Off-Duty Incidents

Relieved of Duty? ☐ Yes ☒ No

Alcohol Related? ☒ Yes ☐ No

Citizen Complaint? ☐ Yes ☒ No If yes, SCR #: \_\_\_\_\_

Complainant's Name (and employee number if a Department member):

Synopsis:

While off duty at a bar/restaurant in \_\_\_\_\_ the RP stated Deputy \_\_\_\_\_ told him to leave a female patron alone. At which time Deputy \_\_\_\_\_ lifted his shirt (flashed) his gun from his waistband at the RP. The RP felt threatened. The RP stated Deputy \_\_\_\_\_ was intoxicated.

**REQUEST FOR IAB INVESTIGATION AND/OR CRIMINAL MONITOR (Cont.)**

Reason(s) for IAB Request:

\* Mandatory IAB Investigation

- ☐ Witnesses are spread over a large geographic area.
- ☐ The nature of the allegations(s) involves incidents of high media attention.
- ☐ The Subject is a supervisor or manager.
- ☒ The allegation(s), if founded, may result in discharge. \*
- ☐ The allegation(s) concern family/domestic violence.
- ☐ The allegation(s) concern workplace violence. \*
- ☐ The allegation(s) involve the Category 2 use of force in Custody Division. \*
- ☐ Criminal Monitor (indicate investigating agency and crime).

☐ Other:

Contact for source documents at the requesting unit:

Lieutenant [REDACTED]

Prepared by:

Unit Commander or Director:

Captain [REDACTED]

**E-Mail to IAB Investigation Requests**

**NOTE: A review of the allegations will be conducted by the Internal Affairs Bureau in those cases referred to it for investigation. There may be situations when the Internal Affairs Bureau will decide, upon initial review, to return the case for a unit level investigation.**

---

**For IAB use only**

Assigning Lieutenant \_\_\_\_\_

IAB Investigator \_\_\_\_\_

# Appendix D

## **EXEMPLAR OF WATCH COMMANDER'S SERVICE COMMENT REPORT**



Received By	
<input type="checkbox"/> Mail	<b>1</b>
<input type="checkbox"/> In Person	
<input type="checkbox"/> Telephone	
<input type="checkbox"/> 800 Line	
<input type="checkbox"/> E-Mail/Fax	

# **LOS ANGELES COUNTY SHERIFF'S DEPARTMENT** **WATCH COMMANDER'S SERVICE COMMENT REPORT**

**000000**

Bureau/Station/Facility Receiving Comment:	Report Date:	URN:	SC:
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Investigating Unit	<input type="checkbox"/> Personnel Complaint	Time Received	IAB#:
<b>6</b>	<b>7</b>		<b>8</b>

<input type="checkbox"/> Commendation	<input type="checkbox"/> Criminal Conduct (All copies to Unit Cmdr) <input type="checkbox"/> Discourtesy <input type="checkbox"/> Dishonesty <input type="checkbox"/> Unreasonable Force <input type="checkbox"/> Improper Tactics <input type="checkbox"/> Improper Detention, Search or Arrest	<input type="checkbox"/> Neglect of Duty <input type="checkbox"/> Operation of Vehicles <input type="checkbox"/> Off Duty Conduct <input type="checkbox"/> Harassment <input type="checkbox"/> Discrimination <input type="checkbox"/> Other	<input type="checkbox"/> Service Complaint <input type="checkbox"/> Policy/Procedures <input type="checkbox"/> Response Time <input type="checkbox"/> Traffic Citation <input type="checkbox"/> Other
<input type="checkbox"/> Application to Duties <input type="checkbox"/> Commendable Restraint <input type="checkbox"/> Exemplary Conduct <input type="checkbox"/> Tactical Excellence	<b>9</b>	<b>10</b>	<b>11</b>

Reporting Party Information							
Last Name:	First Name:	Middle Name:	Home Phone:	Work Phone:	Third Party:		
<b>12</b>					<input type="checkbox"/> Yes <input type="checkbox"/> No		
Residence:	City:	Zip:	Sex:	Age:	Race:	Present at Incident:	
						<input type="checkbox"/> Yes <input type="checkbox"/> No	<b>14</b>
Has any member of this Department attempted to discourage you in any way from bringing this matter to the attention of the Department? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, Who? <b>15</b>							

Involved Party Information (If not Reporting Party)							
Last Name:	First Name:	Middle Name:	Home Phone:	Work Phone:			
<b>16</b>							
Residence:	City:	Zip:	Sex:	Age:	Race:		

Contact/Event Information			
Date:	Time:	City or Station Area:	RD:
<b>17</b>	<b>17</b>	<b>17</b>	<b>17</b>
Location/Address:			
<b>17</b>			
Synopsis of Contact/Event:			
<b>17</b>			
<input type="checkbox"/> See Attached			
Was a Supervisor Present?	Last Name:	First Name:	Middle Name:
<input type="checkbox"/> Yes <input type="checkbox"/> No <b>18</b>	<b>18</b>		
	Rank:	Employee No:	

Witness Information			
Last Name:	First Name:	Middle Name:	Home Phone:
<b>19</b>			
Residence:	City:	Zip:	Sex:

Involved Employee Information							
Last Name:	First Name:	Middle Name:	Work Phone:	Sex:	Race:	Age:	
<b>20</b>							
Unit of Assignment:	Height:	Weight:					
Employee No.	Work Assignment (Unit #, Module, etc.):	<input type="checkbox"/> EM Shift	<input type="checkbox"/> Day Shift	<input type="checkbox"/> PM Shift	<input type="checkbox"/> Regular Shift	<input type="checkbox"/> O.T. Shift	<input type="checkbox"/> Off Duty

Employee Witness Information							
Last Name:	First Name:	Middle Name:	Employee No.	Last Name:	First Name:	Middle Name:	Employee No.
<b>21</b>							

Watch Commander (Person Completing Report)		
Print Full Name:	Employee No:	Signature:
<b>22</b>		

Distribution			
WHITE - PTD Hdqtrs	CANARY - Unit Commander	PINK - Division Hdqtrs	GREEN - Reporting Party



# Appendix E

**INMATE COMPLAINT INVESTIGATION HANDBOOK**





# **INMATE COMPLAINT INVESTIGATION HANDBOOK**



## **Investigating Inmate Complaints**

**Los Angeles County Sheriff's Department**  
*A Tradition of Service Since 1850*

**Leroy D. Baca, Sheriff**

Prepared by:  
Custody Division  
July 2012

[illegible]

## REFERRED INMATE COMPLAINT FORM

### LOS ANGELES COUNTY SHERIFF'S DEPARTMENT REFERRED INMATE COMPLAINT FORM

Calling Party or Complainant	
Complaint Received By	Date <span style="float: right;">Time</span>
Inmate Name - Last <span style="float: right;">First</span>	Blk#
Housing Facility	Loc
Name of Referring Party	Home Tel#
Relationship to Inmate	Work Tel#
Nature of Complaint	
Description of Complaint	
Complaint Assignment	
Complaint Referred to Another Unit or Facility: <span style="float: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></span>	Unit/Facility:
Person Notified of Complaint:	Time:
Was complainant notified that complaint has been referred to another unit or facility? <span style="float: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></span>	
Additional Information	
NOTE: Fax form to unit or facility where inmate is/was housed at the time of the referred complaint	
Watch Commander: _____ Employee# _____ Date _____ Time _____	

CSS/ 01/12



# Appendix F

**ADMINISTRATIVE CASES REVIEWED 2016-2020**

**REDACTED**



# Appendix G

**EXECUTIVE FORCE REVIEW COMMITTEE : CASES REVIEWED:  
2016 THROUGH NOVEMBER 5, 2020**

**REDACTED**





# Appendix H

**LOS ANGELES COUNTY CIVIL ACTIONS: CASES ALLEGING  
DEPUTY SECRET SOCIETIES**

**REDACTED**



# Appendix I

**MEMORANDUM, INTERVIEWS OF EMPLOYEES AND RELEVANT  
ADMONITIONS, DATED APRIL 8, 2014**




COUNTY OF LOS ANGELES  
**SHERIFF'S DEPARTMENT**  
*"A Tradition of Service"*

OFFICE CORRESPONDENCE

DATE: April 8, 2014

FILE:



FROM: ROD A. KUSCH, CAPTAIN  
INTERNAL CRIMINAL  
INVESTIGATIONS BUREAU

TO: ALL INVESTIGATORS

SUBJECT: INTERVIEWS OF EMPLOYEES AND RELEVANT ADMONITIONS

Upon my arrival here, I learned that Internal Criminal Investigations Bureau (ICIB) investigators are reading from an admonition card before interviewing employees. I viewed the card and noticed it contains some information that is factually incorrect (e.g., "...we cannot compel you to provide a statement"). I learned that the card was formulated collaboratively, in an effort to provide consistency.

Today, I had the opportunity to discuss the card and its associated issues with Joe McGrath and Joe Brann, who are consultants hired by the Department's attorneys to provide operational advice. In short, they agreed that we may discontinue use of the card as long as the below-listed concepts are conveyed in an audio or video recording of employee interviews:

- (1) ICIB investigations are criminal investigations, not administrative investigations.
- (2) ICIB desires to obtain voluntary statements.
- (3) Department policies require cooperation in internal investigations, or administrative sanctions apply.
- (4) However, no administrative sanctions will arise for not making a statement to ICIB.

Therefore, your introductory statement should sound something like this: "We're from the Internal Criminal Investigations Bureau. Our bureau conducts criminal investigations, not administrative investigations where you're compelled to make statements. Our desire is to obtain a voluntary statement, not a compelled statement. We're asking you to voluntarily participate in an interview. Administrative sanctions for not participating in an interview do not apply in criminal investigations. The door is closed for privacy purposes only, and you're free to leave if you desire."

RAK:rak

## Appendix J

**TIME ELAPSED – FIRST WITNESS INTERVIEW TO APPROVAL OR  
RETURN**



# HOW LONG DO INVESTIGATIONS TAKE?

Time Elapsed - First Witness Interview to Approval or Return

Page 1 of 2

	DATE FIRST		Days
	Witness Interview	Return or Approve	Witness to Approved
IV2365537	6/21/2016	6/27/2016	6
IV2398074	4/25/2016	5/3/2016	8
IV2308233	4/28/2016	5/10/2016	12
IV2348219	6/9/2016	6/24/2016	15
IV2323107	5/4/2016	5/24/2016	20
IV2368628	3/23/2016	4/14/2016	22
IV2386116	6/9/2016	7/1/2016	22
IV2323107	4/27/2016	5/24/2016	27
IV2379813	2/2/2017	3/2/2017	28
IV2379143	10/15/2015	11/16/2015	32
IV2379749	2/3/2016	3/7/2016	33
IV2383392	6/22/2016	7/25/2016	33
IV2393456	10/13/2016	11/17/2016	35
IV2364280	2/12/2016	3/23/2016	40
IV2364280	2/12/2016	3/23/2016	40
IV2373876	1/19/2016	3/1/2016	42
IV2420439	10/10/2017	11/21/2017	42
IV2380312	2/3/2016	3/21/2016	47
IV2393908	10/27/2016	12/13/2016	47
IV2377060	2/25/2016	4/15/2016	50
IV2308233	4/12/2016	6/2/2016	51
IV2379813	1/10/2017	3/2/2017	51
IV2397144	6/20/2017	8/11/2017	52
IV2382211	2/25/2016	4/18/2016	53
IV2387094	3/3/2016	4/27/2016	55
	11/4/2015	12/30/2015	56
IV2379755	2/24/2016	4/21/2016	57
IV2395002	9/16/2016	11/16/2016	61
IV2379301	9/24/2015	11/30/2015	67
IV2386925	5/23/2017	8/10/2017	79
IV2418841	7/25/2017	10/13/2017	80
IV2408617	9/2/2016	11/22/2016	81
IV2408955	12/13/2017	3/5/2018	82
IV2383913	1/13/2016	4/13/2016	91
IV2381478	2/3/2016	5/18/2016	105
IV2382518	11/3/2015	3/30/2016	148
IV2384593	11/4/2015	5/12/2016	190
IV2372171	3/9/2017	9/19/2017	194
IV2365151	1/13/2015	8/14/2015	213
IV2383802	8/4/2015	3/7/2016	216



# HOW LONG DO INVESTIGATIONS TAKE?

Time Elapsed - First Witness Interview to Approval or Return

Page 2 of 2

	DATE FIRST		Days
	Witness Interview	Return or Approve	Witness to Approved
IV2398962	5/11/2016	12/16/2016	219
IV2393456	4/7/2016	11/17/2016	224
IV2423637	4/12/2017	12/15/2017	247
IV2375338	4/4/2015	1/5/2016	276
IV2380831	7/28/2015	5/12/2016	289
IV2378892	5/6/2015	4/8/2016	338



# Appendix K

**UNIT ORDER 2-12 REPRESENTATIVE RIGHTS OF SWORN  
EMPLOYEES**



# INTERNAL CRIMINAL INVESTIGATIONS BUREAU

January 1, 2003

## Line Procedures

Unit Order: 2 - 12

Subject: REPRESENTATIVE RIGHTS OF SWORN EMPLOYEES

**PURPOSE:** The purpose of this order is to clarify and establish policy regarding the representative rights of sworn Department members who are contacted for interview purposes by investigators assigned to Internal Criminal Investigations Bureau. This order is not designed to interfere with the interview process, but to ensure sworn personnel are afforded all rights due to them.

### **SCOPE AND POLICY**

This policy shall be followed regardless of whether the contacted deputy is considered a suspect or witness. The following guidelines will be adhered to when attempting to interview sworn members of this Department.

1. ICIB investigators who have been advised by a sworn member that it is his or her intent or desire to consult with a union or legal representative, shall promptly provide that employee with the opportunity to do so. If prompt communication with counsel is not viable, investigators shall afford the employee a reasonable time period to make arrangements before re-initiating contact regarding the investigation. If the employee advises an investigator that representation has been engaged, investigators shall not contact the employee directly concerning that investigation.
2. After initial contact with a sworn Department member, ICIB investigators who are advised in writing by an attorney that the employee is represented by counsel shall not thereafter directly contact the employee concerning that investigation.
3. ICIB investigators shall not tell a sworn Department member that he or she is not entitled to representation. All employees, including those who are

considered witnesses, shall be allowed upon their request to consult with an attorney before deciding whether to participate in a requested interview.

4. ICIB investigators shall not dissuade any sworn Department member from being allowed to contact counsel relative to his or her involvement in an ICIB investigation.
5. ICIB investigators shall not interrogate any sworn Department member in circumstances where he or she reasonably believes he or she is not free to leave, unless the Miranda advisory is provided prior to the interrogation.

**Note:** Non-sworn personnel who are deemed witnesses or suspects shall have the same rights afforded to them as any citizen. (Refer to Line Procedures Section 2 - 10.)

# Appendix L

## **SHERIFF DEPARTMENT SHOOTING CASES WITH PAID JUDGMENTS AND SETTLEMENTS**

**REDACTED**





# Appendix M

**FORCE REVIEW DELAYS; DEPUTY INVOLVED SHOOTINGS  
INVESTIGATED BY HOMICIDE BUREAU**



**FORCE REVIEW DELAYS**

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
1/4/2012	ROSEMEAD	4/18/12	4/23/2012	9/14/2012	254	110	105
1/5/2012	PARAMOUNT	10/23/12	10/25/2012	2/19/2013	411	294	292
1/21/2012	LANCASTER	3/21/12	3/25/2012	5/21/2012	121	64	60
2/1/2012	LANCASTER	11/26/12	12/1/2012	1/7/2014	706	304	299
2/8/2012	COMPTON	8/13/12	8/31/2012	11/19/2012	285	205	187
2/21/2012	PARAMOUNT	6/19/12	6/20/2012	8/7/2012	168	120	119
2/22/2012	PICO RIVERA	5/16/12	5/17/2012	8/7/2012	167	85	84
2/26/2012	CERRITOS	5/18/12	5/22/2012	5/15/2013	444	86	82
3/4/2012	COMPTON	6/4/12	6/7/2012	7/20/2012	138	95	92
3/7/2012	LOS ANGELES	8/10/12	8/12/2012	9/18/2012	195	158	156
3/8/2012	HAWAIIAN GARDENS	5/10/12	5/10/2012	7/23/2012	137	63	63
5/5/2012	PALMDALE	5/29/12	5/30/2012	8/29/2012	116	25	24
5/12/2012	CITY OF INDUSTRY	2/8/13	2/12/2013	5/7/2013	360	276	272
5/13/2012	COMPTON	12/10/12	12/14/2012	3/25/2014	681	215	211
5/23/2012	COMPTON	3/29/2013	3/31/2013	5/29/2013	371	312	310
6/21/2012	LYNWOOD	10/3/12	10/6/2012	1/30/2013	223	107	104
6/24/2012	COMPTON	10/8/13	10/16/2013	6/11/2014	717	479	471
7/1/2012	COMPTON	7/25/13	7/27/2013	2/25/2014	604	391	389
8/3/2012	PALMDALE	11/1/12	11/3/2012	3/6/2013	215	92	90
8/16/2012	COMPTON	1/17/13	1/20/2013	1/30/2013	167	157	154
8/24/2012	BELLFLOWER	2/28/13	3/4/2013	6/4/2013	284	192	188
8/29/2012	CARSON	1/29/13	1/30/2013	3/12/2013	195	154	153
8/29/2012	LONG BEACH	11/15/12	11/26/2012	4/11/2013	225	89	78
9/8/2012	COMPTON	5/20/13	5/22/2013	6/12/2013	277	256	254
9/17/2012	PARAMOUNT	1/14/13	1/17/2013	7/22/2013	308	122	119
9/28/2012	EAST LOS ANGELES	6/27/13	6/30/2013	9/18/2013	355	275	272
10/18/2012	INGLEWOOD	2/14/13	2/20/2013	6/12/2013	237	125	119
10/20/2012	NORWALK	8/16/13	8/18/2013	11/20/2013	396	302	300

Shootings highlighted in YELLOW not included in calculations.

**FORCE REVIEW DELAYS**

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
10/24/2012	COMPTON	4/3/13	4/8/2013	8/6/2013	286	166	161
11/9/2012	LANCASTER	3/27/13	4/1/2013	6/6/2013	209	143	138
11/10/2012	LOS ANGELES	8/7/13	8/10/2013	5/27/2014	563	273	270
11/14/2012	COMPTON	5/9/13	5/13/2013	7/24/2013	252	180	176
11/16/2012	LOS ANGELES	3/4/13	3/8/2013	4/22/2013	157	112	108
11/23/2012	LOS ANGELES	1/3/13	1/5/2013	4/11/2013	139	43	41
12/23/2012	WHITTIER	4/2/13	4/9/2013	9/5/2013	256	107	100
1/10/2013	WHITTIER	5/21/2013	5/22/2013	7/1/2013	172	132	131
1/21/2013	LOS ANGELES	10/1/2013	10/4/2013	12/10/2013	323	256	253
2/1/2013	WALNUT	3/5/2013	3/10/2013	6/21/2013	140	37	32
2/19/2013	GARDENA	4/1/2013	4/13/2013	8/14/2013	176	53	41
4/9/2013	LYNWOOD	8/27/2013	9/1/2013	1/23/2014	289	145	140
4/10/2013	EAST LOS ANGELES	4/17/2014	4/20/2014	6/18/2014	434	375	372
4/20/2013	SOUTH GATE	6/1/2013	6/3/2013	8/20/2013	122	44	42
4/26/2013	LOS ANGELES	4/23/2014	5/1/2014	9/16/2014	508	370	362
4/29/2013	EAST LOS ANGELES	1/14/2014	4/10/2014	5/15/2014	381	346	260
5/1/2013	CANYON COUNTRY	1/14/2014	6/20/2013	8/1/2014	457	50	258
5/11/2013	EAST LOS ANGELES (CUDAHY)	11/18/2013	11/20/2013	6/5/2014	390	193	191
5/14/2013	PARAMOUNT	8/21/2013	9/1/2013	1/23/2014	254	110	99
5/18/2013	LOS ANGELES	9/2/2013	9/10/2013	12/9/2013	205	115	107
5/22/2013	VAN NUYS	8/12/2013	8/22/2013	2/24/2014	278	92	82
5/23/2013	COMPTON	3/27/2014	4/1/2014	7/16/2014	419	313	308
6/21/2013	LOS ANGELES	9/1/2013	9/2/2013	12/17/2013	179	73	72
6/22/2013	LA PUENTE	10/16/2013	10/18/2013	4/1/2014	283	118	116
6/27/2013	LITTLE ROCK	10/8/2013	10/16/2013	1/8/2014	195	111	103
6/27/2013	COMPTON	5/16/2014	5/29/2014	8/5/2014	404	336	323
7/19/2013	WHITTIER	04/23/14	5/1/2014	9/24/2014	432	286	278
7/24/2013	COMPTON	4/14/2014	4/20/2014	9/22/2014	425	270	264

Shootings highlighted in YELLOW not included in calculations.

**FORCE REVIEW DELAYS**

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
8/4/2013	PICO RIVERA	5/9/2014	5/13/2014	7/2/2014	332	282	278
8/28/2013	COMPTON	3/26/2014	4/4/2014	5/21/2014	266	219	210
9/10/2013	EAST LOS ANGELES	12/10/2013	12/11/2013	3/6/2014	177	92	91
9/14/2013	LOS ANGELES	3/27/2014	4/3/2014	7/8/2014	297	201	194
9/17/2013	EAST LOS ANGELES	7/7/2014	7/28/2014	3/5/2015	534	314	293
9/25/2013	LOS ANGELES	6/5/2014	6/12/2014	7/17/2014	295	260	253
10/6/2013	LOS ANGELES	7/2/2014	7/24/2014	9/24/2014	353	291	269
10/6/2013	CASTAIC	6/24/2014	7/29/2014	10/8/2014	367	296	261
10/12/2013	NORWALK	7/23/2014	7/30/2014	9/8/2014	331	291	284
10/27/2013	BELLFLOWER	4/15/2014	4/24/2014	10/8/2014	346	179	170
10/29/2013	INGLEWOOD	7/15/2014	7/15/2014	1/6/2015	434	259	259
11/1/2013	PARAMOUNT	5/7/2014	5/21/2014	8/13/2014	285	201	187
11/5/2013	LONG BEACH	2/5/2014	2/7/2014	2/15/2015	467	94	92
11/15/2013	ROSEMEAD	4/10/2014	4/15/2014	10/6/2014	325	151	146
12/29/2013	MONROVIA	5/12/2014	5/21/2014	10/6/2014	281	143	134
1/26/2014	COMPTON	07/25/14	7/26/2014	9/22/2014	239	181	180
1/30/2014	SANTA CLARITA	06/17/14	7/1/2014	1/7/2015	342	152	138
2/4/2014	PICO RIVERA	05/01/14	5/8/2014	11/6/2014	275	93	86
2/13/2014	West Covina	04/23/14	5/1/2014	7/16/2014	153	77	69
2/14/2014	LONG BEACH	06/12/14	6/14/2014	10/7/2014	235	120	118
3/16/2014	LANCASTER	07/03/14	7/22/2014	9/26/2014	194	128	109
4/7/2014	WEST HOLLYWOOD	08/18/14	8/20/2014	3/6/2015	333	135	133
4/13/2014	LYNWOOD	12/09/14	12/15/2014	2/24/2015	317	246	240
4/25/2014	EAST LOS ANGELES (MAYWOOD)	08/15/14	8/26/2014	11/26/2014	215	123	112
4/29/2014	EAST LOS ANGELES	07/10/14	7/17/2014	12/30/2014	245	79	72
5/24/2014	WEST HOLLYWOOD	10/29/2014	11/3/2014	1/22/2015	243	163	158
5/26/2014	LONG BEACH	8/28/2014	9/1/2014	2/23/2015	273	98	94
6/24/2014	COMPTON	1/28/2015	1/30/2015	5/20/2015	330	220	218

Shootings highlighted in YELLOW not included in calculations.

**FORCE REVIEW DELAYS**

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
8/1/2014	PICO RIVERA	1/29/2015	2/6/2015	1/5/2016	522	189	181
8/9/2014	WALNUT PARK	10/20/14	10/20/2014	12/11/2014	124	72	72
8/10/2014	LOS ANGELES	11/18/2014	12/23/2014	6/11/2015	305	135	100
8/18/2014	BELLFLOWER	12/2/2014	12/16/2014	3/4/2015	198	120	106
8/26/2014	COMPTON	2/20/2016	3/3/2016	8/1/2016	706	555	543
9/17/2014	COMPTON	12/24/2014	1/3/2015	5/1/2015	226	108	98
10/4/2014	LOS ANGELES	6/24/2015	6/26/2015	7/18/2016	653	265	263
10/8/2014	EAST LOS ANGELES	1/3/2015	1/10/2015	6/1/2015	236	94	87
10/27/2014	PARAMOUNT	3/5/2015	3/10/2015	4/29/2015	184	134	129
10/29/2014	LAWNDALE	2/3/2016	2/22/2016	6/30/2016	610	481	462
11/7/2014	PALMDALE	10/9/2015	12/4/2015	4/1/2016	511	392	336
11/16/2014	EAST LOS ANGELES	1/29/2015	1/31/2015	4/16/2015	151	76	74
11/20/2014	LANCASTER	3/18/2015	3/27/2015	10/21/2016	701	127	118
11/30/2014	CARSON	8/4/2015	8/26/2015	12/15/2015	380	269	247
12/31/2014	COMPTON	7/22/2015	7/24/2015	9/7/2016	616	205	203
1/24/2015	LOS ANGELES	05/19/15	5/29/2015	9/16/2015	235	125	115
3/3/2015	LAKEWOOD	11/06/15	12/1/2015	6/1/2017	821	273	248
3/12/2015	WALNUT PARK	10/07/15	10/10/2015	4/6/2016	391	212	209
3/13/2015	LOS ANGELES	04/01/16	5/10/2016	11/3/2016	601	424	385
3/25/2015	LOS ANGELES	10/16/15	10/20/2015	1/11/2016	292	209	205
4/10/2015	LOS ANGELES	07/27/15	7/29/2015	3/16/2016	341	110	108
5/5/2015	EL MONTE	5/9/2016	5/24/2016	8/9/2016	462	385	370
5/7/2015	CERRITOS	11/3/2015	11/26/2015	4/6/2016	335	203	180
5/13/2015	COMPTON	10/13/15	11/4/2015	9/27/2017	868	175	153
6/1/2015	VAN NUYS	11/4/2015	12/12/2015	2/1/2016	245	194	156
6/4/2015	ASUZA	10/20/2015	11/3/2015	4/5/2016	306	152	138
7/3/2015	LANCASTER	4/16/2016	4/21/2016	5/8/2017	675	293	288
7/5/2015	LAKEWOOD	12/28/2015	1/19/2016	8/11/2016	403	198	176

Shootings highlighted in YELLOW not included in calculations.

**FORCE REVIEW DELAYS**

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
7/6/2015	LAKEWOOD	3/22/2016	3/28/2016	9/8/2016	430	266	260
7/10/2015	PASADENA	9/23/2015	10/1/2015	1/20/2016	194	83	75
7/29/2015	PICO RIVERA	6/9/2016	6/15/2016	5/5/2017	646	322	316
9/10/2015	DOWNEY	6/16/2016	7/4/2017	5/14/2020	1708	663	280
9/28/2015	COMPTON	4/15/2016	5/17/2016	7/14/2016	290	232	200
10/2/2015	CITY OF INDUSTRY	2/1/2016	2/5/2016	4/27/2016	208	126	122
10/16/2015	LA PUENTE	11/19/2016	12/1/2016	7/20/2017	643	412	400
10/19/2015	LOS ANGELES	7/4/2016	7/28/2016	11/15/2016	393	283	259
12/1/2015	NORWALK	8/11/2016	8/26/2016	11/8/2016	343	269	254
12/12/2015	LYNWOOD	10/2/2016	10/15/2016	4/3/2017	478	308	295
12/20/2015	PALMDALE	7/28/2016	8/25/2016	10/17/2017	667	249	221
1/4/2016	COMPTON	4/7/2016	5/12/2016	2/16/2017	409	129	94
1/12/2016	LANCASTER	12/28/2016	7/4/2017	3/29/2018	807	539	351
1/14/2016	CANYON COUNTRY	9/27/2016	10/17/2016	1/30/2017	382	277	257
2/11/2016	LANCASTER	8/8/2017	8/9/2017	2/2/2020	1452	545	544
2/14/2016	EAST LOS ANGELES	9/21/2016	10/3/2016	6/11/2018	848	232	220
2/20/2016	PARAMOUNT	7/13/2016	8/9/2016	11/1/2017	620	171	144
2/24/2016	NORWALK	1/2/2017	1/31/2017	12/11/2018	1021	342	313
3/4/2016	INGLEWOOD	12/1/2016	1/31/2017	9/8/2017	553	333	272
3/5/2016	LOS ANGELES	8/25/2016	8/27/2016	7/9/2018	856	175	173
3/16/2016	LOS ANGELES	10/21/2016	11/9/2016	4/10/2018	755	238	219
3/30/2016	EAST LOS ANGES	3/23/2017	4/20/2017	9/20/2017	539	386	358
6/11/2016	EAST LOS ANGELES (MAYWOOD)	10/6/2017	10/18/2017	7/9/2018	758	494	482
7/28/2016	COMPTON	3/20/2017	4/11/2017	7/25/2017	362	257	235
8/2/2016	CASTAIC	6/4/2017	6/26/2017	6/6/2019	1038	328	306
8/7/2016	LENNOX	6/27/2017	7/17/2017	6/28/2018	690	344	324
8/17/2016	PANORAMA CITY	3/1/2017	4/10/2017	11/1/2018	806	236	196
8/25/2016	COMPTON	6/5/2017	6/6/2017	8/7/2017	347	285	284

Shootings highlighted in YELLOW not included in calculations.

**FORCE REVIEW DELAYS**

INCIDENT INFORMATION			INVESTIGATION AND REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to			
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	BOOK COMPLETION	
9/1/2016	LOS ANGELES	3/3/2017	4/6/2017	6/28/2018	665	217	183	
9/8/2016	LOMITA	3/1/2017	4/2/2017	8/24/2020	1446	206	174	
10/4/2016	SANTA MONICA	1/26/2017	1/31/2017	6/23/2017	262	119	114	
10/5/2016	LANCASTER	7/26/2017	7/28/2017	4/4/2018	546	296	294	
10/31/2016	CHATSWORTH	5/16/2018	5/24/2018	6/29/2018	606	570	562	
11/22/2016	LA MIRADA	7/9/2018	7/11/2018	8/29/2018	645	596	594	
12/12/2016	LOS ANGELES	10/23/2017	10/26/2017	10/11/2018	668	318	315	
12/15/2016	HACIENDA HEIGHTS	7/24/2017	8/16/2017	6/29/2018	561	244	221	
12/17/2016	EAST LOS ANGELES	6/15/2017	6/22/2017	7/27/2018	587	187	180	
12/24/2016	PICO RIVERA	6/11/2017	7/3/2018	2/28/2020	1161	556	169	
2/13/2017	VAN NUYS	5/24/2017	6/8/2017	4/8/2019	784	115	100	
3/7/2017	LOS ANGELES	8/23/2017	9/12/2017	2/21/2018	351	189	169	
3/14/2017	WHITTIER	6/20/2017	6/27/2017	7/10/2018	483	105	98	
3/20/2017	TEMPLE CITY	11/4/2017	11/9/2017	3/22/2018	367	234	229	
4/12/2017	LOS ANGELES	7/31/2017	8/21/2017	9/20/2017	161	131	110	
5/24/2017	COMPTON	3/21/2018	3/26/2018	6/3/2018	374	305	300	
6/22/2017	PALMDALE	1/8/2018	1/22/2018	11/7/2018	503	214	200	
7/4/2017	PALMDALE	5/29/2018	6/4/2018	2/4/2020	944	334	328	
8/16/2017	LOS ANGELES	7/31/2018	8/2/2018			350	348	
9/11/2017	WEST VALINDA	9/5/2018	8/31/2018	11/19/2018	433	353	358	
10/31/2017	RESEDA	2/23/2018	2/28/2018	9/16/2020	1051	120	115	
11/2/2017	WILLOWBROOK	5/17/2018	5/29/2018	8/20/2019	655	207	195	
11/28/2017	SANTA CLARITA	3/30/2018	4/3/2018	9/10/2019	650	125	121	
12/10/2017	ARTESIA	6/18/2018	6/20/2018			191	189	
2/4/2018	LOS ANGELES	9/19/2018	9/21/2018			228	226	
2/5/2018	ARTESIA	8/2/2018	8/3/2018	2/13/2019	373	179	178	
2/6/2018	EAST LOS ANGELES	8/30/2018	9/5/2018			210	204	
3/18/2018	SOUTH EL MONTE	8/28/2018	9/13/2018	1/22/2019	310		163	

Shootings highlighted in YELLOW not included in calculations.



**FORCE REVIEW DELAYS**

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SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
4/4/2018	EAST LOS ANGELES	8/17/2018	8/21/2018				134
5/8/2018	EL MONTE	9/24/2018	9/24/2018	1/9/2019	245	138	138
6/28/2018	SOUTH EL MONTE	11/8/2018	12/10/2018	2/2/2020	584	165	133
7/19/2018	PICO RIVERA	3/30/2018	4/8/2019				-111
8/10/2018	LAKESWOOD	3/7/2019	3/26/2019	9/18/2019	403		208
8/12/2018	EAST LOS ANGELES	4/26/2019	5/7/2019	2/27/2020	564	268	257
8/17/2018	LENNOX (UNINC. AREA)	7/26/2019	8/16/2019				343
9/19/2018	EAST LOS ANGELES	6/20/2019	7/17/2019	12/11/2019	447		273
9/24/2018	COMPTON	6/20/2019	7/8/2019	12/16/2019	448	287	269
9/24/2018	EAST LOS ANGELES	5/7/2019	6/13/2019	9/24/2019	364		224
10/7/2018	COMPTON	7/26/2019	7/30/2019				292
10/27/2018	LENNOX	6/20/2019	7/8/2019				236
11/1/2018	CITY OF INDUSTRY	1/13/2019	3/7/2019				73
11/25/2018	LANCASTER	3/7/2019	3/26/2019	9/10/2019	289		102
2/17/2019	LANCASTER	10/17/2019	10/23/2019				242
3/14/2019	WALNUT PARK	10/17/2019	11/6/2019				3870
3/16/2019	PALMDALE	8/30/2019	9/11/2019				167
3/31/2019	COMPTON	1/20/2020	1/28/2020	4/16/2020	382	303	295
5/10/2019	BELL GARDENS	12/18/2019	12/24/2019				222
5/21/2019	LYNWOOD	11/24/2019	12/3/2019				187
6/6/2019	SOUTH LOS ANGELES						0
6/6/2019	SAN GABRIEL						0
6/6/2019	INGLEWOOD	11/5/2019	11/6/2019				151
6/14/2019	PALMDALE						0
6/18/2019	LONG BEACH	2/3/2020	2/11/2020				230
6/27/2019	EAST LOS ANGELES	2/6/2020	2/7/2020	5/12/2020	319	224	223
7/5/2019	COMPTON						0
7/26/2019	MALIBU	12/10/2019	12/17/2019	7/28/2020	367	143	136

Shootings highlighted in YELLOW not included in calculations.

**FORCE REVIEW DELAYS**

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA		DA LETTER	DA PRESENTATION	
8/1/2019	LOS ANGELES	4/15/2020	5/26/2020				258
8/2/2019	SOUTH GATE	11/13/2019	12/11/2019	9/14/2020	409	131	103
9/12/2019	SANTA CLARITA	2/17/2020	2/20/2020				158
10/6/2019	WHITTIER	5/15/2020	5/30/2020				222
10/30/2019	LANCASTER	5/15/2020	5/21/2020				198
11/13/2019	EAST LOS ANGELES	5/15/2020					184
11/25/2019	EAST LOS ANGELES	2/10/2020	2/20/2020	6/5/2020	193	87	77
12/16/2019	EAST LOS ANGELES						
12/31/2019	LOS ANGELES						
3/1/2020	SANTA CLARITA						
3/5/2020	SYLMAR						
4/3/2020	VAN NUYS						
4/19/2020	LANCASTER						
5/26/2020	LOS ANGELES						
5/29/2020	LANCASTER						
5/30/2020	LYNWOOD						
6/7/2020	INDUSTRY						
6/11/2020	LANCASTER						
6/12/2020	PALMDALE						
6/17/2020	ROSAMOND						
6/18/2020	GARDENA						
6/28/2020	GARDENA						
7/30/2020	LANCASTER						
8/7/2020	HACIENDA HEIGHTS						
8/22/2020	COMMERCE						
8/31/2020	LOS ANGELES						
9/10/2020	COMPTON						
9/23/2020	WHITTIER						

Shootings highlighted in YELLOW not included in calculations.

FORCE REVIEW DELAYS

INCIDENT INFORMATION		INVESTIGATION and REVIEW			ELAPSED TIME (in days) FROM:		
SHOOTING DATE	CITY	HOMICIDE		DISTRICT ATTORNEY	Incident to		BOOK COMPLETION
		DATE of BOOK	SENT TO DA	DETERMINATION LETTER	DA LETTER	DA PRESENTATION	
10/2/2020	LOS ANGELES						
10/6/2020	PARAMOUNT						
10/6/2020	TORRANCE						
10/15/2020	LOS ANGELES						
10/16/2020	COMPTON						



# Appendix N

## **TIMELINESS OF ANALYSIS BY TRAINING BUREAU IN FORCE REVIEWS**



DATE: June 7, 2018

TO: Dan Baker, Chief Deputy

FROM: Lili Surber, Inspector, Audits and Investigations  
Catharine Wright, Inspector, Audits and Investigations

SUBJECT: Audit and Accountability Bureau's Administrative Investigation Timeliness Audit

On November 15, 2016, the Audit and Accountability Bureau (AAB) issued a report entitled "Administrative Investigation Timeliness 2016-5-A." On May 3, 2018, Lili Surber, Inspector and Catharine Wright, Inspector met with AAB staff regarding this audit. Regarding Objective No. 2(b) – EFRC Shooting Review Scheduled within 30 Calendar Days, AAB staff stated the following.

- AAB Auditors determined whether Shooting Reviews were reviewed by the EFRC within 30 calendar days after receiving a training analysis from the Training Bureau.
- Training Bureau is part of the EFRC process and conducts a verbal training analysis.
- Training Bureau does not document their analysis of cases or the date the analysis is presented to the EFRC Committee.
- AAB Auditors determined that a training analysis was completed and an EFRC was scheduled within 30 calendar days by reviewing dates documented in PRMS. AAB Auditors reviewed the "to EFRC & Training" and "EFRC hearing date" to determine if a case was reviewed by the EFRC within 30 calendar days after receiving a training analysis from the Training Bureau.

In AAB's report, it was recommended that written documentation be included in shooting review and force review case files, documenting that an analysis by the Training Bureau was conducted. According to AAB staff, Professional Standards and Training Division do not plan to change the current practice of conducting verbal training analysis.





# Appendix O

**REQUEST TO DISTRICT ATTORNEY REGARDING DEPUTY  
INVOLVED SHOOTING INVESTIGATIONS CONDUCTED BY THE  
DISTRICT ATTORNEY**





# COUNTY OF LOS ANGELES OFFICE OF INSPECTOR GENERAL

312 SOUTH HILL STREET, THIRD FLOOR  
LOS ANGELES, CALIFORNIA 90013  
(213) 974-6100  
<http://oig.lacounty.gov>

## MEMBERS OF THE BOARD

HILDA L. SOLIS  
MARK RIDLEY-THOMAS  
SHEILA KUEHL  
JANICE HAHN  
KATHRYN BARGER

MAX HUNTSMAN  
INSPECTOR GENERAL

July 17, 2020

The Honorable Jackie Lacey  
Hall of Justice  
211 West Temple Street, Suite 1200  
Los Angeles, California 90012

Dear District Attorney Lacey:

The Office of Inspector General is seeking records relating to investigations, reports or findings by the District Attorney related to incidents in which a Los Angeles County Sheriff's deputy has discharged a firearm causing injury or death to a human being. I have enclosed to this letter a list of those shootings which the Los Angeles County Sheriff's Department has reported to the Office of Inspector General that the Department's investigation has been completed.

I am requesting that you review this list and identify for the Office of Inspector General those cases in which the District Attorney's office has conducted independent investigation, made independent reports or made findings. I am also requesting that for those cases in which the District Attorney's office has conducted independent investigation, made independent reports or made findings, those investigations, reports and findings be provided to the Office of Inspector General.

Because your office has been transparent and publicly discloses and posts District Attorney determination letters on the District Attorney's website, we are not seeking those determination letters which have already been posted.

Please do not hesitate to contact me or my Chief Deputy should you have any questions. Thank you for your cooperation.

Sincerely,



Max Huntsman  
Inspector General

MH:bo

Enclosures

**DISTRICT ATTORNEY**  
**Request for Investigations, Reports and Findings**  
**DEPUTY INVOLVED SHOOTINGS**

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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY
				DATE of BOOK	SENT TO DA	DETERMINATION LETTER
1000374	HIT	1/5/2012	PARAMOUNT	10/23/12	10/25/2012	2/19/2013
1000381	HIT	2/1/2012	LANCASTER	11/26/12	12/1/2012	1/7/2014
1000386	HIT	2/26/2012	CERRITOS	5/18/12	5/22/2012	5/15/2013
1000400	HIT	5/12/2012	CITY OF INDUSTRY	2/8/13	2/12/2013	5/7/2013
1000401	HIT	5/13/2012	COMPTON	12/10/12	12/14/2012	3/25/2014
1000402	HIT	5/23/2012	COMPTON	3/29/2013	3/31/2013	5/29/2013
1000406	HIT	6/21/2012	LYNWOOD	10/3/12	10/6/2012	1/30/2013
1000407	HIT	6/24/2012	COMPTON	10/8/13	10/16/2013	6/11/2014
1000408	HIT	7/1/2012	COMPTON	7/25/13	7/27/2013	2/25/2014
1000411	HIT	8/3/2012	PALMDALE	11/1/12	11/3/2012	3/6/2013
1000412	HIT	8/16/2012	COMPTON	1/17/13	1/20/2013	1/30/2013
1000413	HIT	8/24/2012	BELLFLOWER	2/28/13	3/4/2013	6/4/2013
1000414	HIT	8/29/2012	CARSON	1/29/13	1/30/2013	3/12/2013
1000464	HIT	8/29/2012	LONG BEACH	11/15/12	11/26/2012	4/11/2013
1000417	HIT	9/8/2012	COMPTON	5/20/13	5/22/2013	6/12/2013
1000418	HIT	9/17/2012	PARAMOUNT	1/14/13	1/17/2013	7/22/2013
1000419	HIT	9/28/2012	EAST LOS ANGELES	6/27/13	6/30/2013	9/18/2013
1000420	HIT	10/18/2012	INGLEWOOD	2/14/13	2/20/2013	6/12/2013
1000422	HIT	10/20/2012	NORWALK	8/16/13	8/18/2013	11/20/2013
1000421	HIT	10/24/2012	COMPTON	4/3/13	4/8/2013	8/6/2013
1000425	HIT	11/9/2012	LANCASTER	3/27/13	4/1/2013	6/6/2013
1000426	HIT	11/10/2012	LOS ANGELES	8/7/13	8/10/2013	5/27/2014
1000423	HIT	11/14/2012	COMPTON	5/9/13	5/13/2013	7/24/2013
1000424	HIT	11/16/2012	LOS ANGELES	3/4/13	3/8/2013	4/22/2013
1000427	HIT	11/23/2012	LOS ANGELES	1/3/13	1/5/2013	4/11/2013
1000429	HIT	12/23/2012	WHITTIER	4/2/13	4/9/2013	9/5/2013
1000431	HIT	1/10/2013	WHITTIER	5/21/2013	5/22/2013	7/1/2013
1000404	HIT	1/21/2013	LOS ANGELES	10/1/2013	10/4/2013	12/10/2013

**DISTRICT ATTORNEY**  
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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY
				DATE of BOOK	SENT TO DA	DETERMINATION LETTER
1000455	HIT	2/1/2013	WALNUT	3/5/2013	3/10/2013	6/21/2013
1000432	HIT	2/19/2013	GARDENA	4/1/2013	4/13/2013	8/14/2013
1000443	HIT	4/9/2013	LYNWOOD	8/27/2013	9/1/2013	1/23/2014
1000434	HIT	4/10/2013	EAST LOS ANGELES	4/17/2014	4/20/2014	6/18/2014
1000435	HIT	4/20/2013	SOUTH GATE	6/1/2013	6/3/2013	8/20/2013
1000436	HIT	4/26/2013	LOS ANGELES	4/23/2014	5/1/2014	9/16/2014
1000439	HIT	4/29/2013	EAST LOS ANGELES	1/14/2014	4/10/2014	5/15/2014
1000438	HIT	5/1/2013	CANYON COUNTRY	1/14/2014	6/20/2013	8/1/2014
1000445	HIT	5/11/2013	EAST LOS ANGELES (CUDAHY)	11/18/2013	11/20/2013	6/5/2014
1000508	HIT	5/14/2013	PARAMOUNT	8/21/2013	9/1/2013	1/23/2014
1000441	HIT	5/18/2013	LOS ANGELES	9/2/2013	9/10/2013	12/9/2013
1000442	HIT	5/22/2013	VAN NUYS	8/12/2013	8/22/2013	2/24/2014
1000444	HIT	5/23/2013	COMPTON	3/27/2014	4/1/2014	7/16/2014
1000446	HIT	6/21/2013	LOS ANGELES	9/1/2013	9/2/2013	12/17/2013
1000447	HIT	6/22/2013	LA PUENTE	10/16/2013	10/18/2013	4/1/2014
1000449	HIT	6/27/2013	LITTLE ROCK	10/8/2013	10/16/2013	1/8/2014
1000448	HIT	6/27/2013	COMPTON	5/16/2014	5/29/2014	8/5/2014
1000450	HIT	7/19/2013	WHITTIER	04/23/14	5/1/2014	9/24/2014
1000451	HIT	7/24/2013	COMPTON	4/14/2014	4/20/2014	9/22/2014
1000452	HIT	8/4/2013	PICO RIVERA	5/9/2014	5/13/2014	7/2/2014
1000454	HIT	8/28/2013	COMPTON	3/26/2014	4/4/2014	5/21/2014
1000456	HIT	9/10/2013	EAST LOS ANGELES	12/10/2013	12/11/2013	3/6/2014
1000457	HIT	9/14/2013	LOS ANGELES	3/27/2014	4/3/2014	7/8/2014
1000458	HIT	9/17/2013	EAST LOS ANGELES	7/7/2014	7/28/2014	3/5/2015
1000460	HIT	9/25/2013	LOS ANGELES	6/5/2014	6/12/2014	7/17/2014
1000462	HIT	10/6/2013	LOS ANGELES	7/2/2014	7/24/2014	9/24/2014
1000461	HIT	10/6/2013	CASTAIC	6/24/2014	7/29/2014	10/8/2014
1000463	HIT	10/12/2013	NORWALK	7/23/2014	7/30/2014	9/8/2014

**DISTRICT ATTORNEY**  
**Request for Investigations, Reports and Findings**  
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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY
				DATE of BOOK	SENT TO DA	DETERMINATION LETTER
1000465	HIT	10/27/2013	BELLFLOWER	4/15/2014	4/24/2014	10/8/2014
1000467	HIT	10/29/2013	INGLEWOOD	7/15/2014	7/15/2014	1/6/2015
1000468	HIT	11/1/2013	PARAMOUNT	5/7/2014	5/21/2014	8/13/2014
1000469	HIT	11/5/2013	LONG BEACH	2/5/2014	2/7/2014	2/15/2015
1000471	HIT	11/15/2013	ROSEMEAD	4/10/2014	4/15/2014	10/6/2014
1000473	HIT	12/29/2013	MONROVIA	5/12/2014	5/21/2014	10/6/2014
1000477	HIT	1/26/2014	COMPTON	07/25/14	7/26/2014	9/22/2014
1000475	HIT	1/30/2014	SANTA CLARITA	06/17/14	7/1/2014	1/7/2015
1000476	HIT	2/4/2014	PICO RIVERA	05/01/14	5/8/2014	11/6/2014
1000527	HIT	2/13/2014	West Covina	04/23/14	5/1/2014	7/16/2014
1000479	HIT	2/14/2014	LONG BEACH	06/12/14	6/14/2014	10/7/2014
1000478	HIT	3/16/2014	LANCASTER	07/03/14	7/22/2014	9/26/2014
1000483	HIT	4/7/2014	WEST HOLLYWOOD	08/18/14	8/20/2014	3/6/2015
1000482	HIT	4/13/2014	LYNWOOD	12/09/14	12/15/2014	2/24/2015
1000485	HIT	4/25/2014	EAST LOS ANGELES (MAYWOOD)	08/15/14	8/26/2014	11/26/2014
1000484	HIT	4/29/2014	EAST LOS ANGELES	07/10/14	7/17/2014	12/30/2014
1000487	HIT	5/24/2014	WEST HOLLYWOOD	10/29/2014	11/3/2014	1/22/2015
1000486	HIT	5/26/2014	LONG BEACH	8/28/2014	9/1/2014	2/23/2015
1000489	HIT	6/24/2014	COMPTON	1/28/2015	1/30/2015	5/20/2015
1000493	HIT	8/1/2014	PICO RIVERA	1/29/2015	2/6/2015	1/5/2016
1000494	HIT	8/9/2014	WALNUT PARK	10/20/14	10/20/2014	12/11/2014
1000495	HIT	8/10/2014	LOS ANGELES	11/18/2014	12/23/2014	6/11/2015
1000496	HIT	8/18/2014	BELLFLOWER	12/2/2014	12/16/2014	3/4/2015
1000497	HIT	8/26/2014	COMPTON	2/20/2016	3/3/2016	8/1/2016
1000498	HIT	9/17/2014	COMPTON	12/24/2014	1/3/2015	5/1/2015
1000499	HIT	10/4/2014	LOS ANGELES	6/24/2015	6/26/2015	7/18/2016
1000500	HIT	10/8/2014	EAST LOS ANGELES	1/3/2015	1/10/2015	6/1/2015
1000501	HIT	10/27/2014	PARAMOUNT	3/5/2015	3/10/2015	4/29/2015

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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY
				DATE of BOOK	SENT TO DA	DETERMINATION LETTER
1000502	HIT	10/29/2014	LAWNDALE	2/3/2016	2/22/2016	6/30/2016
1000505	HIT	11/7/2014	PALMDALE	10/9/2015	12/4/2015	4/1/2016
1000504	HIT	11/16/2014	EAST LOS ANGELES	1/29/2015	1/31/2015	4/16/2015
1000506	ANIMAL SHOO	11/20/2014	LANCASTER	3/18/2015	3/27/2015	10/21/2016
1000507	HIT	11/30/2014	CARSON	8/4/2015	8/26/2015	12/15/2015
1000510	HIT	12/31/2014	COMPTON	7/22/2015	7/24/2015	9/7/2016
1000512	HIT	1/24/2015	LOS ANGELES	05/19/15	5/29/2015	9/16/2015
1000516	HIT	3/3/2015	LAKEWOOD	11/06/15	12/1/2015	6/1/2017
1000517	HIT	3/12/2015	WALNUT PARK	10/07/15	10/10/2015	4/6/2016
1000518	HIT	3/13/2015	LOS ANGELES	04/01/16	5/10/2016	11/3/2016
1000521	HIT	3/25/2015	LOS ANGELES	10/16/15	10/20/2015	1/11/2016
1000522	HIT	4/10/2015	LOS ANGELES	07/27/15	7/29/2015	3/16/2016
1000523	HIT	5/5/2015	EL MONTE	5/9/2016	5/24/2016	8/9/2016
1000524	HIT	5/7/2015	CERRITOS	11/3/2015	11/26/2015	4/6/2016
1000525	HIT	5/13/2015	COMPTON	10/13/15	11/4/2015	9/27/2017
1000528	HIT	6/1/2015	VAN NUYS	11/4/2015	12/12/2015	2/1/2016
1000526	HIT	6/4/2015	ASUZA	10/20/2015	11/3/2015	4/5/2016
1000530	HIT	7/3/2015	LANCASTER	4/16/2016	4/21/2016	5/8/2017
1000532	HIT	7/5/2015	LAKEWOOD	12/28/2015	1/19/2016	8/11/2016
1000531	HIT	7/6/2015	LAKEWOOD	3/22/2016	3/28/2016	9/8/2016
1000533	HIT	7/10/2015	PASADENA	9/23/2015	10/1/2015	1/20/2016
1000649	HIT	7/29/2015	PICO RIVERA	6/9/2016	6/15/2016	5/5/2017
1000648	HIT	9/10/2015	DOWNEY	6/16/2016	7/4/2017	5/14/2020
1000652	HIT	9/28/2015	COMPTON	4/15/2016	5/17/2016	7/14/2016
1000651	HIT	10/2/2015	CITY OF INDUSTRY	2/1/2016	2/5/2016	4/27/2016
1000653	HIT	10/16/2015	LA PUENTE	11/19/2016	12/1/2016	7/20/2017
1000654	HIT	10/19/2015	LOS ANGELES	7/4/2016	7/28/2016	11/15/2016
1000656	HIT	12/1/2015	NORWALK	8/11/2016	8/26/2016	11/8/2016

**DISTRICT ATTORNEY**  
**Request for Investigations, Reports and Findings**  
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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY DETERMINATION LETTER
				DATE of BOOK	SENT TO DA	
1000659	HIT	12/12/2015	LYNWOOD	10/2/2016	10/15/2016	4/3/2017
1000660	HIT	12/20/2015	PALMDALE	7/28/2016	8/25/2016	10/17/2017
1000677	HIT	1/4/2016	COMPTON	4/7/2016	5/12/2016	2/16/2017
1000678	HIT	1/12/2016	LANCASTER	12/28/2016	7/4/2017	3/29/2018
1000679	HIT	1/14/2016	CANYON COUNTRY	9/27/2016	10/17/2016	1/30/2017
1000683	HIT	2/11/2016	LANCASTER	8/8/2017	8/9/2017	2/2/2020
1000684	HIT	2/14/2016	EAST LOS ANGELES	9/21/2016	10/3/2016	6/11/2018
1000686	HIT	2/20/2016	PARAMOUNT	7/13/2016	8/9/2016	11/1/2017
1000687	HIT	2/24/2016	NORWALK	1/2/2017	1/31/2017	12/11/2018
1000690	HIT	3/4/2016	INGLEWOOD	12/1/2016	1/31/2017	9/8/2017
1000689	HIT	3/5/2016	LOS ANGELES	8/25/2016	8/27/2016	7/9/2018
1000697	HIT	3/16/2016	LOS ANGELES	10/21/2016	11/9/2016	4/10/2018
1000717	HIT	3/30/2016	EAST LOS ANGELES	3/23/2017	4/20/2017	9/20/2017
1000798	HIT	6/11/2016	EAST LOS ANGELES (MAYWOOD)	10/6/2017	10/18/2017	7/9/2018
1000810	HIT	7/28/2016	COMPTON	3/20/2017	4/11/2017	7/25/2017
1000811	HIT	8/2/2016	CASTAIC	6/4/2017	6/26/2017	6/6/2019
1000812	HIT	8/7/2016	LENNOX	6/27/2017	7/17/2017	6/28/2018
1000833	HIT	8/17/2016	PANORAMA CITY	3/1/2017	4/10/2017	11/1/2018
1000853	HIT	8/25/2016	COMPTON	6/5/2017	6/6/2017	8/7/2017
1000873	HIT	9/1/2016	LOS ANGELES	3/3/2017	4/6/2017	6/28/2018
1000874	HIT	9/8/2016	LOMITA	3/1/2017	4/2/2017	
1000894	HIT	10/4/2016	SANTA MONICA	1/26/2017	1/31/2017	6/23/2017
1000895	HIT	10/5/2016	LANCASTER	7/26/2017	7/28/2017	4/4/2018
1000914	HIT	10/31/2016	CHATSWORTH	5/16/2018	5/24/2018	6/29/2018
1000918	HIT	11/22/2016	LA MIRADA	7/9/2018	7/11/2018	8/29/2018
1000940	HIT	12/12/2016	LOS ANGELES	10/23/2017	10/26/2017	10/11/2018
1000942	HIT	12/15/2016	HACIENDA HEIGHTS	7/24/2017	8/16/2017	6/29/2018
1000943	HIT	12/17/2016	EAST LOS ANGELES	6/15/2017	6/22/2017	7/27/2018
1000975	HIT	12/24/2016	PICO RIVERA	6/11/2017	7/3/2018	2/28/2020



**DISTRICT ATTORNEY**  
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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY
				DATE of BOOK	SENT TO DA	DETERMINATION LETTER
1001037	HIT	2/13/2017	VAN NUYS	5/24/2017	6/8/2017	4/8/2019
1001076	HIT	3/7/2017	LOS ANGELES	8/23/2017	9/12/2017	2/21/2018
1001098	HIT	3/14/2017	WHITTIER	6/20/2017	6/27/2017	7/10/2018
1001099	HIT	3/20/2017	TEMPLE CITY	11/4/2017	11/9/2017	3/22/2018
1001101	HIT	4/12/2017	LOS ANGELES	7/31/2017	8/21/2017	9/20/2017
1001139	HIT	5/24/2017	COMPTON	3/21/2018	3/26/2018	6/3/2018
1001165	ANIMAL SHOO	6/22/2017	PALMDALE	1/8/2018	1/22/2018	11/7/2018
1001168	HIT	7/4/2017	PALMDALE	5/29/2018	6/4/2018	2/4/2020
1001241	HIT	8/16/2017	LOS ANGELES	7/31/2018	8/2/2018	
1001281	HIT	9/11/2017	WEST VALINDA	9/5/2018	8/31/2018	11/19/2018
1001321	HIT	10/31/2017	RESEDA	2/23/2018	2/28/2018	
1001322	HIT	11/2/2017	WILLOWBROOK	5/17/2018	5/29/2018	8/20/2019
1001329	HIT	11/28/2017	SANTA CLARITA	3/30/2018	4/3/2018	9/10/2019
1001342	HIT	12/10/2017	ARTESIA	6/18/2018	6/20/2018	
1001403	HIT	2/4/2018	LOS ANGELES	9/19/2018	9/21/2018	
1001402	HIT	2/5/2018	ARTESIA	8/2/2018	8/3/2018	2/13/2019
1001404	HIT	2/6/2018	EAST LOS ANGELES	8/30/2018	9/5/2018	
1001423	HIT	3/18/2018	SOUTH EL MONTE	8/28/2018	9/13/2018	1/22/2019
1001461	HIT	4/4/2018	EAST LOS ANGELES	8/17/2018	8/21/2018	
1001542	HIT	5/8/2018	EL MONTE	9/24/2018	9/24/2018	1/9/2019
1001543	HIT	6/28/2018	SOUTH EL MONTE	11/8/2018	12/10/2018	2/2/2020
1001544	HIT	7/19/2018	PICO RIVERA	3/30/2018	4/8/2019	
1001547	HIT	8/10/2018	LAKEWOOD	3/7/2019	3/26/2019	9/18/2019
1001546	HIT	8/12/2018	EAST LOS ANGELES	4/26/2019	5/7/2019	2/27/2020
1001548	HIT	8/17/2018	LENNOX (UNINC. AREA)	7/26/2019	8/16/2019	
1001601	HIT	9/19/2018	EAST LOS ANGELES	6/20/2019	7/17/2019	12/11/2019
1001622	HIT	9/24/2018	COMPTON	6/20/2019	7/8/2018	12/16/2019
1001602	HIT	9/24/2018	EAST LOS ANGELES	5/7/2019	6/13/2019	9/24/2018
1001623	HIT	10/7/2018	COMPTON	7/26/2019	7/30/2019	

**DISTRICT ATTORNEY**  
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INCIDENT #	TYPE	INCIDENT DATE	CITY	HOMICIDE		DISTRICT ATTORNEY
				DATE of BOOK	SENT TO DA	DETERMINATION LETTER
1001625	HIT	10/27/2018	LENNOX	6/20/2019	7/8/2019	
1001626	HIT	11/1/2018	CITY OF INDUSTRY	1/13/2019	3/7/2019	
1001627	HIT	11/25/2018	LANCASTER	3/7/2019	3/26/2019	9/10/2019
1001644	HIT	2/17/2019	LANCASTER	10/17/2019	10/23/2019	
1001645	HIT	3/14/2019	WALNUT PARK	10/17/2019	11/6/2019	
1001708	HIT	3/16/2019	PALMDALE	8/30/2019	9/11/2019	
1001646	HIT	3/31/2019	COMPTON	1/20/2020	1/28/2020	4/16/2020
1001706	HIT	5/10/2019	VERNON	12/18/2019	12/24/2019	
1001667	HIT	5/21/2019	LYNWOOD	11/24/2019	12/3/2019	
1001709	HIT	6/6/2019	CENTURY	11/5/2019	11/13/2020	
1001767	HIT	6/18/2019	LONG BEACH (CARSON)	2/3/2020	2/11/2020	
1001726	HIT	6/27/2019	EAST LOS ANGELES	2/6/2020	2/7/2020	5/12/2020
1001746	HIT	7/26/2019	MALIBU	12/10/2019	12/17/2019	
1001748	HIT	8/1/2019	SOUTH LA (UNINC. AREA)	4/15/2020	5/26/2020	
1001747	HIT	8/2/2019	SOUTH GATE (LAKEWOOD)	11/13/2019	12/11/2019	
1001768	HIT	9/12/2019	SANTA CLARITA	2/17/2020	2/20/2020	
1001769	HIT	10/6/2019	WHITTIER (UNINC)	5/15/2020	5/30/2020	
1001872	HIT	10/30/2019	LANCASTER	5/15/2020	5/21/2020	
1001789	HIT	11/13/2019	EAST LOS ANGELES (UNINC. AREA)	5/15/2020		
1001790	HIT	11/25/2019	EAST LOS ANGELES (UNINC. AREA)	2/10/2020	2/20/2020	6/5/2020

# Appendix P

## **ADMINISTRATIVE INVESTIGATIONS HEARD AT EXECUTIVE CASE REVIEW**

**REDACTED**



# Appendix Q

## TABLE OF NAME SUBSTITUTIONS

REDACTED



# Appendix R

## **EXEMPLAR OF INTERNAL AFFAIRS BUREAU TRANSMITTAL LETTER**





COUNTY OF LOS ANGELES  
**SHERIFF'S DEPARTMENT**  
*"A Tradition of Service Since 1850"*

DATE: May 11, 2020  
FILE NO: IV [REDACTED]

[REDACTED]  
OFFICE CORRESPONDENCE

FROM:

[REDACTED], CAPTAIN  
INTERNAL AFFAIRS BUREAU

TO:

[REDACTED], CAPTAIN  
[REDACTED] BUREAU

**SUBJECT: RETURN OF COMPLETED INTERNAL AFFAIRS INVESTIGATION**

The Internal Affairs Bureau administrative investigation involving Deputy [REDACTED], # [REDACTED], under file number IV [REDACTED], is complete. The one year statute date is **September 30, 2020**. The PRMS database was updated, indicating the case was sent to your unit for disposition and findings.

Please review the entire case and send your findings of violations, if any, of the Manual of Policy and Procedures through your division to the Internal Affairs Bureau for final disposition and intent for discipline, if warranted.

The above decision should be made and forwarded to the Internal Affairs Bureau by **June 11, 2020**.

If you have any questions, please contact Lieutenant [REDACTED] at [REDACTED].

[REDACTED]: [REDACTED]: [REDACTED]



# Appendix S

## **EXEMPLAR OF DISPOSITION WORKSHEET**



## HIGH LEVEL (CASE REVIEW) SIGNATURE SHEET

Case Review includes: 16 Days or More, Discharge, or Demotion  
The template below is only for your information. The Advocacy Unit will prepare the signature sheets for all Case Review dispositions. Units shall not submit a signature sheet for any High Level (Case Review) disposition.

75151NE2A-SHAD(2/15)

COUNTY OF LOS ANGELES  
**SHERIFF'S DEPARTMENT**  
*"A Tradition of Service Since 1850"*

DATE: December 7, 2017

OFFICE CORRESPONDENCE

FILE NO. IV 1234567

FROM: NAME, CHIEF  
SOUTH PATROL DIVISION

TO: JOSIE S. WOOLUM, CAPTAIN  
INTERNAL AFFAIRS BUREAU

SUBJECT: EMPLOYEE NAME #123456  
PAYROLL TITLE  
UNIT  
DIVISION

Upon consideration of the facts developed in this investigation, I have determined that the Subject \_\_\_\_\_ be suspended for a period of sixteen (16) days (or more) without pay, (discharged, or reduced in rank) from his position as a deputy sheriff for the reasons set forth in the attached documentation. This decision may be reconsidered based on the employee's response.

NAME, CHIEF

DATE

CASE REVIEWED BY PANEL MEMBERS

BOBBY D. DENHAM, ASSISTANT SHERIFF

DATE

KELLY L. HARRINGTON, ASSISTANT SHERIFF

DATE

JACQUES A. LA BERGE, UNDERSHERIFF

DATE

JIM MCDONNELL, SHERIFF

DATE

## **DISPOSITION NARRATIVE SECTIONS**

Disposition Worksheets are required on all cases investigated by the Internal Affairs Bureau. Currently, each division may decide whether or not a unit level investigation requires a disposition worksheet. The form used by the Advocacy Unit can be modified to fit the needs of individual units (Administrative Investigations Handbook, Page 21).

A blank Disposition Worksheet with the correct margins and format may be obtained by emailing the Advocacy Unit or through the Advocacy Unit's Intranet Site.

### **NARRATIVE SECTIONS**

Below are the sections for the disposition. Each section is explained in the following pages with their respective references, if applicable.

#### **PAGE 1**

- **Signature Sheet**
  - *Any signature sheet for Case Review will be completed by the Advocacy Unit. Do not include a signature sheet for Case Review cases.*

#### **STARTING ON PAGE 2**

- **CHARGE(S)**
- **CASE SUMMARY**
- **DISCIPLINE ASSESSMENT**
  - Review of Applicable "Guidelines for Discipline" Sections
- **ASSESSMENT OF MITIGATING AND AGGRAVATING FACTORS**
  - Intent
  - Degree of Culpability
  - Truthfulness
  - Severity of Infraction
  - Acceptance of Responsibility
  - Harm to Public Trust
  - Other Factors, such as:
    - The Liability or Potential Liability Incurred by the County
    - The Jeopardy to Public Safety
    - The Harm or Risk of Harm to Persons or Property
  - Disciplinary History
  - Past Performance
- **DETERMINATION OF DISCIPLINE**

## DISPOSITION NARRATIVE EXPLANATION

### CHARGE(S)

The first pages of the disposition worksheet call for a determination of the "Potential Charges." These charges are intended to summarize the allegations of misconduct. If the case disposition results in proposed discipline, the "CHARGES" will be listed in the letter of intent as the grounds for the proposed discipline. The subject will receive the investigation, the letter of intent, and the completed disposition worksheet.

If discipline is imposed following the subject's response, the subject will receive a letter of imposition listing the charges as the grounds for the discipline. Ultimately, those charges will become the focus of any appeal to arbitration or to the Civil Service Commission. **Thus, the proper drafting of charges is perhaps the most important part of any disciplinary matter.**

The listed "Potential Charges" are not intended to limit a decision maker's discretion. The Unit Commander may make any recommendation with respect to those suggested charges, including drafting entirely new charges or referring the matter back to the Advocacy Unit for the preparation of different charges. Any sustained charge must accurately summarize the misconduct, and must be consistent with the preponderance of the evidence.

The first paragraph of each charge needs to include the policy (Manual of Policy of Procedures Section, Custody Division Manual Section, Field Operations Directions, etc.). The first paragraph shall include, but is not limited to, the following:

- Specific policy section (Or 3-01/030.10, *Obedience to Laws, Regulations, and Orders*, as it pertains to specific section)
- Main conduct alleged
- Verbiage from the policy itself

**Any violation of the Manual of Policy & Procedures, Field Operations Directives, and Unit orders not specifically listed in this Discipline Guide shall be charged under 3-01/030.10, Obedience to Laws, Regulations, and Orders (Guidelines for Discipline Handbook, Page 28).**

Following each potential charge is the "Evidence Reference" (a., b., c.). This is a listing of the evidence supporting the charge. The subsections are not intended to be complete and are only provided as a guide. Other evidence in the investigation may be more probative than that which is listed.

Evidence in the subsections typically list acts or statements that in and of themselves also violate the stated policy(ies).

Below is an example of a driving under the influence (DUI) while in possession of a firearm charges outline:

**--EXAMPLE--**

The facts in this case **SUPPORT** the following violations:

1. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior; and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders, as it pertains to 23152(a) California Vehicle Code (CVC), Driving Under the Influence of Alcohol or Drugs and/or 23152(b) CVC, Driving with a Blood Alcohol Concentration of .08 percent or Greater, Subject Deputy, on or about June 2, 2020, violated State law, and/or failed to maintain a level of moral conduct in keeping with the highest standards of law enforcement personnel, and/or engaged in behavior which caused the Department to be brought into disrepute, and/or demonstrated a pattern of undesirable and/or unprofessional behavior which was criminal in nature, as evidenced by, but not limited to:
  - a. admitting to driving his personal vehicle under the influence of alcohol; and/or,
  - b. admitting to drinking between two and three glasses of scotch prior to driving; and/or,
  - c. being involved in a non-injury traffic collision while operating a vehicle under the influence of alcohol; and/or,
  - d. displaying the objective signs of intoxication and emitting the odor of an alcoholic beverage from his breath when he was contacted by California Highway Patrol personnel; and/or,
  - e. performing poorly when personnel from the California Highway Patrol administered field sobriety tests; and/or,
  - f. providing breath samples on the Preliminary Alcohol Screen (PAS) device which registered and/or recorded .20% and .19% Blood Alcohol Concentration (BAC); and/or,
  - g. being arrested for and/or charged with 23152(a) CVC, Driving Under the Influence of Alcohol and Drugs, and 23152(b) CVC, Driving with a Blood Alcohol Concentration of .08 percent or Greater, (California Highway Patrol Report Number 123456789); and/or,
  - h. providing a blood sample which registered and/or recorded .20% and .19% Blood Alcohol Concentration (BAC); and/or,
  - i. pleading "Nolo Contendere" on February 15, 2021 to a charge of 23152(b) Vehicle Code (C.V.C.), Driving While under the Influence of Alcohol with a Blood Alcohol Concentration over .08 percent or more, and sentenced to 36 months' probation in addition to numerous court fees, fines, and court-mandated classes.
2. That in violation of Manual of Policy and Procedures Section 3-01/025.45, Safety of Firearms, Subject Deputy, on or about June 2, 2020, was unable to exercise reasonable care and/or control of a firearm in his possession, which was found in his front right pocket, while off-duty and consuming an intoxicating substance and having a Blood Alcohol Concentration (BAC) of .20%.

Subject Deputy's behavior brought discredit to himself and the Department.



Below is an example of an **UNFOUNDED** charge:

**--EXAMPLE--**

The facts developed in this investigation **do not support** the following charges:

1. That in violation of Manual of Policy and Procedures Section 3-01/040.75, Dishonesty/Failure to Make Statements and/or Making False Statements during Departmental Internal Investigations, on or about June 1, 2020, Subject Deputy provided misleading, evasive, false and/or inconsistent statements during an Internal Affairs Investigation.

The charge is **UNFOUNDED**.

Below is an example of an **UNRESOLVED** charge:

**--EXAMPLE--**

The facts developed in this investigation **fail to substantiate** the following charges:

1. That in violation of Manual of Policy and Procedures Section 3-01/040.75, Dishonesty/Failure to Make Statements and/or Making False Statements during Departmental Internal Investigations, on or about June 1, 2020, Subject Deputy provided misleading, evasive, false and/or inconsistent statements during an Internal Affairs Investigation.

The charge is **UNRESOLVED**.

## CASE SUMMARY

Each Disposition will have a brief summary of the case. A summary, as the section title suggests, should summarize the case for each subject. Unlike the Investigator's Summary (Discussed in detail in the Administrative Investigations Handbook), the Disposition Summary does not reference the exhibits in the case, it simply states the relevant facts of the incident(s) specific to the charges.

Below is an example involving an employee arrested and charged with theft:

### SUMMARY

--EXAMPLE--

On January 15, 2020, at 1200 hours, Subject \_\_\_\_\_ went to the K-Mart Department Store located at 123 Main Street in River City. Loss Prevention Supervisor, Witness Jane Doe, and Loss Prevention Officer, Witness John Doe, were conducting live video surveillance on the Closed Circuit Television (CCTV) security cameras during this incident. The witnesses saw Subject \_\_\_\_\_ select books and pencils from a display.

The witnesses saw Subject \_\_\_\_\_ conceal the items in a backpack. Subject \_\_\_\_\_ also selected a notebook, which he took into a fitting room. Subject \_\_\_\_\_ exited the fitting room with some clothing items. Subject \_\_\_\_\_ ultimately went to a checkout terminal where he purchased items with a credit card, but did not pay for the items that he allegedly concealed in his backpack.

After Subject \_\_\_\_\_ exited the store, the witnesses contacted him outside in an attempt to detain him for shoplifting. Witness John identified himself as a loss prevention officer and asked Subject \_\_\_\_\_ to return inside the store. Subject \_\_\_\_\_ fled the scene on foot, but they gave no chase as per their policy.

Witness John then obtained Subject \_\_\_\_\_'s name from his credit card transaction and contacted River City Police for assistance. The total stolen items amounted to \$200.00.

Subject \_\_\_\_\_ was contacted by River City Police and arrested for 484(a) PC - Theft (Report Number 2020-1234)

## DISCIPLINE ASSESSMENT

The Disposition Worksheet suggests the levels of discipline contained in the "Guidelines for Discipline" for analogous misconduct, assuming that the suggested charges are sustained. Those suggested levels of discipline are not necessarily complete, as there could be mitigating and aggravating circumstances.

### **Review of Applicable "Guidelines for Discipline" Sections**

This section will be taken from the "Guidelines for Discipline Handbook." Discipline is expected to remain within the standard range in most instances. In the event circumstances warrant an upward or downward adjustment from the standard range, the Aggravating and Mitigating Factors must properly address and reflect the reason(s) for the downward or upward adjustment to the discipline. Only those charges **"FOUNDED"** shall be included in this chart.

Sections which indicate “**DISCHARGE**” only may not be adjusted without the approval of the Case Review Panel and/or the Sheriff (Guidelines for Discipline Handbook, Page 25). Below is an example of assessment chart for a domestic violence case:

--EXAMPLE-- DISCIPLINE ASSESSMENT	
<p><b>Review of Applicable “Guidelines for Discipline” Sections</b>            The Department’s Guidelines for Discipline (August 8, 2014) lists the following analogous misconduct with associated disciplinary penalties:</p>	
<b>TYPE OF VIOLATION</b>	<b>DISCIPLINARY OPTION</b>
General Behavior	W/R To Discharge
Obedience to Laws, Regulations, and Orders	W/R To Discharge
<ul style="list-style-type: none"> <li>Section 3-01/030.07, Immoral Conduct</li> </ul>	
Off-Duty Incidents	W/R To Discharge
<ul style="list-style-type: none"> <li>Conduct off-duty which causes embarrassment to the Department</li> </ul>	
Professional Conduct – Core Values	W/R To Discharge
Family Violence	5 Days To Discharge
<ul style="list-style-type: none"> <li>Domestic Violence</li> </ul>	

*Use the Guidelines for Discipline that applies based on when the incident occurred. The Guidelines were revised 2012, 2014 and 2017. You may find them here: [IAB Online Documents](#)*

## ASSESSMENT OF MITIGATING AND AGGRAVATING FACTORS

The range suggested for the analogous disciplines provides guidance for the determination of discipline. However, that determination should be established after reviewing all of the aggravating and mitigating factors applicable to the subject.

The Unit Commander should include a discussion of the factors favoring the employee, even where the recommendation is for discharge. Although it is not necessary to discuss every specific commendation or positive performance evaluation, the Unit Commander should note the employee’s overall positive performance, longevity, and absence of disciplinary action. Generally, such discussion will be placed under the factors “Past Performance” or “Disciplinary History.”

Mitigating and aggravating circumstances serve to justify the level of discipline imposed. Most disciplinary actions in a given category are expected to be in the “Standard Range.” The standard range has been developed to be appropriate discipline for violations most likely to occur in each category.

However, there will be cases where the mitigating and aggravating circumstances surrounding the behavior are of such magnitude that the decision maker feels the situation supports a level of discipline higher or lower than the standard range. The decision maker should consider:

- a. Intent
- b. Degree of Culpability
- c. Truthfulness
- d. Severity of Infraction
- e. Acceptance of Responsibility
- f. Harm to Public Trust
- g. Other Factors, such as:
  - a. The Liability or Potential Liability Incurred by the County
  - b. The Jeopardy to Public Safety
  - c. The Harm or Risk of Harm to Persons or Property
- h. Disciplinary History
- i. Past Performance

The subject's acceptance, minimization or denial of his/her action should be included. It should be short and to the point for the most part. Below are some examples to help you in writing these sections.

### Intent

#### **--EXAMPLE--**

#### **Intent**

During the investigation, Subject Deputy was not completely truthful when questioned regarding having a relationship with Inmate Convict. He initially denied all knowledge, until he was reminded of the consequences of lying and being truthful in his testimony, at which time he admitted to his dishonesty, stating his intent was to continue the relationship and avoid discipline from the Department.

### Degree of Culpability

#### **--EXAMPLE--**

#### **Degree of Culpability**

Subject Deputy is responsible for his actions in this matter.

#### **--EXAMPLE--**

#### **Degree of Culpability**

Subject Deputy is solely responsible for the offense of driving under the influence of an alcoholic beverage and causing a traffic collision.

### Intent, Truthfulness, and Acceptance of Responsibility

#### **--EXAMPLE--**

#### **Intent, Truthfulness, and Acceptance of Responsibility**

Subject Deputy did not accept full responsibility for his actions, however, he showed extreme remorse and contrition for the embarrassment he brought upon himself, his family, and the Department.

## Severity of Infraction

### **--EXAMPLE--**

#### **Severity of Infraction**

Subject Deputy's actions were referred to the Los Angeles County District Attorney for possible criminal prosecution. Department Members' arrests and/or referrals for prosecution are an embarrassment to the Department and bring discredit upon the member and the Department regardless of whether a criminal case is filed and/or ultimately results in a conviction or plea agreement.

### **--EXAMPLE--**

#### **Severity of Infraction**

The staff assigned to Men's Central Jail have a duty to provide a safe environment for inmates. An inmate's well-being is paramount and is unequivocally defined in the policies and procedures that are in place. If the violations are founded at the conclusion of an investigation, it would warrant substantial discipline up to discharge and possibly a criminal prosecution.

Subject Deputy's failure to complete her Title 15 Checks prevented her from becoming aware of Inmate John's medical emergency, which resulted in his death and opened the Department to liability.

## Harm to Public Trust

### **--EXAMPLE--**

#### **Harm to Public Trust**

The enforcement of criminal laws and vehicle code sections are the most basic and fundamental duties of a law enforcement agency. In order to maintain the public's trust, all personnel, including professional staff, must abide by the same laws.

## Past Performance and Disciplinary History

### **--EXAMPLE--**

#### **Past Performance and Disciplinary History**

Subject Deputy was hired on June 1, 2002. Subject Deputy has four previous founded investigations:

- August 1, 2010 - IV 1234567 – Subject Deputy was arrested by the River City Police Department for DUI and for brandishing a firearm.
  - 3-01/030.06, Disorderly Conduct
  - 3-01/030.10, Obedience to Laws, Regulations, and Orders (Driving Under the Influence)
  - 3-01/030.05, General Behavior
    - Twenty (20) Day Suspension
- August 2, 2012 - IV 1234567 – Subject Deputy placed an inmate in a holding cell with a non-working toilet.
  - 3-01/030.10, Obedience to Laws, Regulations, and Orders
  - 3-01/050.10, Performance to Standards
    - Written Reprimand

Subject Deputy's last three (3) Performance Evaluation ratings are as follows:

- 2015 – Competent
- 2014 – Very Good
- 2013 – Competent

## Other Factors

--EXAMPLE--

### Other Factors

As a result of the subject's misconduct, at least one witness, a local merchant, stated she had lost faith in station deputies. Initially, she did not report the theft for fear of retaliation by the subject or other deputies. Thus, the subject's misconduct had a direct and negative impact on the mission of this Department.

## Determination of Discipline

Finally, the decision maker must insert the recommended penalty.

--EXAMPLE--

### Disposition

Based upon the foregoing assessment of mitigating and aggravating facts, the following is the level of discipline to be assessed, subject to revision, upon receiving the Subject's response or grievance:

- ☒ Discharge.
- ☐ Reduction in Rank.
- ☐ Suspension with loss of pay and benefits for \_\_\_\_ Days.
- ☐ Written Reprimand.
- ☐ No discipline recommended.

# Appendix T

**EXECUTIVE FORCE REVIEW COMMITTEE: CASES REVIEWED  
2016 THROUGH NOVEMBER 5, 2020**

**REDACTED**





# Appendix U

**DISMISSAL CASES (LETTER OF INTENT) 2015 THROUGH 2019**

**REDACTED**



# Appendix V

## **PRIVILEGED DOCUMENTS**



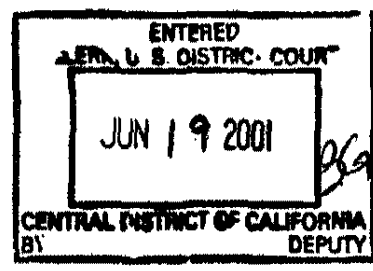
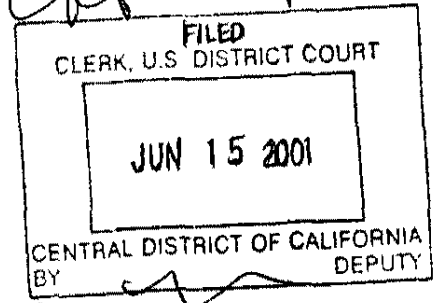
# Appendix W

## **CONSENT DECREE**



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*Ent ho JSk*



*00-11769  
GAF(Rec)*

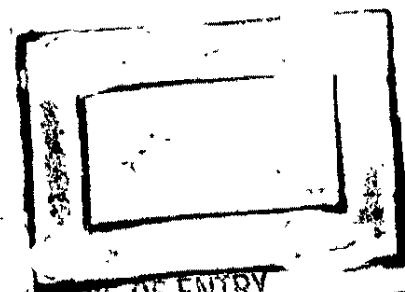
JANET RENO  
Attorney General  
BILL LANN LEE  
Assistant Attorney General  
Civil Rights Division  
STEVEN H. ROSENBAUM  
Chief  
DONNA M. MURPHY  
Special Counsel  
MARK A. POSNER  
ROBERT J. MOOSSY  
PATRICIA L. O'BEIRNE  
Trial Attorneys  
Special Litigation Section  
Civil Rights Division  
U.S. Department of Justice  
P.O. Box 66400  
Washington, DC 20035-6400  
Telephone: (202)307-6264  
Facsimile: (202)514-0212

ALEJANDRO MAYORKAS  
United States Attorney  
312 North Spring Street  
Los Angeles, California 90012  
Telephone: (213) 894-4600  
Facsimile: (213) 894-3535

Attorneys for Plaintiff

JAMES K. HAHN, City Attorney, State Bar No. 66073X  
TIMOTHY B. McOSKER, Chief Deputy, State Bar No. 130513  
FREDERICK MERKIN, Senior Assistant City Attorney, State Bar No. 052628  
MARK FRANCIS BURTON, Assistant City Attorney, State Bar No. 127073  
1700 City Hall East  
200 North Main Street  
Los Angeles, California 90012-4130  
Telephone: (213) 485-5425  
Facsimile: (213) 485-8898

Attorneys for Defendants



☒ Docketed  
☒ Copies *NTC Sent*  
— JS - 5 / JS - 6  
— JS - 2 / JS - 3  
— CLSD

THIS CONSTITUTES NOTICE OF ENTRY  
AS REQUIRED BY FRCP, RULE 77(d)

**JUN-18 2001**

*123*

*[Handwritten mark]*

IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF CALIFORNIA

UNITED STATES OF AMERICA,

Plaintiff,

v.

CITY OF LOS ANGELES, CALIFORNIA,  
BOARD OF POLICE COMMISSIONERS  
OF THE CITY OF LOS ANGELES, and the  
LOS ANGELES POLICE DEPARTMENT,

Defendants.

C.A. No.

00-11769 GAF (RCX)

CONSENT DECREE

2000 NOV -3 PM 3:59  
U.S. DISTRICT COURT  
CENTRAL DISTRICT  
LOS ANGELES

10000000

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1 **I. INTRODUCTION**

2 A. General Provisions

3  
4 1. The United States and the City of Los Angeles, a chartered municipal corporation  
5 in the State of California, share a mutual interest in promoting effective and respectful policing.  
6 They join together in entering this settlement in order to promote police integrity and prevent  
7 conduct that deprives persons of rights, privileges, or immunities secured or protected by the  
8 Constitution or laws of the United States.

9  
10 2. In its Complaint, plaintiff United States alleges that the City of Los Angeles, the  
11 Los Angeles Board of Police Commissioners, and the Los Angeles Police Department  
12 (collectively, "the City defendants") are violating 42 U.S.C. § 14141 by engaging in a pattern or  
13 practice of unconstitutional or otherwise unlawful conduct that has been made possible by the  
14 failure of the City defendants to adopt and implement proper management practices and  
15 procedures. In making these allegations, the United States recognizes that the majority of Los  
16 Angeles police officers perform their difficult jobs in a lawful manner.

17  
18 3. The City defendants deny the allegations in the Complaint. Nothing in this  
19 Agreement, the United States' complaint, or the negotiation process shall be construed as an  
20 admission or evidence of liability under any federal, state or local law, including 42 U.S.C. §  
21 1983, or 18 U.S.C. 1961 *et. seq.*

22  
23 4. This Court has jurisdiction of this action under 28 U.S.C. §§ 1331 and 1345. The  
24 United States is authorized to initiate this action pursuant to 42 U.S.C. § 14141. Venue is proper  
25 in the Central District of California pursuant to 28 U.S.C. § 1391.

1           5.       This Agreement resolves all claims in the United States' Complaint filed in this  
2 case. This Agreement also constitutes a full and complete settlement of any and all claims the  
3 United States may have against the City defendants, and their officers, employees or agents,  
4 regarding any alleged pattern or practice of conduct by Los Angeles police officers in carrying out  
5 their law enforcement responsibilities, including racial discrimination, in violation of 42 U.S.C.  
6 §§ 14141, 2000d, 3789d(c) or any other law under which such an action could have been brought  
7 by the United States that: (i) have occurred up to and including the date the Complaint is filed, or  
8 (ii) could have been raised as of the date the Complaint is filed. This paragraph does not apply to  
9 any potential employment discrimination claims against the City of Los Angeles.

10  
11           6.       The parties enter into this Agreement to provide for the expeditious  
12 implementation of remedial measures, to promote the use of the best available practices and  
13 procedures for police management, and to resolve the United States' claims without resort to  
14 adversarial litigation.

15  
16           7.       Nothing in this Agreement is intended to alter the lawful authority of LAPD police  
17 officers to use reasonable and necessary force, effect arrests and file charges, conduct searches or  
18 make seizures, or otherwise fulfill their law enforcement obligations to the people of the City of  
19 Los Angeles in a manner consistent with the requirements of the Constitutions and laws of the  
20 United States and the State of California.

21  
22           8.       Nothing in this Agreement is intended to: (a) alter the existing collective  
23 bargaining agreements between the City (as defined in paragraph 15) and LAPD employee  
24 bargaining units; or (b) impair the collective bargaining rights of employees in those units under  
25 state and local law. The parties acknowledge that as a matter of state and local law the  
26 implementation by the City of certain provisions of this Agreement may require compliance with

1 the meet and confer process or consulting process. The City shall comply with any such legal  
2 requirements and shall do so with a goal of concluding any such processes in a manner that will  
3 permit the City's timely implementation of this Agreement. The City shall give appropriate  
4 notice of this Agreement to affected employee bargaining units to allow such processes to begin  
5 as to this Agreement as filed with the Court. The City has received one demand to meet and  
6 confer in regard to the proposed Agreement and will use its best efforts to have expedited that  
7 process and any others that may be demanded. The City agrees to consult with the DOJ in regard  
8 to the positions it takes in any meeting and conferring or consulting processes connected with this  
9 Agreement.

10  
11 9. This Agreement shall constitute the entire integrated agreement of the parties. No  
12 prior drafts or prior or contemporaneous communications, oral or written, shall be relevant or  
13 admissible for purposes of determining the meaning of any provisions herein in any litigation or  
14 any other proceeding.

15  
16 10. This Agreement is binding upon the parties hereto, by and through their officials,  
17 agents, employees, and successors. This Agreement is enforceable only by the parties. No person  
18 or entity is intended to be a third party beneficiary of the provisions of this Agreement for  
19 purposes of any civil, criminal, or administrative action, and accordingly, no person or entity may  
20 assert any claim or right as a beneficiary or protected class under this Agreement. This  
21 Agreement is not intended to impair or expand the right of any person or organization to seek  
22 relief against the City defendants for their conduct or the conduct of LAPD officers; accordingly,  
23 it does not alter legal standards governing any such claims, including those under California  
24 Business and Professional Code Section 17200, *et. seq.* This Agreement does not authorize, nor  
25 shall it be construed to authorize, access to any City or Department documents, except as  
26 expressly provided by this Agreement, by persons or entities other than the DOJ, the City

1 defendants and the Monitor.

2  
3 11. The City is responsible for providing necessary support to the Los Angeles Board  
4 of Police Commissioners, the Inspector General, the LAPD and the Chief of Police to enable each  
5 of them to fulfill their obligations under this Agreement.

6  
7 12. The City, by and through its officials, agents, employees, and successors, is  
8 enjoined from engaging in a pattern or practice of conduct by law enforcement officers of the  
9 LAPD that deprives persons of rights, privileges, or immunities secured or protected by the  
10 Constitution or laws of the United States. This paragraph does not apply to the City of Los  
11 Angeles' employment policies, practices, or procedures.

12  
13 B. Definitions

14  
15 13. The term "Categorical Uses of Force" means (i) all incidents involving the use of  
16 deadly force by an LAPD officer ("OIS"); (ii) all uses of an upper body control hold by an LAPD  
17 officer and can include the use of a modified carotid, full carotid or locked carotid; (iii) all uses of  
18 force by an LAPD officer resulting in an injury requiring hospitalization, commonly referred to as  
19 a law enforcement related injury or LERI incident; (iv) all head strikes with an impact weapon;  
20 (v) all other uses of force by an LAPD officer resulting in a death, commonly known as a law  
21 enforcement activity related death or LEARD incident; and (vi) all deaths while the arrestee or  
22 detainee is in the custodial care of the LAPD, commonly referred to as an in-custody death or  
23 ICD. In addition, under current LAPD policy, a canine bite is not a use of force. However, for  
24 purposes of this Agreement only, a Categorical Use of Force shall include all incidents where a  
25 member of the public is bitten by a canine assigned to the LAPD and where hospitalization is  
26 required.

4           15.     The term "City" means the City of Los Angeles acting through the Mayor of Los  
5 Angeles and the Los Angeles City Council.

16. The term "complaint" means any complaint by a member of the public regarding Department services, policy or procedure, claims for damages (which allege employee misconduct) or employee misconduct; and any allegation of possible misconduct made by an LAPD employee. All complaints shall be recorded on Complaint Form 1.28. A complaint may be initiated by any of the methods set forth in paragraph 74. For purposes of this Agreement, the term "complaint" does not include any allegation of employment discrimination.

14           17.     The term "Complaint Form 1.28 investigations" means all administrative  
15 investigations of complaints by the LAPD.

17 18. The term "complainant" means any person who files a complaint against an officer  
18 or the LAPD.

19. The term "Department" means the Los Angeles Police Department, a constituent department of the City of Los Angeles, as defined in the Charter, and includes the LAPD, the Inspector General, and the Police Commission.

24        20.     The terms "document" and "record" include all "writings and recordings" as  
25 defined by Federal Rules of Evidence Rule 1001(1).

1           21.     The term "DOJ" means the United States Department of Justice and its agents and  
2 employees. In this action, the DOJ represents the United States of America.

3  
4           22.     The term "effective date" means the day this Agreement is entered by the Court.

5  
6           23.     The term "including" means "including, but not limited to."

7  
8           24.     The term "Independent Monitor" or "Monitor" as used in this document except for  
9 paragraph 158, means the Monitor established by Section XI of this Agreement, and all persons or  
10 entities associated by the Monitor to assist in performing the monitoring tasks.

11  
12           25.     The term "Inspector General" means the Office of the Inspector General, as  
13 established in the Charter.

14  
15           26.     The term "LAPD" means the Chief of Police of the Department and all employees  
16 under his or her command.

17  
18           27.     The term "LAPD employee" means any employee under the command of the Chief  
19 of Police, including civilian employees.

20  
21           28.     The term "LAPD unit" means any officially designated organization of officers  
22 within the LAPD, including Bureaus, Areas, Divisions, Groups, Sections, and specialized units.

23  
24           29.     The term "manager" means an LAPD supervisor at the rank of captain or above.

25  
26           30.     The term "motor vehicle stop" means any instance where an LAPD officer directs

1 a civilian operating a motor vehicle of any type to stop and the driver is detained for any length of  
2 time. Such term does not include: checkpoint stops; roadblock stops; commercial vehicle  
3 inspection stops; safe driving award stops; child safety seat giveaway stops; stops related to the  
4 execution of arrest warrants where the person being stopped is reasonably believed to be the  
5 person named on the warrant; stops directly related to the execution of search warrants; or stops as  
6 part of targeted task force prostitution and drug enforcement stings which sole purpose is to  
7 identify and arrest persons who engage in or attempt to engage in the targeted unlawful conduct.

8  
9 31. The term "non-disciplinary action" refers to action other than discipline taken by  
10 an LAPD supervisor to enable or encourage an officer to modify his or her performance. It may  
11 include: oral or written counseling; training; increased field supervision for a specified time  
12 period; mandatory professional assistance; referral to Behavioral Science Services ("BSS") or to  
13 the Employee Assistance Program; a change of an officer's partner; or a reassignment or transfer.

14  
15 32. The term "pedestrian stop" means any instance where an LAPD officer performs a  
16 stop (i.e., a temporary restraint where a person is not free to leave) of a person who is not in a  
17 motor vehicle. Such term does not include: (i) field interviews of witnesses to or victims of  
18 crime; (ii) stops in direct response to the time, place, and circumstances of a call for service for  
19 homicide, rape, robbery, assault, domestic violence, shots fired, suspect with a gun or knife,  
20 kidnapping, bomb threat, child in danger of physical harm caused by another person, officer needs  
21 help or assistance, or battery; (iii) stops related to the execution of arrest warrants where the  
22 person being stopped is reasonably believed to be the person named on the warrant; (iv) stops  
23 directly related to the execution of search warrants; (v) stops as part of targeted task force  
24 prostitution and drug enforcement stings which sole purpose is to identify and arrest persons who  
25 engage in or attempt to engage in the targeted unlawful conduct; (vi) stops related to the  
26 declaration of an unlawful assembly by an LAPD supervisor at the scene, and incidental stops



1 related to crowd control; (vii) consensual stops except when such stops are followed by a pat-  
2 down/frisk, search or seizure (other than searches or seizures incident to an arrest), preparation of  
3 a field interview card, citation or arrest.

4  
5 33. The terms "Police Commission" or "Commission" mean the Los Angeles Board of  
6 Police Commissioners, as established in the Charter.

7  
8 34. The term "police officer" or "officer" means any law enforcement officer  
9 employed by the LAPD, including supervisors and managers.

10  
11 35. The term "specified audit" means those audits required under paragraphs 128, 129,  
12 131, 132, 136, 137, and 138 of this Agreement.

13  
14 36. The term "sting audits" means those audits described in paragraph 97.

15  
16 37. The term "supervisor" means a police officer with oversight responsibility for  
17 other officers and includes managers.

18  
19 38. The term "use of force" means a reportable use of force incident as defined in  
20 Section 4/245.05 of the LAPD manual as of October 1, 2000.

1 **II. MANAGEMENT AND SUPERVISORY MEASURES TO PROMOTE CIVIL**  
 2 **RIGHTS INTEGRITY**

3 A. TEAMS II [Computer Information System]

4  
 5 39. The City has taken steps to develop, and shall establish a database containing  
 6 relevant information about its officers, supervisors, and managers to promote professionalism and  
 7 best policing practices and to identify and modify at-risk behavior (also known as an early  
 8 warning system). This system shall be a successor to, and not simply a modification of, the  
 9 existing computerized information processing system known as the Training Evaluation and  
 10 Management System ("TEAMS"). The new system shall be known as "TEAMS II".

11  
 12 40. The Commission, the Inspector General, and the Chief of Police shall each have  
 13 equal and full access to TEAMS II, and may each use TEAMS II to its fullest capabilities in  
 14 performing their duties and responsibilities, subject to restrictions on use of information contained  
 15 in applicable law. To the extent that highly sensitive information is contained in TEAMS II, the  
 16 Commission may impose an identical access restriction on itself and the Inspector General to such  
 17 information, provided that no such access restriction may in any way impair or impede  
 18 implementation of this Agreement. The Department shall establish a policy with respect to  
 19 granting or limiting access to TEAMS II by all other persons, including the staff of the  
 20 Commission and the Inspector General, but excluding DOJ and the Monitor, whose access to  
 21 TEAMS II is governed by paragraphs 166, 167, and 177.

22 41. TEAMS II shall contain information on the following matters:

- 23  
 24 a. all non-lethal uses of force that are required to be reported in LAPD "use  
 25 of force" reports or otherwise are the subject of an administrative investigation by  
 26

1 the Department;

2  
3 b. all instances in which a police canine bites a member of the public;

4  
5 c. all officer-involved shootings and firearms discharges, both on-duty and  
6 off-duty (excluding training or target range shootings, authorized ballistic testing,  
7 legal sport shooting events, or those incidents that occur off-duty in connection  
8 with the recreational use of firearms, in each case, where no person is hit by the  
9 discharge);

10  
11 d. all other lethal uses of force;

12  
13 e. all other injuries and deaths that are reviewed by the LAPD Use of Force  
14 Review Board (or otherwise are the subject of an administrative investigation);

15  
16 f. all vehicle pursuits and traffic collisions;

17  
18 g. all Complaint Form 1.28 investigations;

19  
20 h. with respect to the foregoing clauses (a) through (g), the results of  
21 adjudication of all investigations (whether criminal or administrative) and  
22 discipline imposed or non-disciplinary action taken;

23  
24 i. all written compliments received by the LAPD about officer performance;

25  
26 j. all commendations and awards;

1 k. all criminal arrests and investigations known to LAPD of, and all charges  
2 against, LAPD employees;

3  
4 l. all civil or administrative claims filed with and all lawsuits served upon the  
5 City or its officers, or agents, in each case resulting from LAPD operations, and all  
6 lawsuits served on an officer of the LAPD resulting from LAPD operations and  
7 known by the City, the Department, or the City Attorney's Office;

8  
9 m. all civil lawsuits against LAPD officers which are required to be reported to  
10 the LAPD pursuant to paragraph 77;

11  
12 n. all arrest reports, crime reports, and citations made by officers, and all  
13 motor vehicle stops and pedestrian stops that are required to be documented in the  
14 manner specified in paragraphs 104 and 105;

15  
16 o. assignment and rank history, and information from performance  
17 evaluations for each officer;

18  
19 p. training history and any failure of an officer to meet weapons qualification  
20 requirements; and

21  
22 q. all management and supervisory actions taken pursuant to a review of  
23 TEAMS II information, including non-disciplinary actions.

24  
25 TEAMS II further shall include, for the incidents included in the database, appropriate additional  
26 information about involved officers (e.g., name and serial number), and appropriate information

1 about the involved members of the public (including demographic information such as race,  
2 ethnicity, or national origin). Additional information on officers involved in incidents (*e.g.*, work  
3 assignment, officer partner, field supervisor, and shift at the time of the incident) shall be  
4 determinable from TEAMS II.

5  
6 42. The Department shall prepare and implement a plan for inputting historical data  
7 into TEAMS II (the "Data Input Plan"). The City shall have flexibility in determining the most  
8 cost effective, reliable and time sensitive means for inputting such data, which may include  
9 conversion of existing computerized databases. The Data Input Plan will identify the data to be  
10 included and the means for inputting such data (whether conversion or otherwise), the specific  
11 fields of information to be included, the past time periods for which information is to be included,  
12 the deadlines for inputting the data, and will assign responsibility for the input of the data. The  
13 City will use reasonable efforts to include historical data that are up-to-date and complete in  
14 TEAMS II. The amount, type and scope of historical data to be included in TEAMS II shall be  
15 determined by the City, after consultation with the DOJ, on the basis of the availability and  
16 accuracy of such data in existing computer systems, the cost of obtaining or converting such data,  
17 and the impact including or not including such data will have on the overall ability of the  
18 Department to use TEAMS II as an effective tool to manage at-risk behavior. The means and  
19 schedule for inputting such data will be determined by the City in consultation with DOJ, taking  
20 into consideration the above factors, as well as the City's ability to meet its obligations under  
21 paragraph 50. With regard to historic use of force data, the City shall make the determinations  
22 required by this paragraph for the beta version of TEAMS II required by paragraph 50(c) and  
23 again for the final version of TEAMS II.

24  
25 43. TEAMS II shall include relevant numerical and descriptive information about each  
26 incorporated item and incident, and scanned or electronic attachments of copies of relevant

1 documents (*e.g.*, through scanning or using computerized word processing). TEAMS II shall  
2 have the capability to search and retrieve (through reports and queries) numerical counts,  
3 percentages and other statistical analyses derived from numerical information in the database;  
4 listings; descriptive information; and electronic document copies for (a) individual employees,  
5 LAPD units, and groups of officers, and (b) incidents or items, and groups of incidents or items.  
6 TEAMS II shall have the capability to search and retrieve this information for specified time  
7 periods, based on combinations of data fields contained in TEAMS II (as designated by the  
8 authorized user).

9  
10 44. Where information about a single incident is entered in TEAMS II from more than  
11 one document (*e.g.*, from a Complaint Form 1.28 and a use of force report), TEAMS II shall use a  
12 common control number or other equally effective means to link the information from different  
13 sources so that the user can cross-reference the information and perform analyses. Similarly, all  
14 personally identifiable information relating to LAPD officers shall contain the serial or other  
15 employee identification number of the officer to allow for linking and cross-referencing  
16 information.

17  
18 45. The City shall prepare a design document for TEAMS II that sets forth in detail the  
19 City's plan for ensuring that the requirements of paragraphs 41, 43, and 44 are met, including: (i)  
20 the data tables and fields and values to be included pursuant to paragraphs 41 and 43 and (ii) the  
21 documents that will be electronically attached. The City shall prepare this document in  
22 consultation with the DOJ and the Monitor, and shall obtain approval for such design document  
23 from the DOJ, which approval shall not be unreasonably withheld.

24  
25 46. The Department shall develop and implement a protocol for using TEAMS II, for  
26 purposes including supervising and auditing the performance of specific officers, supervisors,

1 managers, and LAPD units, as well as the LAPD as a whole. The City shall prepare this protocol  
2 in consultation with the DOJ and the Monitor, and shall obtain approval for the protocol and any  
3 subsequent modifications to the protocol from the DOJ for matters covered by paragraph 47,  
4 which approval(s) shall not be unreasonably withheld. The City shall notify DOJ of proposed  
5 modifications to the protocol that do not address matters covered by paragraph 47 prior to  
6 implementing such modifications. In reviewing the protocol and the design document for  
7 approval, DOJ shall use reasonable efforts to respond promptly to the City in order to enable the  
8 City to meet the deadlines imposed by paragraph 50.

9  
10 47. The protocol for using TEAMS II shall include the following provisions and  
11 elements:

12  
13 a. The protocol shall require that, on a regular basis, supervisors review and  
14 analyze all relevant information in TEAMS II about officers under their  
15 supervision to detect any pattern or series of incidents that indicate that an officer,  
16 group of officers, or an LAPD unit under his or her supervision may be engaging  
17 in at-risk behavior.

18  
19 b. The protocol shall provide that when at-risk behavior may be occurring  
20 based on a review and analysis described in the preceding subparagraph,  
21 appropriate managers and supervisors shall undertake a more intensive review of  
22 the officer's performance.

23  
24 c. The protocol shall require that LAPD managers on a regular basis review  
25 and analyze relevant information in TEAMS II about subordinate managers and  
26 supervisors in their command regarding the subordinate's ability to manage

1 adherence to policy and to address at-risk behavior.

2  
3 d. The protocol shall state guidelines for numbers and types of incidents  
4 requiring a TEAMS II review by supervisors and managers (in addition to the  
5 regular reviews required by the preceding subparagraphs), and the frequency of  
6 these reviews.

7  
8 e. The protocol shall state guidelines for the follow-up managerial or  
9 supervisory actions (including nondisciplinary actions) to be taken based on  
10 reviews of the information in TEAMS II required pursuant to this protocol.

11  
12 f. The protocol shall require that managers and supervisors use TEAMS II  
13 information as one source of information in determining when to undertake an  
14 audit of an LAPD unit or group of officers.

15  
16 g. The protocol shall require that all relevant and appropriate information in  
17 TEAMS II be taken into account when selecting officers for assignment to the  
18 OHB Unit established in paragraph 55, units covered by paragraph 106, pay grade  
19 advancement, promotion, assignment as an IAG investigator or as a Field Training  
20 Officer, or when preparing annual personnel performance evaluations. Complaints  
21 and portions of complaints not permitted to be used in making certain decisions  
22 under state law shall not be used in connection with such decisions and TEAMS II  
23 shall reflect this limitation by excluding such complaints and portions of  
24 complaints from the information that is retrieved by a query or report regarding  
25 such decisions. Supervisors and managers shall be required to document their  
26 consideration of any sustained administrative investigation, adverse judicial



1 finding, or discipline against an officer in each case for excessive force, false arrest  
2 or charge, improper search or seizure, sexual harassment, discrimination, or  
3 dishonesty in determining when such officer is selected for assignment to the OHB  
4 Unit, units covered by paragraph 106, pay grade advancement, promotion, or  
5 assignment as an IAG investigator or as a Field Training Officer, or when  
6 preparing annual personnel performance evaluations.

7  
8 h. The protocol shall specify that actions taken as a result of information from  
9 TEAMS II shall be based on all relevant and appropriate information, and not  
10 solely on the number or percentages of incidents in any category recorded in  
11 TEAMS II.

12  
13 i. The protocol shall provide that managers' and supervisors' performance in  
14 implementing the provisions of the TEAMS II protocol shall be taken into account  
15 in their annual personnel performance evaluations.

16  
17 j. The protocol shall provide specific procedures that provide for each LAPD  
18 officer to be able to review on a regular basis all personally-identifiable data about  
19 him or her in TEAMS II in order to ensure the accuracy of that data. The protocol  
20 also shall provide for procedures for correcting data errors discovered by officers  
21 in their review of the TEAMS II data.

22  
23 k. The protocol shall require regular review by appropriate managers of all  
24 relevant TEAMS II information to evaluate officer performance citywide, and to  
25 evaluate and make appropriate comparisons regarding the performance of all  
26 LAPD units in order to identify any patterns or series of incidents that may indicate

1 at-risk behavior. These evaluations shall include evaluating the performance over  
2 time of individual units, and comparing the performance of units with similar  
3 responsibilities.

4  
5 1. The protocol shall provide for the routine and timely documentation in  
6 TEAMS II of actions taken as a result of reviews of TEAMS II information.

7  
8 m. The protocol shall require that whenever an officer transfers into a new  
9 Division or Area, the Commanding officer of such new Division or Area shall  
10 promptly cause the transferred officer's TEAMS II record to be reviewed by the  
11 transferred officer's watch commander or supervisor. This shall not apply to  
12 probationary Police Officers I.

13  
14 48. The LAPD shall train managers and supervisors, consistent with their authority, to  
15 use TEAMS II to address at-risk behavior and to implement the protocol described in paragraphs  
16 46 and 47.

17  
18 49. The City shall maintain all personally identifiable information about an officer  
19 included in TEAMS II during the officer's employment with the LAPD and for at least three years  
20 thereafter (unless otherwise required by law to be maintained for a longer period). Information  
21 necessary for aggregate statistical analysis shall be maintained indefinitely in TEAMS II. On an  
22 ongoing basis, the City shall make all reasonable efforts to enter information in TEAMS II in a  
23 timely, accurate, and complete manner, and to maintain the data in a secure and confidential  
24 manner consistent with the applicable access policy as established pursuant to paragraph 40.

25  
26 50. TEAMS II shall be developed and implemented according to the following

1 schedule:

2  
3 a. Within three months of the effective date of this Agreement, the City shall  
4 submit the design document required by paragraph 45 to DOJ for approval. The  
5 City shall share drafts of this document with the DOJ and the Monitor to allow the  
6 DOJ and the Monitor to become familiar with the document as it develops and to  
7 provide informal comments on it. The City and the DOJ shall together seek to  
8 ensure that the design document receives formal approval within 30 days after it is  
9 submitted for approval. The City shall respond to any DOJ written comments or  
10 objections during the approval process within 10 days, excluding weekends and  
11 state and federal holidays. Such response shall explain the City's position and  
12 propose changes to the design document as appropriate to respond to DOJ's  
13 concerns.

14  
15 b. Within 15 months of DOJ's approval of the design document pursuant to  
16 paragraph 50(a), the City shall submit the protocol for using TEAMS II required  
17 by paragraph 46 to DOJ for approval. The City shall share drafts of this document  
18 with the DOJ and the Monitor to allow the DOJ and the Monitor to become  
19 familiar with the document as it develops and to provide informal comments on it.  
20 The City and DOJ shall together seek to ensure that the protocol receives final  
21 approval within 60 days after it is presented for approval. The City shall respond  
22 to any DOJ written comments or objections during the approval process within 10  
23 days, excluding weekends and state and federal holidays. Such response shall  
24 explain the City's position and propose any changes to the protocol as appropriate  
25 to respond to DOJ's concerns, together with a schedule for making the proposed  
26 changes.

1 c. Within 12 months of the approval of the design document pursuant to  
2 paragraph 50(a), the City shall have ready for testing a beta version of TEAMS II  
3 consisting of: (i) server hardware and operating systems installed, configured and  
4 integrated with the LAPD intranet; (ii) necessary data base software installed and  
5 configured; (iii) data structures created, including interfaces to source data; and (iv)  
6 the use of force information system completed, including, subject to paragraph 42,  
7 historic data. The DOJ and the Monitor shall have the opportunity to participate in  
8 testing the beta version using use of force data and test data created specifically for  
9 purposes of checking the TEAMS II system. As a beta version of TEAMS II  
10 becomes operational, it shall be used in conjunction with TEAMS I and Internal  
11 Affairs Group Form 1.80's to satisfy the requirements of paragraph 51 until  
12 TEAMS II is fully implemented.

13  
14 d. The TEAMS II computer program and computer hardware shall be  
15 operational and implemented to the extent possible, subject to the completion of  
16 the protocol for using TEAMS II required by paragraph 46, within 21 months of  
17 the approval of the design document pursuant to paragraph 50(a).

18  
19 e. TEAMS II shall be implemented fully within the later of 21 months of the  
20 approval of the design document pursuant to paragraph 50(a), or 6 months of the  
21 approval of the protocol for using TEAMS II pursuant to paragraph 50(b).

22  
23 51. The LAPD shall, until such time as TEAMS II is implemented, utilize existing  
24 databases, information and documents to make certain decisions, as follows:

25  
26 a. Selection of officers for assignment to the OHB Unit or as IAG

1 investigators shall require that the LAPD review the applicable IAG Form 1.80's,  
2 and all pending complaint files for such officers, in conjunction with the officer's  
3 TEAMS I record.

4  
5 b. Selection of officers as FTOs or for units covered by paragraph 106 shall  
6 require that the LAPD review the applicable TEAMS I record for such officer.

7  
8 c. Whenever an officer transfers into a new Division or Area, the  
9 Commanding Officer of such new Division or Area shall promptly cause the  
10 transferred officer's TEAMS I record to be reviewed by the transferred officer's  
11 watch commander or supervisor. This shall not apply to Probationary Police  
12 Officers I.

13  
14 d. To the extent available from the reviews required by this paragraph,  
15 supervisors and managers shall be required to document their consideration of any  
16 sustained administrative investigation, adverse judicial finding, or discipline  
17 against an officer, in each case, for excessive force, false arrest or charge, improper  
18 search or seizure, sexual harassment, discrimination, or dishonesty in determining  
19 when such officer is selected for assignment to the OHB Unit, units covered by  
20 paragraph 106, or assignment as an IAG investigator or Field Training Officer.

21  
22 52. Following the initial implementation of TEAMS II, and as experience and the  
23 availability of new technology may warrant, the City may or may cause the Department to add,  
24 subtract, or modify data tables and fields, modify the list of documents electronically attached,  
25 and add, subtract, or modify standardized reports and queries. The City shall or shall cause the  
26 Department to consult with the DOJ and the Monitor before subtracting or modifying any data

1 tables or data fields, or modifying the list of documents to be electronically attached, and make all  
2 reasonable modifications to the proposed alterations based on any objections by the DOJ.

3  
4 B. Management and Coordination of Risk Assessment Responsibilities

5  
6 53. The LAPD shall designate a unit within the Human Resources Bureau that is  
7 responsible for developing, implementing, and coordinating LAPD-wide risk assessments. Such  
8 unit shall be responsible for the operation of TEAMS II, and for ensuring that information is  
9 entered into and maintained in TEAMS II in accordance with this Agreement. Such unit further  
10 shall provide assistance to managers and supervisors who are using TEAMS II to perform the  
11 tasks required hereunder and in the protocol adopted pursuant to paragraphs 46 and 47 above, and  
12 shall be responsible for ensuring that appropriate standardized reports and queries are  
13 programmed to provide the information necessary to perform these tasks. Nothing in this  
14 Agreement shall preclude such unit from also having the responsibility for providing investigative  
15 support and liaison with the Office of the City Attorney.

16  
17 C. Performance Evaluation System

18  
19 54. Within 24 months of the effective date of this Agreement, the Department shall  
20 develop and initiate implementation of a plan consistent with applicable federal and state law and  
21 the City Charter, that ensures that annual personnel performance evaluations are prepared for all  
22 LAPD sworn employees that accurately reflect the quality of each sworn employee's  
23 performance, including with respect to: (a) civil rights integrity and the employee's community  
24 policing efforts (commensurate with the employee's duties and responsibilities); (b) managers'  
25 and supervisors' performance in addressing at-risk behavior including the responses to Complaint  
26 Form 1.28 investigations; (c) managers' and supervisors' response to and review of Categorical

1 and Non-Categorical Use of Force incidents, review of arrest, booking, and charging decisions  
2 and review of requests for warrants and affidavits to support warrant applications; and (d)  
3 managers' and supervisors' performance in preventing retaliation. The plan shall include  
4 provisions to add factors described in subparts (a)-(d), above, to employees' job descriptions,  
5 where applicable.

1 **III. INCIDENTS, PROCEDURES, DOCUMENTATION, INVESTIGATION, AND**  
2 **REVIEW**

3  
4 A. Use of Force

5 55. Within six months of the effective date of this Agreement, all Categorical Use of  
6 Force administrative investigations, including those formerly conducted by the Robbery  
7 Homicide Division ("RHD") or the Detectives Headquarters Division ("DHD"), shall be  
8 conducted by a unit assigned to the Operations Headquarters Bureau ("OHB"), which unit (the  
9 "OHB Unit") shall report directly to the commanding officer of OHB.

10  
11 a. Investigators in this unit shall be detectives, sergeants, or other officers  
12 with supervisory rank.

13  
14 b. In the organizational structure of the LAPD, the commanding officer of  
15 OHB shall not have direct line supervision for the LAPD's geographic bureaus;  
16 provided, however, that such commanding officer may continue to serve on the  
17 Operations Committee (or any successor thereto), issue orders applicable to the  
18 LAPD (including the geographic bureaus), assume staff responsibilities, as defined  
19 in the LAPD manual, and undertake special assignments as determined by the  
20 Chief of Police.

21  
22 c. Investigators in this unit shall be trained in conducting administrative  
23 investigations as specified in paragraph 80.

24  
25 56. The OHB Unit shall have the capability to "roll out" to all Categorical Use of  
26



Force incidents 24 hours a day. The Department shall require immediate notification to the Chief of Police, the OHB Unit, the Commission and the Inspector General by the LAPD whenever there is a Categorical Use of Force. Upon receiving each such notification, an OHB Unit investigator shall promptly respond to the scene of each Categorical Use of Force and commence his or her investigation. The senior OHB Unit manager present shall have overall command of the crime scene and investigation at the scene where multiple units are present to investigate a Categorical Use of Force incident; provided, however, that this shall not prevent the Chief of Police, the Chief of Staff, the Department Commander or the Chief's Duty Officer from assuming command from a junior OHB supervisor or manager when there is a specific need to do so.

57. In addition to administrative investigations and where the facts so warrant, the LAPD shall also conduct a separate criminal investigation of Categorical Uses of Force. The criminal investigation shall not be conducted by the OHB Unit.

58. The LAPD shall continue its policy of notifying the County of Los Angeles District Attorney's Office whenever an LAPD officer, on or off-duty, shoots and injures any person during the scope and course of employment. In addition, the LAPD shall notify the District Attorney's Office whenever an individual dies while in the custody or control of an LAPD officer or the LAPD, and a use of force by a peace officer may be a proximate cause of the death.

59. The LAPD shall continue to provide cooperation to the District Attorney's Office personnel who arrive on the scene of the incident.

60. The Department shall renew its request to the appropriate bargaining unit(s) for a provision in its collective bargaining agreements that when more than one officer fires his or her

1 weapon in a single OIS incident, then each officer should be represented by a different attorney  
2 during the investigation and subsequent proceedings. The foregoing acknowledges that each  
3 officer retains the right to be represented by an attorney of his or her choice.  
4

5 61. All involved officers and witness officers shall be separated immediately after an  
6 OIS, and shall remain separated until all such officers have given statements or, in the case of  
7 involved officers, declined to give a statement; provided, however, that nothing in this Agreement  
8 prevents the Department from compelling a statement or requires the Department to compel a  
9 statement in the event that the officer has declined to give a statement. In such a case, all officers  
10 shall remain separated until such compelled statement has been given.  
11

12 62. Managers shall analyze the circumstances surrounding the presence or absence of a  
13 supervisor at (a) a Categorical Use of Force incident, and (b) the service of a search warrant. In  
14 each case, such analysis shall occur within one week of the occurrence of the incident or service  
15 to determine if the supervisor's response to the incident or service was appropriate. Such  
16 supervisory conduct shall be taken into account in each supervisor's annual personnel  
17 performance evaluation.  
18

19 63. The Department shall continue its practice of referring all officers involved in a  
20 Categorical Use of Force resulting in death or the substantial possibility of death (whether on or  
21 off duty) to BSS for a psychological evaluation by a licensed mental health professional. The  
22 matters discussed in such evaluation shall be strictly confidential and shall not be communicated  
23 to other LAPD officers without the consent of the officer evaluated. No such officer shall return  
24 to field duty until his or her manager determines that the officer should be returned to field duty  
25 upon consultation with BSS.  
26

1           64.     Except as limited or prohibited by applicable state law, when a manager reviews  
2 and makes recommendations regarding discipline or non-disciplinary action as a result of a  
3 Categorical Use of Force, the manager will consider the officer's work history, including  
4 information contained in the TEAMS II system, and that officer's Categorical Use of Force  
5 history, including a review of the tactics the officer has used in past uses of force.  
6

7           65.     The Department shall continue to require officers to report to the LAPD without  
8 delay the officer's own use of force (on the use of force form as revised pursuant to paragraph 66).  
9

10          66.     The LAPD shall modify its current use of force report form to include data fields  
11 that require officers to identify with specificity the type of force used for the physical force  
12 category, to record the body area impacted by such physical use of force, to identify fractures and  
13 dislocations as a type of injury, and to include bean bag shot gun as a type of force category.  
14

15          67.     The Commission shall continue its practice of reviewing all Categorical Uses of  
16 Force including all the reports prepared by the Chief of Police regarding such incidents and  
17 related investigation files. These reports shall be provided to the Police Commission at least 60  
18 days before the running of any statute of limitations that would restrict the imposition of  
19 discipline related to such Categorical Use of Force. Provided, however, if the investigation file  
20 has not been completed by this time, the LAPD shall provide the Commission with a copy of the  
21 underlying file, including all evidence gathered, with a status report of the investigation that  
22 includes an explanation of why the investigation has not been completed, a description of the  
23 investigative steps still to be completed, and a schedule for the completion of the investigation.  
24 The Commission shall review whether any administrative investigation was unduly delayed due  
25 to a related criminal investigation, and, if so, shall assess the reasons therefor.  
26  
27  
28

1           68.     The LAPD shall continue to require that all uses of force that are not Categorical  
2 Uses of Force ("Non-Categorical Uses of Force") be reported to a supervisor who shall conduct a  
3 timely supervisory investigation of the incident, as required under LAPD policy and paragraphs  
4 69 and 81, including collecting and analyzing relevant documents and witness interviews, and  
5 completing a use of force report form.

6  
7           69.     The Department shall continue to have the Use of Force Review Board review all  
8 Categorical Uses of Force. The LAPD shall continue to have Non-Categorical Uses of Force  
9 reviewed by chain-of-command managers at the Division and Bureau level. Non-Categorical Use  
10 of Force investigations shall be reviewed by Division management within 14 days of the incident,  
11 unless a member of the chain-of-command reviewing the investigation detects a deficiency in the  
12 investigation, in which case the review shall be completed within a period of time reasonably  
13 necessary to correct such deficiency in the investigation or reports.

14  
15 B.     Search and Arrest Procedures  
16

17           70.     The Department shall continue to require all booking recommendations be  
18 personally reviewed and approved by a watch commander as to appropriateness, legality, and  
19 conformance with Department policies. Additionally, the watch commander or designee will  
20 personally review and approve supporting arrest reports as to appropriateness, legality and  
21 conformance with Department policies in light of the booking recommendation.

22  
23           a.     Such reviews shall continue to entail a review for completeness of the  
24 information that is contained on the applicable forms and an authenticity review to  
25 include examining the form for "canned" language, inconsistent information, lack  
26 of articulation of the legal basis for the action or other indicia that the information

1 on the forms is not authentic or correct.

2  
3 b. Supervisors shall evaluate each incident in which a person is charged with  
4 interfering with a police officer (California Penal Code § 148), resisting arrest, or  
5 assault on an officer to determine whether it raises any issue or concern regarding  
6 training, policy, or tactics.

7  
8 c. The quality of these supervisory reviews shall be taken into account in the  
9 supervisor's annual personnel performance evaluations.

10  
11 71. The LAPD shall continue to implement procedures with respect to search warrants  
12 and probable cause arrest warrants as defined in the LAPD manual (commonly known as  
13 "Ramey" warrants), which require, among other things, that a supervisor shall review each request  
14 for a warrant and each affidavit filed by a police officer to support the warrant application. Such  
15 review shall include:

16  
17 a. a review for completeness of the information contained therein and an  
18 authenticity review to include an examination for "canned" language, inconsistent  
19 information, and lack of articulation of the legal basis for the warrant; and

20  
21 b. a review of the information on the application and affidavit, where  
22 applicable, to determine whether the warrant is appropriate, legal and in  
23 conformance with LAPD procedure.

24  
25 c. In addition, a supervisor shall review the officer's plan for executing the  
26 search warrant and, after execution of the search warrant, review the execution of

1 the search warrant. A supervisor shall be present for execution of the search  
2 warrant.

3  
4 72. Each Area and specialized Division of the LAPD shall maintain a log listing each  
5 search warrant, the case file where a copy of such warrant is maintained, and the officer who  
6 applied for and each supervisor who reviewed the application for such warrant.

7  
8 73. All detainees and arrestees brought to an LAPD facility shall be brought before a  
9 watch commander for inspection. The watch commander shall visually inspect each such detainee  
10 or arrestee for injuries as required by LAPD procedures and, at a minimum, ask the detainee or  
11 arrestee the questions required by current LAPD procedures, which are: 1) "Do you understand  
12 why you were detained/arrested?"; 2) "Are you sick, ill, or injured?"; 3) "Do you have any  
13 questions or concerns?". In the rare cases where circumstances preclude such an inspection and  
14 interview by a watch commander, the LAPD shall ensure that the person is inspected and  
15 interviewed by a supervisor who did not assist or participate in the person's arrest or detention. In  
16 each instance, the watch commander or supervisor, as appropriate, shall sign the related booking  
17 documentation, which shall indicate their compliance with these procedures.

18  
19 C. Initiation of Complaints

20  
21 74. The Department shall continue to provide for the receipt of complaints as follows:

22  
23 a. in writing or verbally, in person, by mail, by telephone (or TDD), facsimile  
24 transmission, or by electronic mail;

25  
26 b. anonymous complaints;

1 c. at LAPD headquarters, any LAPD station or substation, or the offices of the  
2 Police Commission or the Inspector General;

3  
4 d. distribution of complaint materials and self-addressed postage-paid  
5 envelopes in easily accessible City locations throughout Los Angeles and in  
6 languages utilized by the City of Los Angeles in municipal election ballot  
7 materials;

8  
9 e. distribution of the materials needed to file a complaint upon request to  
10 community groups, community centers, and public and private service centers;

11  
12 f. the assignment of a case number to each complaint; and

13  
14 g. continuation of a 24-hour toll-free telephone complaint hotline. Within six  
15 months of the effective date of this Agreement, the Department shall record all  
16 calls made on this hotline.

17  
18 h. In addition, the Department shall prohibit officers from asking or requiring  
19 a potential complainant to sign any form that in any manner limits or waives the  
20 ability of a civilian to file a police complaint with the LAPD or any other entity.  
21 The Department shall also prohibit officers, as a condition for filing a misconduct  
22 complaint, from asking or requiring a potential complainant to sign a form that  
23 limits or waives the ability of a civilian to file a lawsuit in court.

24  
25 75. The LAPD shall initiate a Complaint Form 1.28 investigation against (i) any  
26 officer who allegedly fails to inform any civilian who indicates a desire to file a complaint of the



1 means by which a complaint may be filed; (ii) any officer who allegedly attempts to dissuade a  
2 civilian from filing a complaint; or (iii) any officer who is authorized to accept a complaint who  
3 allegedly refuses to do so.

4  
5 76. The City shall cause the LAPD to be notified whenever a person serves a civil  
6 lawsuit on or files a claim against the City alleging misconduct by an LAPD officer or other  
7 employee of the LAPD.

8  
9 77. The Department shall continue to require all officers to notify without delay the  
10 LAPD whenever the officer is arrested or criminally charged for any conduct, or the officer is  
11 named as a party in any civil suit involving his or her conduct while on duty (or otherwise while  
12 acting in an official capacity). In addition, the Department shall require such notification from  
13 any officer who is named as a defendant in any civil suit that results in a temporary, preliminary,  
14 or final adjudication on the merits in favor of a plaintiff complaining of off-duty physical  
15 violence, threats of physical violence, or domestic violence by the officer.

16  
17 78. The Department shall continue to require officers to report to the LAPD without  
18 delay: any conduct by other officers that reasonably appears to constitute (a) an excessive use of  
19 force or improper threat of force; (b) a false arrest or filing of false charges; (c) an unlawful search  
20 or seizure; (d) invidious discrimination; (e) an intentional failure to complete forms required by  
21 LAPD policies and in accordance with procedures; (f) an act of retaliation for complying with any  
22 LAPD policy or procedure; or (g) an intentional provision of false information in an  
23 administrative investigation or in any official report, log, or electronic transmittal of information.  
24 Officers shall report such alleged misconduct by fellow officers either directly to IAG or to a  
25 supervisor who shall complete a Complaint Form 1.28. This requirement applies to all officers,  
26 including supervisors and managers who learn of evidence of possible misconduct through their



1 review of an officer's work. Failure to voluntarily report as described in this paragraph shall be  
2 an offense subject to discipline if sustained.

3  
4 D. Conduct of Investigations

5  
6 79. Within 10 days of their receipt by the LAPD, the IAG shall receive and promptly  
7 review the "face sheet" of all complaints to determine whether they meet the criteria in paragraphs  
8 93, 94 and 95 for being investigated by IAG, or the OHB Unit, or chain of command supervisors.

9  
10 80. In conducting all Categorical Use of Force investigations, and complaint  
11 investigations regarding the categories of misconduct allegations and matters identified in  
12 paragraphs 93 and 94 (whether conducted by IAG, the OHB Unit, or by chain of command during  
13 the transition period specified in paragraph 95), the LAPD shall, subject to and in conformance  
14 with applicable state law:

15  
16 a. tape record or videotape interviews of complainants, involved officers, and  
17 witnesses;

18  
19 b. whenever practicable and appropriate, and not inconsistent with good  
20 investigatory practices such as canvassing a scene, interview complainants and  
21 witnesses at sites and times convenient for them, including at their residences or  
22 places of business;

23  
24 c. prohibit group interviews;

25  
26 d. notify involved officers and the supervisors of involved officers, except

1 when LAPD deems the complaint to be confidential under the law;

2  
3 e. interview all supervisors with respect to their conduct at the scene during  
4 the incident;

5  
6 f. collect and preserve all appropriate evidence, including canvassing the  
7 scene to locate witnesses where appropriate, with the burden for such collection on  
8 the LAPD, not the complainant; and

9  
10 g. identify and report in writing all inconsistencies in officer and witness  
11 interview statements gathered during the investigation.

12  
13 81. Chain of command investigations of complaints (other than those covered by  
14 paragraph 80), and Non-Categorical Uses of Force shall comply with subsections c, e, and f, of  
15 paragraph 80 where applicable.

16  
17 82. If during the course of any investigation of a Categorical Use of Force, Non-  
18 Categorical Use of Force, or complaint, the investigating officer has reason to believe that  
19 misconduct may have occurred other than that alleged by the complainant, the alleged victim of  
20 misconduct, or the triggering item or report, the investigating officer must notify a supervisor, and  
21 an additional Complaint Form 1.28 investigation of the additional misconduct issue shall be  
22 conducted.

23  
24 83. Subject to restrictions on use of information contained in applicable state law, the  
25 OHB Unit investigating Categorical Uses of Force as described in paragraph 55 and 93 and IAG  
26 investigators conducting investigations as described in paragraphs 93 and 94, shall have access to

1 all information contained in TEAMS II, where such information is relevant and appropriate to  
2 such investigations, including training records, Complaint Form 1.28 investigations, and  
3 discipline histories, and performance evaluations.

4  
5 E. Adjudicating Investigations

6  
7 84. The Department shall continue to employ the following standards when it makes  
8 credibility determinations: use of standard California Jury Instructions to evaluate credibility;  
9 consideration of the accused officer's history of complaint investigations and disciplinary records  
10 concerning that officer, where relevant and appropriate; and consideration of the civilian's  
11 criminal history, where appropriate. There shall be no automatic preference of an officer's  
12 statement over the statement of any other witness including a complainant who is also a witness.  
13 There shall be no automatic judgment that there is insufficient information to make a credibility  
14 determination when the only or principal information about an incident is contained in conflicting  
15 statements made by the involved officer and the complainant. Absent other indicators of bias or  
16 untruthfulness, mere familial or social relationship with a victim or officer shall not render a  
17 witness' statement as biased or untruthful; however, the fact of such relationship may be noted.

18  
19 85. The LAPD shall adjudicate all complaints using a preponderance of the evidence  
20 standard. Wherever supported by evidence collected in the investigation, complaints shall be  
21 adjudicated as "sustained," "sustained-no penalty," "not resolved," "unfounded," "exonerated,"  
22 "duplicate," or "no Department employee." In no case may a Complaint Form 1.28 investigation  
23 be closed without a final adjudication.

24  
25 86. Withdrawal of a complaint, unavailability of a complainant to make a statement, or  
26 the fact that the complaint was filed anonymously or by a person other than the victim of the

1 misconduct, shall not be a basis for adjudicating a complaint without further attempt at  
2 investigation. The LAPD shall use reasonable efforts to investigate such complaints to determine  
3 whether the complaint can be corroborated.  
4

5 87. All investigations of complaints shall be completed in a timely manner, taking into  
6 account: (a) the investigation's complexity; (b) the availability of evidence; and (c) overriding or  
7 extenuating circumstances underlying exceptions or tolling doctrines that may be applied to the  
8 disciplinary limitations provisions (i) applicable to LAPD officers and (ii) applicable to many  
9 other law enforcement agencies in the State of California. The parties expect that, even after  
10 taking these circumstances into account, most investigations will be completed within five  
11 months.  
12

13 F. Discipline & Non-Disciplinary Action  
14

15 88. The Chief of Police, no later than 45 calendar days following the end of each  
16 calendar quarter, shall report to the Commission, with a copy to the Inspector General, on the  
17 imposition of discipline during such quarter (the "Discipline Report"). The Chief of Police shall  
18 provide the first such report to the Police Commission by February 15, 2001, and such report shall  
19 provide the information listed below for the period from the effective date of this Agreement until  
20 December 31, 2000; thereafter such report will be provided on a calendar quarter basis. Such  
21 report shall contain: (a) a summary of all discipline imposed during the quarter reported by type  
22 of misconduct, broken down by type of discipline, bureau, and rank; (b) a summary comparison  
23 between discipline imposed and determinations made by the Boards of Rights during the quarter;  
24 (c) a written explanation of each reduction in penalty from that prescribed by the Board of Rights;  
25 (d) a description of all discipline and non-disciplinary actions for each Categorical Use of Force  
26 the Commission has determined was out of policy; and (e) a written explanation, following the  
27  
28

1 Chief of Police's final determination regarding the imposition of discipline, when discipline has  
2 not been imposed (other than exoneration by the Board of Rights) and the following has occurred:  
3 the officer has entered a guilty plea or has been found guilty in a criminal case; the officer had a  
4 Complaint Form 1.28 investigation, in the categories identified in paragraphs 93 and 94 (whether  
5 conducted by the OHB Unit, IAG, or by chain of command during the transition period specified  
6 in paragraph 95) sustained; or the officer has been found civilly liable by a judge or jury of  
7 conduct committed on duty or while acting in his or her official capacity; or the officer's conduct  
8 has been the basis for the City being found civilly liable by a judge or jury. Each quarterly  
9 Discipline Report shall include as attachments copies of the monthly Internal Affairs Group  
10 Reports on Administration of Internal Discipline for that quarter, which, during the term of this  
11 Agreement, shall continue to contain at least the level of detail included in the August 1999  
12 report.

13  
14 89. The Inspector General shall review, analyze and report to the Commission on each  
15 Discipline Report, including the circumstances under which discipline was imposed and the  
16 severity of any discipline imposed. The Commission, no later than 45 days after receipt of the  
17 Discipline Report, following consultation with the Chief of Police, shall review the Discipline  
18 Report and document the Commission's assessment of the appropriateness of the actions of the  
19 Chief of Police described in the Discipline Report. With respect to Categorical Uses of Force,  
20 such assessment and documentation shall be made for each officer whose conduct was determined  
21 to be out of policy by the Commission. Such assessment and documentation shall be considered  
22 as part of the Chief's annual evaluation as provided in paragraph 144.

23  
24 90. The LAPD shall continue its practice of having managers evaluate all Complaint  
25 Form 1.28 investigations to identify underlying problems and training needs. After such  
26 evaluations the manager shall implement appropriate non-disciplinary actions or make a  
27  
28

1 recommendation to the proper LAPD entity to implement such actions.

2  
3 91. After a complaint is resolved by the LAPD, the LAPD shall inform the  
4 complainant of the resolution, in writing, including the investigation's significant dates, general  
5 allegations, and disposition.

6  
7 92. The City and the Department shall prohibit retaliation in any form against any  
8 employee for reporting possible misconduct by any other employee of the LAPD. Within six  
9 months of the effective date of this Agreement and annually thereafter, the Police Commission  
10 shall review the Department's anti-retaliation policy and its implementation and make  
11 modifications as appropriate to protect officers from reprisals for reporting misconduct. The  
12 Commission's review of such policy and its implementation shall consider the discipline imposed  
13 for retaliation and supervisors' performance in addressing and preventing retaliation.

14  
15 G. Internal Affairs Group

16  
17 93. The City shall reallocate responsibility for complaint investigations between IAG  
18 and chain-of-command supervisors. Under this reallocation, IAG, and not chain-of-command  
19 supervisors, shall investigate (a) all civil suits or claims for damages involving on duty conduct by  
20 LAPD officers or civil suits and claims involving off-duty conduct required to be reported under  
21 paragraph 77; and (b) all complaints which allege:

- 22  
23 (i) unauthorized uses of force, other than administrative Categorical Use of  
24 Force investigations (which shall be investigated by the OHB Unit as part  
25 of its investigation of such Categorical Uses of Force);

- (ii) invidious discrimination (*e.g.*, on the basis of race, ethnicity, gender, religion, national origin, sexual orientation, or disability), including improper ethnic remarks and gender bias;
- (iii) unlawful search;
- (iv) unlawful seizure (including false imprisonment and false arrest);
- (v) dishonesty;
- (vi) domestic violence;
- (vii) improper behavior involving narcotics or drugs;
- (viii) sexual misconduct;
- (ix) theft; and
- (x) any act of retaliation or retribution against an officer or civilian.

94. In addition to the categories of complaint allegations set forth in paragraph 93, IAG, and not chain of command supervisors, shall investigate the following:

- a. all incidents in which both (i) a civilian is charged by an officer with interfering with a police officer (California Penal Code § 148), resisting arrest, or disorderly conduct, and (ii) the prosecutor's office notifies the Department either

1 that it is dismissing the charge based upon officer credibility or a judge dismissed  
2 the charge based upon officer credibility;

3  
4 b. all incidents in which the Department has received written notification from  
5 a prosecuting agency in a criminal case that there has been an order suppressing  
6 evidence because of any constitutional violation involving potential misconduct by  
7 an LAPD officer, any other judicial finding of officer misconduct made in the  
8 course of a judicial proceeding or any request by a federal or state judge or  
9 magistrate that a misconduct investigation be initiated pursuant to some  
10 information developed during a judicial proceeding before a judge or magistrate.  
11 The LAPD shall request that all prosecuting agencies provide them with written  
12 notification whenever the prosecuting agency has determined that any of the above  
13 has occurred;

14  
15 c. all incidents in which an officer is arrested or charged with a crime other  
16 than low grade misdemeanors, as defined in the LAPD manual, which  
17 misdemeanors shall be investigated by chain-of-command supervisors; and

18  
19 d. any request by a judge or prosecutor that a misconduct investigation be  
20 initiated pursuant to information developed during the course of an official  
21 proceeding in which such judge or prosecutor has been involved.

22  
23 95. The City shall in fiscal year 2001-2002 provide all necessary position authorities to  
24 fully implement paragraphs 93 and 94. Investigation responsibilities shall be transitioned as  
25 positions are filled. Prior to positions being filled, investigation responsibilities shall be  
26 transitioned commensurate with available resources. Positions will be filled and investigation



responsibility transition shall be completed by December 31, 2002. For complaints filed on or after July 1, 2001, the Department shall make a first priority of allocating to IAG complaints in the categories specified in paragraphs 93 and 94 against officers assigned to special units covered by paragraph 106. The LAPD shall make a second priority of allocating to IAG complaints alleging unauthorized uses of force (other than administrative Categorical Uses of Force). These complaint investigations will be allocated to IAG so as to allow the City to meet its obligations under paragraph 87 of this Agreement.

96. Paragraphs 93 and 94 shall not apply to misconduct complaints lodged against the Chief of Police, which investigations shall be directed by the Commission as set forth in paragraph 145. Paragraphs 93 and 94 do not preclude IAG from undertaking such other investigations as the Department may determine.

97. By July 1, 2001, the City shall develop and initiate a plan for organizing and executing regular, targeted, and random integrity audit checks, or "sting" operations (hereinafter "sting audits"), to identify and investigate officers engaging in at-risk behavior, including: unlawful stops, searches, seizures (including false arrests), uses of excessive force, or violations of LAPD's Manual Section 4/264.50 (or its successor). These operations shall also seek to identify officers who discourage the filing of a complaint or fail to report misconduct or complaints. IAG shall be the unit within the LAPD responsible for these operations. The Department shall use the relevant TEAMS II data, and other relevant information, in selecting targets for these sting audits. Sting audits shall be conducted for each subsequent fiscal year for the duration of this Agreement. Nothing in this Agreement is intended to limit the application of any federal statute.

98. The commanding officer of IAG shall select the staff who are hired and retained as

1 IAG investigators and supervisors, subject to the applicable provisions of the City's civil service  
2 rules and regulations and collective bargaining agreements. Investigative experience shall be a  
3 desirable, but not a required, criterion for an IAG investigatory position. Officers who have a  
4 history of any sustained investigation or discipline received for the use of excessive force, a false  
5 arrest or charge, or an improper search or seizure, sexual harassment, discrimination or dishonesty  
6 shall be disqualified from IAG positions unless the IAG commanding officer justifies in writing  
7 the hiring of such officer despite such a history.

8  
9 99. The Department shall establish a term of duty of up to three years for the IAG  
10 Sergeants, Detectives and Lieutenants who conduct investigations, and may reappoint an officer  
11 to a new term of duty only if that officer has performed in a competent manner. Such IAG  
12 investigators may be removed during their term of duty for acts or behaviors that would disqualify  
13 the officer from selection to IAG or under any other personnel authority available to the  
14 Department.

15  
16 100. IAG investigators shall be evaluated based on their competency in following the  
17 policies and procedures for Complaint Form 1.28 investigations. The LAPD shall provide regular  
18 and periodic re-training and re-evaluations on topics relevant to their duties.

19  
20 101. The LAPD shall refer to the appropriate criminal prosecutorial authorities all  
21 incidents involving LAPD officers with facts indicating criminal conduct.

1 H. Non-Discrimination Policy and Motor Vehicle and Pedestrian Stops

2  
3 102. The Department shall continue to prohibit discriminatory conduct on the basis of  
4 race, color, ethnicity, national origin, gender, sexual orientation, or disability in the conduct of  
5 law enforcement activities. The Department shall continue to require that, to the extent required  
6 by federal and state law, all stops and detentions, and activities following stops or detentions, by  
7 the LAPD shall be made on the basis of legitimate, articulable reasons consistent with the  
8 standards of reasonable suspicion or probable cause.  
9

10 103. LAPD officers may not use race, color, ethnicity, or national origin (to any extent  
11 or degree) in conducting stops or detentions, or activities following stops or detentions, except  
12 when engaging in appropriate suspect-specific activity to identify a particular person or group.  
13 When LAPD officers are seeking one or more specific persons who have been identified or  
14 described in part by their race, color, ethnicity, or national origin, they may rely in part on race,  
15 color, ethnicity, or national origin only in combination with other appropriate identifying factors  
16 and may not give race, color, ethnicity or national origin undue weight.  
17

18 104. By November 1, 2001, the Department shall require LAPD officers to complete a  
19 written or electronic report each time an officer conducts a motor vehicle stop.  
20

21 a. The report shall include the following:

22  
23 (i) the officer's serial number;

24  
25 (ii) date and approximate time of the stop;  
26

- (iii) reporting district where the stop occurred;
- (iv) driver's apparent race, ethnicity, or national origin;
- (v) driver's gender and apparent age;
- (vi) reason for the stop, to include check boxes for: (1) suspected moving violation of the vehicle code; (2) suspected violation of the Penal or Health and Safety Codes; (3) suspected violation of a City ordinance; (4) Departmental briefing (including crime broadcast/crime bulletin/roll call briefing); (5) suspected equipment/registration violation; (6) call for service; and (7) other (with a brief text field);
- (vii) whether the driver was required to exit the vehicle;
- (viii) whether a pat-down/frisk was conducted;
- (ix) action taken, to include check boxes for warning, citation, arrest, completion of a field interview card, with appropriate identification number for the citation or arrest report; and
- (x) whether the driver was asked to submit to a consensual search of person, vehicle, or belongings, and whether permission was granted or denied.

1           b.     Information described in (iv), (v), (viii), (ix) and (x) of the preceding  
2     subparagraph shall be collected for each passenger required to exit the vehicle.

3  
4           c.     If a warrantless search is conducted, the report shall include check boxes  
5     for the following:

6  
7               (i)     search authority, to include: (1) consent; (2) incident to an arrest;  
8                       (3) parole/probation; (4) visible contraband; (5) odor of contraband;  
9                       (6) incident to a pat-down/frisk; (7) impound inventory; and (8)  
10                      other (with a brief text field);

11  
12              (ii)    what was searched, to include: (1) vehicle; (2) person; and (3)  
13                       container; and

14  
15              (iii)   what was discovered/seized, to include: (1) weapons; (2) drugs; (3)  
16                       alcohol; (4) money; (5) other contraband; (6) other evidence of a  
17                       crime; and (7) nothing.

18  
19           105.   By November 1, 2001, the Department shall require LAPD officers to complete a  
20   written or electronic report each time an officer conducts a pedestrian stop.

21  
22           a.     The report shall include the following:

23  
24               (I)     the officer's serial number;

25  
26               (ii)    date and approximate time of the stop;

- 1 (iii) reporting district where the stop occurred;
- 2
- 3 (iv) person's apparent race, ethnicity, or national origin;
- 4
- 5 (v) person's gender and apparent age;
- 6
- 7 (vi) reason for the stop, to include check boxes for: (1) suspected
- 8 violation of the Penal Code; (2) suspected violation of the Health
- 9 and Safety Code; (3) suspected violation of the Municipal Code; (4)
- 10 suspected violation of the Vehicle Code; (5) Departmental briefing
- 11 (including crime broadcast/crime bulletin/roll call briefing); (6)
- 12 suspect flight; (7) consensual (which need only be checked if there
- 13 is a citation, arrest, completion of a field interview card, search or
- 14 seizure (other than searches or seizures incident to arrest) or pat-
- 15 down/frisk); (8) call for service; or (9) other (with brief text field);
- 16
- 17 (vii) whether a pat-down/frisk was conducted;
- 18
- 19 (viii) action taken, to include check boxes for (1) warning; (2) citation;
- 20 (3) arrest; and (4) completion of a field interview card, with
- 21 appropriate identification number for the citation or arrest report;
- 22 and
- 23
- 24 (ix) whether the person was asked to submit to a consensual search of
- 25 their person or belongings, and whether permission was granted or
- 26 denied.
- 27
- 28

1           b.     If a warrantless search is conducted, the report shall include check boxes  
2 for the following:

3  
4           (I)     search authority, to include: (1) consent; (2) incident to an arrest;  
5                   (3) parole/probation; (4) visible contraband; (5) odor of contraband;  
6                   (6) incident to a pat-down/frisk; and (7) other (with a brief text  
7                   field);

8  
9           (ii)    what was searched, to include: (1) vehicle; (2) person; and (3)  
10                   container; and

11  
12           (iii)   what was discovered/seized, to include: (1) weapons; (2) drugs; (3)  
13                   alcohol; (4) money; (5) other contraband; (6) other evidence of a  
14                   crime; and (7) nothing.

15  
16           c.     In preparing the form of the reports required by paragraphs 104 and 105,  
17                   the Department may use "check off" type boxes to facilitate completion of such  
18                   reports. In documenting motor vehicle and pedestrian stops as required by these  
19                   paragraphs, the Department may create new forms or modify existing forms.  
20  
21  
22  
23  
24  
25  
26  
27  
28

1 **IV. MANAGEMENT OF GANG UNITS**

2  
3 106. The LAPD has developed and shall continue to implement a protocol that includes  
4 the following requirements for managing and supervising all LAPD units that are primarily  
5 responsible for monitoring or reducing gang activity, including the Special Enforcement Units:  
6

7 a. Each unit shall be assigned to an Area or Bureau, and shall be managed and  
8 controlled by the Area or Bureau command staff where it is assigned. The Bureau  
9 gang coordinators and the citywide gang coordinator (the Detective Support  
10 Division Commanding Officer) coordinate the Bureau-wide and citywide activities  
11 of these units, provide training and technical assistance, and are involved in  
12 coordinating and providing information for the audits of these units.  
13

14 b. Eligibility criteria for selection of a non-supervisory officer in these units  
15 shall include that officers have completed probation, have acquired a minimum  
16 number of years as a police officer in the LAPD, and have demonstrated  
17 proficiency in a variety of law enforcement activities, interpersonal and  
18 administrative skills, cultural and community sensitivity, and a commitment to  
19 police integrity. Without the prior written approval of the Chief of Police, a non-  
20 supervisory officer shall not be reassigned to a unit until 13 LAPD Deployment  
21 Periods have elapsed since their previous assignment in these units.  
22

23 c. Eligibility criteria for selection as a supervisor in these units shall include  
24 that supervisors have one year experience as a patrol supervisor, have been  
25 wheeled from their probationary Area of assignment, and have demonstrated  
26 outstanding leadership, supervisory, and administrative skills. In addition, without  
27  
28



1 the prior written approval of the Chief of Police, an individual shall not be selected  
2 as a supervisor in these units until 13 LAPD Deployment Periods have elapsed  
3 since the individual's previous assignment in these units as an officer or  
4 supervisor.

5  
6 d. Supervisors and non-supervisory officers in these units shall have a limited  
7 tour assignment to these units, for a period not to exceed 39 LAPD Deployment  
8 Periods. An extension of such assignment for up to three LAPD Deployment  
9 Periods may be granted upon the written approval of the Bureau commanding  
10 officer. Any longer extension shall be permitted upon written approval of the  
11 Chief of Police.

12  
13 e. Unit supervisors and non-supervisory officers shall continue to: (i) be  
14 subject to existing procedures for uniformed patrol officers regarding detention,  
15 transportation, arrest, processing and booking of arrestees and other persons; (ii)  
16 wear Class A or Class C uniforms (and may not wear clothing with unauthorized  
17 insignias identifying them as working at a particular unit); (iii) use marked police  
18 vehicles for all activities; (iv) check out and return all field equipment from the  
19 Area kit room on a daily basis; (v) attend scheduled patrol roll calls; (vi) base all  
20 unit activities out of the concerned Area station; and (vii) not use off-site locations  
21 at night other than LAPD primary area stations for holding arrestees (including  
22 interviews) or interviewing witnesses; provided, however, that the foregoing does  
23 not apply to interviews at the scene of a crime, interviews in connection with a  
24 canvass of a scene, or when the witness requests to be interviewed at a different  
25 location. Any exceptions from these requirements shall require the approval of the  
26 appropriate managers, and shall be for a specified, limited period of time.

1 Exceptions to the requirements set forth in subparagraphs (ii) and (iii) shall be in  
2 writing.

3  
4 f. A unit supervisor shall provide a daily field presence and maintain an  
5 active role in unit operations. Unit supervisors shall brief the Area watch  
6 commander regularly regarding the activities of their unit, and shall coordinate unit  
7 activities with other Area supervisors.

8  
9 g. Area managers shall be responsible for ensuring that supervisors exercise  
10 proper control over these units, and for providing oversight over planned tactical  
11 operations.

12  
13 h. Each Bureau gang coordinator shall be responsible for monitoring and  
14 assessing the operation of all units in the Bureau that address gang activity. The  
15 coordinator shall personally inspect and audit at least one Area unit each month,  
16 and shall submit copies of completed audits to the pertinent Bureau and Area,  
17 OHB Detective Support Division Command office, and the LAPD Audit Unit  
18 created in paragraph 124 below. The coordinator may use bureau staff to conduct  
19 such audits who themselves serve in a Bureau or Area gang-activity unit and are  
20 deployed in the field to monitor or reduce gang activity.

21  
22 The provisions of this paragraph do not apply to the Detective Support Division's gang unit  
23 whose primary, gang-related responsibility is to provide administrative support.

24  
25 107. In addition to the requirements set forth in the preceding paragraph, the LAPD  
26 shall implement the following requirements, which shall be applicable to all LAPD units that are

1 covered by the preceding paragraph.

2  
3 a. The eligibility criteria for selection of an officer in these units shall require  
4 a positive evaluation of the officer based upon the officer's relevant and  
5 appropriate TEAMS II record. Supervisors shall be required to document in  
6 writing their consideration of any sustained Complaint Form 1.28 investigation,  
7 adverse judicial finding, or discipline for use of excessive force, a false arrest or  
8 charge, an improper search and seizure, sexual harassment, discrimination, or  
9 dishonesty in determining whether an officer shall be selected for the unit.

10  
11 b. The procedures for the selection of supervisors and non-supervisory  
12 officers in these units shall include a formal, written application process, oral  
13 interview(s), and the use of TEAMS II and annual performance evaluations to  
14 assist in evaluating the application.

15  
16 c. Without limiting any other personnel authority available to the Department,  
17 during a supervisor's or non-supervisory officer's assignment tour in these units, a  
18 sustained complaint or adverse judicial finding for use of excessive force, a false  
19 arrest or charge, an unreasonable search or seizure, sexual harassment,  
20 discrimination, or dishonesty, shall result in the officer's supervisor reviewing the  
21 incident and making a written determination as to whether the subject officer  
22 should remain in the unit.

1 **V. CONFIDENTIAL INFORMANTS**

2  
3 108. The LAPD has developed and shall continue to implement procedures for the  
4 handling of informants. The procedures include and LAPD shall continue to require the  
5 following:  
6

7 a. The use of informants by LAPD personnel is limited to those non-  
8 uniformed personnel assigned to investigative units, such as, Area Detectives,  
9 Narcotics Division, and Specialized Detective Divisions. Personnel in uniform  
10 assignments shall not maintain or use informants.  
11

12 b. An officer desiring to utilize an individual as an informant shall identify  
13 that person by completing an informant control package.  
14

15 c. The officer shall submit that package to his or her chain-of-command  
16 supervisor for review and approval by the appropriate manager prior to utilizing  
17 that individual as an informant, which review shall be for completeness and  
18 compliance with LAPD procedures.  
19

20 d. Each informant shall be assigned a Confidential Informant ("CI") number.  
21

22 e. The commanding officer shall be responsible for ensuring that informant  
23 control packages are stored in a secure location that provides for restricted access  
24 and sign-out approval by the officer in charge or watch commander. There shall be  
25 a written record including each accessing officer's name and date of access in the  
26 informant control package.  
27

1 f. Informant control packages shall not be retained beyond end of watch  
2 without approval of the officer in charge or watch commander.

3  
4 g. Whenever information is supplied by an informant whom the investigating  
5 officer has not used as a source within the past three months, the officer shall check  
6 the Department-wide undesirable informant file and update the individual's  
7 informant control package prior to acting on such information.

8  
9 h. Investigating officers shall be required to confer with a supervisor prior to  
10 meeting with an informant; document all meetings, significant contacts, and  
11 information received from an informant in the informant control package; inform  
12 their supervisor of any contact with an informant; and admonish the informant that  
13 he or she shall not violate any laws in the gathering of information.

14  
15 i. Supervisors shall be required to meet with each confidential informant at  
16 least once prior to the information control package being submitted to the  
17 commanding officer. The quality of supervisors' oversight with respect to  
18 adherence to LAPD guidelines and procedures regarding informant use by officers  
19 under his or her command and such supervisors' own adherence thereto, shall be  
20 factors in such supervisor's annual personnel performance evaluation.

21  
22 j. Whenever an officer takes action based on information supplied by an  
23 informant, the officer shall document the information supplied, and the results of  
24 the investigation, in the individual's informant control package.

25  
26 109. The LAPD shall establish a permanent Department-wide confidential database or

1 listing of all LAPD confidential informants except those listed by the Anti-Terrorist Division and  
2 those used in conjunction with another agency, containing the following information: Confidential  
3 Informant number, name, aliases, and date of birth.  
4

5 110. Within six months of the effective date of this Agreement, the LAPD shall publish  
6 a confidential informant manual which further expands and defines the procedures for identifying  
7 and utilizing informants, and which will include all of the requirements set out in paragraphs 108  
8 and 109.  
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1 **VI. DEVELOPMENT OF PROGRAM FOR RESPONDING TO PERSONS WITH**  
2 **MENTAL ILLNESS**

3  
4 111. Within one year of the effective date of this Agreement, the Department shall: (a)  
5 conduct an in-depth evaluation of successful programs in other law enforcement agencies across  
6 the United States dealing with police contacts with persons who may be mentally ill; and (b)  
7 conduct an in-depth evaluation of LAPD training, policies, and procedures for dealing with  
8 persons who may be mentally ill, including detailed reviews of at least ten incidents since January  
9 1, 1999 in which a person who appeared to be mentally ill was the subject of a Categorical Use of  
10 Force and at least 15 incidents since January 1, 1999 in which the LAPD mental health evaluation  
11 unit was contacted.

12  
13 112. Within 13 months of the effective date of this Agreement, the LAPD, based upon  
14 its analysis required by the preceding paragraph, shall prepare a report for the Police Commission  
15 detailing the results of its analysis and recommending appropriate changes in policies, procedures,  
16 and training methods regarding police contact with the persons who may be mentally ill with the  
17 goal of de-escalating the potential for violent encounters with mentally ill persons. The  
18 recommendation shall include a proposal on potential methods for tracking calls and incidents  
19 dealing with persons who may appear to be mentally ill. The Police Commission shall forward its  
20 reports and actions regarding any appropriate new or modifications to existing policies, practices,  
21 or training methods regarding police contact with persons who may be mentally ill to the City  
22 Council and Mayor.

23  
24 113. Within one year of the date of receipt by the Police Commission of the report  
25 required in the preceding paragraph, but in no case more than 32 months after the effective date of  
26 this Agreement, the Department shall complete an audit to evaluate LAPD handling of calls and  
27  
28

1 incidents over the previous one year period involving persons who appear to be mentally ill. The  
2 audit and evaluation shall include any new policies, procedures and training methods  
3 implemented pursuant to the preceding paragraph and shall specify any additional modifications  
4 necessary in the Department's policies, procedures or training to meet the objectives specified in  
5 the preceding paragraph.



1 VII. TRAINING

2  
3 A. FTO Program

4  
5 114. The Department shall continue to implement formal eligibility criteria for Field  
6 Training Officers ("FTO"). The criteria require, *inter alia*, demonstrated analytical skills,  
7 demonstrated interpersonal and communication skills, cultural and community sensitivity,  
8 diversity, and commitment to police integrity. The criteria shall be expanded to require a positive  
9 evaluation of the officer based upon the officer's TEAMS II record. Managers shall comply with  
10 paragraphs 47(g) or 51, as appropriate, in selecting officers to serve as FTOs.

11  
12 115. Without limiting any other personnel authority available to the Department, FTOs  
13 may be removed during their tenure for acts or behaviors that would disqualify the officer from  
14 selection as an FTO.

15  
16 116. The LAPD shall continue to implement a plan to ensure that FTOs receive  
17 adequate training, including training to be an instructor and training in LAPD policies and  
18 procedures, to enable them to carry out their duties. FTOs' annual personnel performance  
19 evaluations shall include their competency in successfully completing and implementing their  
20 FTO training. The LAPD shall provide regular and periodic re-training on these topics.

21  
22 B. Training Content

23  
24 117. The LAPD shall continue to provide all LAPD recruits, officers, supervisors and  
25 managers with regular and periodic training on police integrity. Such training shall include and  
26 address, *inter alia*:

1 a. the duty to report misconduct and facts relevant to such misconduct;

2  
3 b. what constitutes retaliation for reporting misconduct, the prohibition  
4 against retaliation for reporting misconduct, and the protections available to  
5 officers from retaliation;

6  
7 c. cultural diversity, which shall include training on interactions with persons  
8 of different races, ethnicities, religious groups, sexual orientations, persons of the  
9 opposite sex, and persons with disabilities, and also community policing;

10  
11 d. the role of accurately completing written reports in assuring police  
12 integrity, and the proper completion of such reports;

13  
14 e. Fourth Amendment and other constitutional requirements, and the policy  
15 requirements set forth in paragraphs 102-103, governing police actions in  
16 conducting stops, searches, seizures, making arrests and using force; and

17  
18 f. examples of ethical dilemmas faced by LAPD officers and, where  
19 practicable given the location, type, and duration of the training, interactive  
20 exercises for resolving ethical dilemmas shall be utilized.

21  
22 118. The Department shall train all members of the public scheduled to serve on the  
23 Board of Rights in police practices and procedures.

24  
25 119. The City may establish a plan to annually provide tuition reimbursement for  
26 continuing education for a reasonable number of officers in subjects relevant to this Agreement,

1 including subjects which will promote police integrity and professionalism. Such educational  
2 programs shall be attended while officers are off-duty.

3  
4 120. The LAPD shall establish procedures for supervisors and officers of the LAPD to  
5 communicate to the LAPD Training Group any suggestions they may have for improving the  
6 standardized training provided to LAPD officers, and to make written referrals to the appropriate  
7 LAPD official regarding suggestions about LAPD policies or tactics.

8  
9 C. Supervisory Training

10  
11 121. The LAPD shall provide all officers promoted to supervisory positions, up to and  
12 including the rank of Captain, with training to perform the duties and responsibilities of such  
13 positions. Such LAPD officers and supervisors shall be provided with such training before they  
14 assume their new supervisory positions, except for those officers promoted to the rank of Captain,  
15 who shall have at least commenced their Command Development training before they assume  
16 their new positions.

17  
18 122. The LAPD shall provide regular and periodic supervisory training on reviewing the  
19 reports addressed in this Agreement, incident control, and ethical decision making.

20  
21 123. The LAPD shall ensure that any supervisor who performs, or is expected to  
22 perform, administrative investigations, including chain of command investigations of uses of  
23 force and complaints, receives training on conducting such investigations.

1 **VIII. INTEGRITY AUDITS**

2  
3 A. Audit Plan

4  
5 124. By June 1, 2001, and prior to the beginning of each fiscal year thereafter, the  
6 Chief of Police shall submit to the Police Commission, with a copy to the Inspector General, a  
7 listing of all scheduled audits of the LAPD to be conducted by the LAPD in the upcoming fiscal  
8 year, other than sting audits (the "Annual Audit Plan"). The Annual Audit Plan shall include all  
9 specified audits required to be conducted by the LAPD, and any other audits required by this  
10 Agreement, including the audits required by paragraphs 111, 113, 133 and 134. The Police  
11 Commission shall review this Annual Audit Plan, and following consultation with the Chief of  
12 Police, shall make appropriate modifications, and approve it. The Chief of Police shall report to  
13 the Commission quarterly, with a copy to the Inspector General, on the status of audits listed in  
14 the Annual Audit Plan, including any significant results of such audits conducted by the LAPD  
15 ("Quarterly Audit Report"). The Department shall create and continue to have an audit unit  
16 within the office of the Chief of Police (the "Audit Unit") with centralized responsibility for  
17 developing the Annual Audit Plan, coordinating and scheduling audits contemplated by the  
18 Annual Audit Plan and ensuring timely completion of audits, and conducting audits as directed by  
19 the Chief of Police. The Audit Unit shall be established effective July 1, 2001, in connection with  
20 the adoption of the City's 2001-2002 Budget, with positions to be filled as quickly as reasonably  
21 possible in accordance with applicable civil service provisions. Audits contemplated by the  
22 Annual Audit Plan may be conducted by the Audit Unit or by other LAPD units, as appropriate,  
23 provided, however, that the Audit Unit shall take over responsibility for conducting those audits  
24 contemplated by paragraphs 128 and 129 once that Unit is established. The Audit Unit shall serve  
25 as a resource to other LAPD units in the conduct of audits and shall also periodically assess the  
26 quality of audits performed by other LAPD units. In the event the LAPD desires to amend the

1 Annual Audit Plan, it may do so in the Quarterly Audit Report; provided, however, that the  
2 Annual Audit Plan shall include the specified audits to be conducted by the LAPD. Each audit  
3 conducted by the Department shall be documented in a report that provides the audit's  
4 methodology, data sources, analysis of the data and conclusions.  
5

6 125. Prior to July 1, 2001, the LAPD shall conduct the following audits:  
7

- 8 a. a stratified random sample of warrant applications and affidavits used to  
9 support warrant applications, consistent with paragraph 128;  
10
- 11 b. a stratified random sample of arrest, booking, and charging reports,  
12 consistent with paragraph 128;  
13
- 14 c. a stratified random sample of confidential informant control packages,  
15 consistent with paragraph 128; and  
16
- 17 d. the work product of all LAPD units covered by paragraph 106 consistent  
18 with paragraph 131.  
19

20 126. By November 1, 2001, the LAPD shall conduct an audit of a stratified random  
21 sample of all use of force reports consistent with paragraph 128.  
22  
23  
24  
25  
26  
27  
28

1 B. Audits by the LAPD

2  
3 127. Sting audits shall not be reported in the Quarterly Audit Report, rather the results  
4 of all sting audits shall be reported to the Police Commission and the Inspector General by the  
5 Chief of Police within two weeks of the Chief's receipt of each sting audit report.  
6

7 128. LAPD shall conduct regular, periodic audits of stratified random samples of 1)  
8 warrant applications and affidavits used to support warrant applications; 2) arrest, booking, and  
9 charging reports; 3) use of force reports; 4) all motor vehicle stops and pedestrian stops that are  
10 required to be documented in the manner specified in paragraphs 104 and 105; and 5) confidential  
11 informant control packages. The review of these documents shall entail, at a minimum, a review  
12 for completeness of the information contained and an authenticity review to include an  
13 examination for "canned" language, inconsistent information, lack of articulation of the legal  
14 basis for the applicable action or other indicia that the information in the document is not  
15 authentic or correct. The review shall also assess the information in the documents to determine  
16 whether the underlying action was appropriate, legal, and in conformance with LAPD procedures.  
17 To the extent possible from a review of such samples, the audit shall also evaluate the supervisory  
18 oversight of the applicable incident and any post-incident review.  
19

20 129. The LAPD shall conduct regular, periodic audits of random samples of: (i) all  
21 Categorical Use of Force investigations; (ii) all Non-Categorical Use of Force investigations; and  
22 (iii) all Complaint Form 1.28 investigations. These audits shall assess:  
23

- 24 a. the timeliness of completing the investigations, and satisfying the  
25 requirements of paragraphs 67, 69 and 87 where applicable;  
26

b. the completeness of the investigation file, including whether the file contains all appropriate evidence and documentation, or, if evidence is missing, an explanation of why the evidence is missing;

c. a comparison of the officer, complainant, and witness statements with the investigator's summaries thereof, where applicable;

d. the adequacy of the investigation, including the application of the standards set forth in paragraphs 80-86; and

e. the appropriateness of IAG's determinations under paragraph 79.

130. The LAPD shall annually report to the Commission, with a copy to the Inspector General, the type of complaint allegations it receives and the disposition (including sustained rate) and discipline or lack of discipline resulting from each type of allegation. This report shall include both the allegations received and any collateral misconduct discovered during the investigation. This report shall list the above information for each type of allegation as well as summarize aggregate information by geographic division (department, bureau, area, and district), officer rank, and type of assignment.

131. The LAPD shall conduct regular periodic audits of the work product of all LAPD units covered by paragraph 106. These audits shall be conducted by OHB Detective Support Division. Each such audit shall include:

a. auditing a random sample of the work of the unit as a whole and further auditing the work of any individual officers whose work product the auditor has

1 observed contains indicia of untruthfulness, other forms of misconduct, or  
2 otherwise merits further review;

3  
4 b. assessing compliance with the selection criteria set forth in paragraphs 106  
5 and 107;

6  
7 c. an audit of the type set forth in paragraph 128;

8  
9 d. auditing the use of confidential informants by such units to assess  
10 compliance with paragraph 108;

11  
12 e. auditing the roles and conduct of supervisors of these units;

13  
14 f. reviewing the incidents requiring supervisory review pursuant to  
15 paragraphs 62, 64, 68, 70 and 71, assessing the supervisor's response, and  
16 examining the relationships of particular officers working together or under  
17 particular supervisors in such incidents to determine whether additional  
18 investigation is needed to identify at-risk practices; and

19  
20 g. the audit shall draw conclusions regarding the adherence of the unit to the  
21 law, LAPD policies and procedures, and this Agreement, and shall recommend a  
22 course of action to correct any deficiencies found.

23  
24 132. The LAPD shall require regular and periodic financial disclosures by all LAPD  
25 officers and other LAPD employees who routinely handle valuable contraband or cash. The  
26 LAPD shall periodically audit a random sample of such disclosures to ensure their accuracy.



1 When necessary, the LAPD shall require the necessary waivers from such officers.

2  
3 133. Within 18 months of the effective date of this Agreement, the Department shall  
4 audit police officer and supervisory officer training, using independent consultants who have  
5 substantial experience in the area of police training. The audit shall assess: ways in which LAPD  
6 training could be improved (i) to reduce incidents of excessive use of force, false arrests, and  
7 illegal searches and seizures and (ii) by making greater use of community-oriented-policing  
8 training models that take into account factors including paragraph 117(c).

9  
10 134. Eighteen months after the effective date of this Agreement, the Department shall  
11 complete a review and audit of all uses of force resulting in skeletal fractures known to the LAPD.  
12 The audit shall review and evaluate: 1) the frequency of occurrence of skeletal fractures, by  
13 officers and groups of officers, and the types of force that produced the fractures; 2) medical care  
14 provided to persons who sustain such a fracture where the medical care is provided while the  
15 person is in the custody of the Department, or provided at another time and the Department knows  
16 of the fracture; 3) the quality, thoroughness, disposition, and timeliness of the chain of command  
17 investigation and review of uses of force resulting in fractures, pursuant to paragraph 68; and 4)  
18 frequency and outcome of complaints where the complainant allegedly received such a fracture.  
19 Such audit shall analyze the circumstances giving rise to the use of force and resulting fracture,  
20 and the Department's response to such injuries. The audit shall recommend potential reforms to  
21 Department policies and procedures with the goal of minimizing and promptly treating such  
22 fractures, including the feasibility and desirability of including uses of force resulting in fractures  
23 within the definition of a Categorical Use of Force, as appropriate.

1 C. Inspector General Audits

2  
3 135. The Inspector General shall be provided with copies of all reports of specified  
4 audits prepared by the LAPD and audits prepared in compliance with paragraphs 111, 113, 125,  
5 126, 133 and 134 within one week of the completion thereof, and with copies of all sting audits as  
6 required by paragraph 127. The Inspector General shall evaluate all such audits to assess their  
7 quality, completeness and findings. Upon request from the Inspector General, the LAPD shall  
8 forward any other LAPD audit report requested to the Inspector General within one week of such  
9 request, and the Inspector General, at his or her discretion where he or she deems appropriate, or  
10 upon direction from the Commission, may evaluate these audits. The Inspector General shall  
11 deliver its evaluations in writing to the Police Commission.  
12

13 136. The Inspector General shall continue to review all Categorical Use of Force  
14 investigations. The Inspector General also shall conduct a regular, periodic audit and review of a  
15 stratified random sample of: (i) all Non-Categorical Uses of Force; and (ii) Complaint Form 1.28  
16 investigations. Both of these types of reviews shall assess the quality, completeness, and findings  
17 of the investigations and shall include determinations of whether the investigations were  
18 completed in a timely manner, summarized and transcribed statements accurately match the  
19 recorded statements, all available evidence was collected and analyzed, and the investigation was  
20 properly adjudicated. The Inspector General shall promptly report its findings from these reviews  
21 in writing to the Police Commission.  
22

23 137. The Inspector General, between 6-12 months following implementation of  
24 TEAMS II and on a regular basis thereafter, shall audit the quality and timeliness of the LAPD's  
25 use of TEAMS II to perform the tasks identified in the protocol described in paragraph 47 above.  
26

1           138. The Inspector General shall periodically use TEAMS II to conduct audits of the  
2 LAPD and to review LAPD unit specific and officer specific audits conducted by the LAPD.

3 Such audits and reviews shall include procedures that:

4  
5           a. examine and identify officers demonstrating at-risk behavior as determined  
6 by their history of (i) administrative investigations, (ii) misconduct complaints,  
7 (iii) discipline, (iv) uses of lethal and non-lethal force, (v) criminal or civil charges  
8 or lawsuits, (vi) searches and seizures, (vii) racial bias, (viii) improper arrests or  
9 (ix) any other matter requested by the Police Commission or, subject to Charter  
10 section 573, any other improper conduct or at-risk behavior the Inspector General  
11 has reason to believe exists;

12  
13           b. examine and identify at-risk practices or procedures as determined by  
14 trends within a unit or between and among units using, at a minimum, the criteria  
15 in subsection (a) above.

16  
17           139. The Inspector General may receive complaints from LAPD employees alleging  
18 retaliation for reporting possible misconduct or at-risk behavior. The Inspector General shall  
19 record and track the allegations in such complaints. If the Inspector General determines that such  
20 complaints indicate possible retaliation in the Police Department's handling of complaints, the  
21 Inspector General shall conduct an investigation and forward its findings to the Police  
22 Commission. The Police Commission shall work with the Inspector General to develop and  
23 implement retaliation complaint investigation protocols that will protect, to the maximum extent  
24 permitted by law, the confidentiality of the identity of the person reporting retaliation to the  
25 Inspector General.

1           140. The Police Commission may identify subjects for audits and direct either the  
2 LAPD or the Inspector General to conduct such audits. The LAPD and Inspector General shall  
3 conduct such audits as directed by the Commission and shall report the audit results to the  
4 Commission within the time frames established by the Commission. Subject to Charter Section  
5 573, the Inspector General shall continue to have the authority to initiate other audits.

1 **IX. OPERATIONS OF THE POLICE COMMISSION & INSPECTOR GENERAL**

2  
3 A. Police Commission

4  
5 141. This Agreement sets forth obligations of the Commission, Inspector General and  
6 Chief of Police; however, it in no way constrains them from exercising their powers and  
7 satisfying their duties set forth in the Charter and other applicable law.  
8

9 142. The Commission and Inspector General shall continue to review and evaluate all  
10 Categorical Uses of Force. The Commission shall determine whether the officer's conduct  
11 conforms with LAPD policies, procedures, and the requirements of this Agreement, and so inform  
12 the Chief of Police. The Commission shall annually issue a publicly available report detailing its  
13 findings regarding these incidents.  
14

15 143. The Commission shall review the specified audit reports, the sting audit reports,  
16 and the audits required by paragraphs 111, 113, 125, 126, 133, and 134 to determine whether any  
17 changes or modifications in LAPD policies are necessary. In addition, the Police Commission  
18 shall consider the results of such audits in its annual evaluation of the Chief of Police. The Police  
19 Commission shall exercise its authority to review and approve all new LAPD policies and  
20 procedures or changes to existing LAPD policies and procedures that are made to address the  
21 requirements of this Agreement. Review and approval of procedures, or changes to existing  
22 procedures that are made to address the requirements of this Agreement, by the Chief of Police (or  
23 his or her designee) affecting only procedure (and not policy) may be obtained on a ratification  
24 basis by placement of such item on the Commission agenda within 14 days of the date of the  
25 action by the Chief or designee, and the Commission must approve, disapprove, or require  
26 modification of such item within 14 days of receipt. All new policies, or changes to existing  
27  
28

1 policies, must be reviewed and approved by the Commission prior to implementation.

2  
3 144. Under the Charter, the Commission is required to conduct an annual review of the  
4 Chief of Police. Such a review is intended to be an overall assessment of the Police Chief's  
5 performance as the chief administrative officer of the LAPD, including as it relates to satisfaction  
6 of universal performance goals applicable to chief administrative officers, budgeting goals and  
7 other goals determined by the Commission. In conducting such review, the Commission shall  
8 also consider the Police Chief's responses to use of force incidents and complaints of officer  
9 misconduct, assessment and imposition of discipline and those matters described in paragraphs  
10 67, 88, 89, 106, 124, 127, and 143.

11  
12 145. The Commission shall investigate all misconduct complaints against the Chief of  
13 Police and may use its staff, the Inspector General, or authorized contractors to conduct such  
14 investigations.

15  
16 146. The Commission shall continue to review and approve the LAPD's budget  
17 requests.

18  
19 B. Inspector General

20  
21 147. The Inspector General shall be notified in a timely manner of all Categorical Uses  
22 of Force and be entitled to be present, at his or her discretion, as an observer on all Categorical  
23 Use of Force "roll outs". The Inspector General shall report to the Commission in the event that  
24 the Inspector General's observations at the scene of an incident raise issues regarding  
25 conformance with LAPD policies, procedures, and the requirements of this Agreement.

1           148. The Inspector General may attend any Use of Force Review Board meeting. The  
2 Inspector General may interview any participant in such hearing after the conclusion of the  
3 hearing.  
4

5           149. The LAPD shall promptly provide the Inspector General with any documents or  
6 other information requested by the Inspector General related to the Inspector General's  
7 responsibilities under this Agreement. The Inspector General shall develop and provide the  
8 LAPD with a list of reports, complete with time-frames and frequency of their production, that the  
9 LAPD shall provide to the Inspector General on a specified schedule in order for the Inspector  
10 General to fulfill his or her responsibilities under this Agreement, which list may be updated from  
11 time to time by the Inspector General.  
12

13           150. The Inspector General shall accept complaints from LAPD officers regarding  
14 matters which the Inspector General has authority to investigate, and the Inspector General shall  
15 not disclose the identity of an individual without the consent of the employee from whom a  
16 complaint or information has been received, unless such disclosure is unavoidable in order to  
17 effectively investigate an allegation or is otherwise required by law or the Los Angeles Office of  
18 the City Attorney; provided, however, that the Inspector General shall disclose the identity of  
19 such individual to the Police Commission, upon request.  
20

21           151. Paragraphs 139 and 150 do not relieve officers of their obligations described in  
22 paragraphs 65, 77, 78 and 82.  
23

24           152. The LAPD shall continue to provide the Inspector General with all complaint  
25 intake information, including the assignment for investigation, within one week after its receipt by  
26 IAG. The Inspector General shall review such information to ensure that complaints are being  
27  
28

1 received in a manner that complies with LAPD policies and procedures, and the terms of this  
2 Agreement.

3  
4 153. The Inspector General shall keep the Commission informed of the status of all  
5 pending investigations and audits to be performed by the Inspector General hereunder.

6  
7 C. General

8  
9 154. Reviews, audits and reports required hereunder to be made by the Commission, the  
10 Inspector General or the Department may contain recommendations to correct deficiencies. The  
11 identification of deficiencies in such reviews, audits or reports shall not be a breach of this  
12 Agreement, rather the City, including the Department, shall take appropriate, timely and  
13 reasonable steps to remedy such deficiencies.



1 **X. COMMUNITY OUTREACH AND PUBLIC INFORMATION**

2  
3 155. For the term of this Agreement, the Department shall conduct a Community  
4 Outreach and Public Information program for each LAPD geographic area. The program shall  
5 require the following:

6  
7 a. at least one open meeting per quarter in each of the 18 geographic Areas for  
8 the first year of the Agreement, and one meeting in each Area annually thereafter,  
9 to inform the public about the provisions of this Agreement, and the various  
10 methods of filing a complaint against an officer. At least one week before such  
11 meetings the City shall publish notice of the meeting (i) in public areas; (ii) in at  
12 least one newspaper covering the City of Los Angeles; (iii) in one or more local  
13 community newspaper(s) that services the Area, taking into account the diversity  
14 in language and ethnicity of the area's residents; (iv) on the City and LAPD  
15 website; and (v) in the primary languages spoken by the communities located in  
16 such area.

17  
18 b. the open public meetings described above shall include presentations and  
19 information on the LAPD and LAPD operations, which presentations and  
20 information are designed to enhance interaction between officers and community  
21 members in daily policing activities.

22  
23 156. The LAPD shall prepare and publish on its website semiannual public reports  
24 required by this paragraph. Such reports shall include aggregate statistics broken down by each  
25 LAPD geographic area and for the Operations Headquarters Bureau, and broken down by the  
26 race/ethnicity/national origin of the citizens involved, for arrests, information required to be

1 maintained pursuant to paragraphs 104 and 105, and uses of force. Such reports shall include a  
2 brief description of each of the following that was completed during that period: (i) report of a  
3 specified audit completed, audits completed pursuant to paragraphs 111, 113, 125, 126, 130, 133  
4 and 134, and any significant actions taken as a result of such audits or reports, (ii) a summary of  
5 all discipline imposed during the period reported by type of misconduct, broken down by type of  
6 discipline, bureau and rank, and (iii) any new policies or changes in policies made by the  
7 Department to address the requirements of this Agreement. Such reports shall also include the  
8 reports prepared pursuant to paragraphs 173 and 175.

9  
10 157. The LAPD shall continue to utilize community advisory groups in each geographic  
11 Area and to meet quarterly with the community they serve. The Department shall establish a  
12 media advisory working group to facilitate information dissemination to the predominant  
13 ethnicities and cultures in Los Angeles.

**XI. INDEPENDENT MONITOR**

158. By March 1, 2001, the City and the DOJ shall together select an Independent Monitor, acceptable to both, who shall monitor and report on the City's implementation of this Agreement. The selection of the Monitor shall be pursuant to a method jointly established by the DOJ and the City. If the DOJ and City are unable to agree on a Monitor or an alternative method of selection, the DOJ and the City each shall submit two names of persons to the Court who shall have the following attributes: (i) a reputation for integrity, evenhandedness, and independence; (ii) experience as a law enforcement officer, expertise in law enforcement practices, or experience as a law enforcement practices monitor; (iii) an absence of bias, including any appearance of bias, for or against the DOJ, the City, the Department, or their officers or employees; and (iv) no personal involvement, in the last eight years, whether paid or unpaid, with a claim or lawsuit against the City or the Department or any of their officers, agents or employees, unless waived by the parties. The DOJ and the City shall also submit to the Court the resumes, cost proposals, and other relevant information for such persons demonstrating the above qualifications, and the Court shall appoint the Monitor from among the names of qualified persons so submitted; provided, however, that if the Court so selects the Monitor, then the maximum sum to be paid the Monitor, including any additional persons he or she may associate pursuant to paragraph 159 (excluding reasonable costs or fees associated with non-compliance or breach of the Agreement by the City or the Department), shall not exceed \$10 million, plus out-of-pocket costs for travel and incidentals, for the first five years after the effective date of this Agreement.

159. The Monitor, at any time, may associate such additional persons or entities as are reasonably necessary to perform the monitoring tasks specified by this Agreement. Any additional persons or entities associated by the Monitor shall possess the following attributes: a reputation for integrity, evenhandedness, and independence; an absence of bias, including any

1 appearance of bias, for or against the DOJ, the City, the Department, or their officers or  
2 employees; and no personal involvement in the last five years, whether paid or unpaid, with a  
3 claim or lawsuit against the City or the Department or any of their officers, agents or employees  
4 unless waived by the parties, which waiver shall not be unreasonably withheld. The Monitor shall  
5 notify in writing the DOJ and the City if and when such additional persons or entities are selected  
6 for association by the Monitor. The notice shall identify the person or entity to be associated and  
7 the monitoring task to be performed, and, if a waiver is being requested, the notice shall indicate  
8 if the person had any such involvement in the last five years, whether paid or unpaid, with a claim  
9 or lawsuit against the City or the Department or any of their officers, agents, or employees. Either  
10 the DOJ or the City may notify in writing the Monitor within 10 days (excluding weekends, and  
11 federal or state holidays) of any objection either may have to the selection. If the parties and the  
12 Monitor are unable to resolve any such objection, and the Monitor believes that the specific  
13 person or entity in question is needed to assist the Monitor and such person or entity satisfies the  
14 qualifications and requirements in this paragraph, the Monitor may seek Court authorization to  
15 hire such person. For purposes of all paragraphs of this Agreement other than the preceding  
16 paragraph, the term Monitor shall include any and all persons or entities that the Monitor  
17 associates to perform monitoring tasks and such persons shall be subject to the same provisions  
18 applicable to the Monitor under this Agreement.

19  
20 160. The City shall bear all reasonable fees and costs of the Monitor. The Court retains  
21 the authority to resolve any dispute that may arise regarding the reasonableness of fees and costs  
22 charged by the Monitor. In selecting the Monitor, DOJ and the City recognize the importance of  
23 ensuring that the fees and costs borne by the City are reasonable, and accordingly fees and costs  
24 shall be one factor considered in selecting the Monitor. In the event that any dispute arises  
25 regarding the payment of the Monitor's fees and costs, the City, DOJ and the Monitor shall  
26 attempt to resolve such dispute cooperatively prior to seeking the Court's assistance.

1        161. The Monitor shall be an agent of the Court and shall be subject to the supervision  
2 and orders of this Court, consistent with this Agreement. The Monitor shall only have the duties,  
3 responsibilities and authority conferred by this Agreement. The Monitor shall not, and is not  
4 intended to, replace or take over the role and duties of the Mayor, City Council, Commission,  
5 Chief of Police or the Inspector General. In order to monitor and report on the City's and the  
6 Department's implementation of each substantive provision of this Agreement, the Monitor shall  
7 conduct the reviews specified in paragraph 162 and such additional reviews as the Monitor deems  
8 appropriate. At the request of the DOJ or the City, based on the Monitor's reviews, the Monitor  
9 may make recommendations to the parties regarding measures necessary to ensure full and timely  
10 implementation of this Agreement.

11  
12        162. In order to monitor and report on the City and Department's implementation of this  
13 Agreement, the Monitor shall, subject to paragraph 163 and paragraphs 165 through 171:

14  
15            a. between six and twelve months following implementation of TEAMS II  
16 and at least annually thereafter, conduct a review of the use of TEAMS II by the  
17 LAPD, the Inspector General, and the Police Commission and its staff;

18  
19            b. regularly review and evaluate the quality and timeliness of the specified  
20 audits, sting audits, and audits conducted by LAPD or the Inspector General under  
21 paragraphs 125, 126, 133, 134 , and 140; and

22  
23            c. regularly review appropriate samples of (i) Categorical and Non-  
24 Categorical Use of Force investigations, adjudications and related disciplinary and  
25 non-disciplinary actions; and (ii) Complaint Form 1.28 investigations,  
26 adjudications and related disciplinary and non-disciplinary actions (focusing, in

1 particular, on those involving alleged uses of excessive force, false arrests or  
2 improper stops, improper searches or seizures, discrimination or retaliation); and  
3 motor vehicle and pedestrian stop data collected pursuant to paragraphs 104 and  
4 105.

5  
6 In performing its obligations under this Agreement, the Monitor shall, where appropriate, utilize  
7 audits conducted by the City or Department for this purpose, and employ appropriate sampling  
8 techniques.

9  
10 163. The Monitor may review completed portions of administrative investigations and  
11 resulting internal proceedings while they are pending, provided, however, that in such instances  
12 the Monitor may review only those parts of such investigations and proceedings that have been  
13 completed (such as the completed use of force report, completed Use of Force Review Board  
14 proceedings, or completed Board of Rights proceedings). If the Monitor determines that any  
15 administrative use of force or Complaint Form 1.28 investigation, which has been adjudicated or  
16 otherwise disposed or completed, is inadequate under this Agreement, the Monitor shall confer  
17 with the Commission, Chief of Police and the Inspector General, and provide a confidential  
18 written evaluation to the Department, the Inspector General, and the DOJ containing the  
19 additional measures that should be taken with respect to future investigations in order to satisfy  
20 this Agreement. Such evaluation shall be for the purpose of assisting the Commission, the Chief  
21 of Police and the Inspector General in conducting future investigations, and shall not obligate the  
22 Department to reopen or re-adjudicate any investigation.

23  
24 164. In monitoring the implementation of this Agreement, the Monitor shall maintain  
25 regular contact with the City, the Commission, the Chief of Police, the Inspector General as well  
26 as the DOJ.

1           165. The Monitor shall have full and direct access to: (a) all Department employees,  
2 including the Inspector General, and all Department facilities (except facilities used solely for  
3 ATD activities) that the Monitor reasonably deems necessary to carry out the duties assigned to  
4 the Monitor by this Agreement; however, access to ATD personnel shall be for the sole purpose  
5 of monitoring administrative investigations, including of complaints, involving such personnel;  
6 and (b) within a reasonable time following notice to the City, or the Department (solely in the  
7 case of individual Police Commissioners) all other City officers, employees and facilities, and the  
8 individual Police Commissioners. The Monitor shall cooperate with the City and the Department  
9 to access people and facilities in a reasonable manner that, consistent with the Monitor's  
10 responsibilities, minimizes interference with daily operations.

11  
12           166. The Monitor shall have full and direct access to all City and Department  
13 documents, including TEAMS II data and information, that the Monitor reasonably deems  
14 necessary to carry out the duties assigned to the Monitor by this Agreement, except as access is  
15 limited in paragraphs 167, 168, 169, 170 and 171 or as to any such documents protected by the  
16 attorney-client privilege. Should the City or the Department decline to provide the Monitor with  
17 access to a document based on attorney-client privilege, the City shall provide the Monitor and  
18 DOJ with a log describing the document.

19  
20           167. The Monitor shall provide the City or Department with reasonable notice of a  
21 request for copies of documents. Upon such request, the City and the Department shall provide  
22 the Monitor with copies (electronic, where readily available, or hardcopy) of any documents that  
23 the Monitor is entitled to access under this Agreement, including TEAMS II information and data,  
24 except for Sensitive Data. The term "Sensitive Data" shall include confidential informant files,  
25 personnel files, and other documents or data specifically designated as "Sensitive Data" in this  
26 Agreement. The City shall cooperate with the Monitor to allow access to Sensitive Data for



1 review in a reasonable manner that is consistent with the Monitor's responsibilities and schedule.  
2 The Monitor shall treat copies of TEAMS II information and data as "non-public information," as  
3 defined in paragraph 168(a).  
4

5 168. All documents provided to the Monitor, whether by the City, Department, or DOJ,  
6 shall be maintained in a confidential manner. Sensitive Data, and "non-public information" as  
7 defined in subpart (a) of this paragraph, whether obtained from the City, Department or DOJ, shall  
8 not be disclosed by the Monitor to any person or entity, other than (i) to the DOJ, (ii) to the Court  
9 either under Seal or consistent with paragraphs 169, 170 or 173 or (iii) as consistent with subpart  
10 (a) of this paragraph.  
11

12 a. "Non-public information" means any information that is exempt from  
13 public disclosure or inspection under the California Public Records Act and that  
14 has not been released to a member of the public by the City or the Department or  
15 any of their officers or employees, and for which the exemption has not otherwise  
16 been waived by the City. Non-public information may be used in statistical  
17 analysis, unit analysis or other analysis that does not identify particular individuals  
18 and such analysis may be disclosed to the public solely as provided in paragraphs  
19 173 and 174.  
20

21 b. Other than as expressly provided in this Agreement, this Agreement shall  
22 not be deemed a waiver of any privilege or right the City or the Department may  
23 assert, including those recognized at common law or created by statute, rule or  
24 regulation, against any other person or entity with respect to the disclosure of any  
25 document.  
26



1           169. The Monitor shall have access to any City employee medical or BSS records only  
2 under the following circumstances:

3  
4           a. The Monitor shall have direct access to City employee medical or BSS  
5 records, if permission for such access is granted by the applicable employee or the  
6 information from such records is otherwise contained in investigative files.

7  
8           b. For any other City employee medical or BSS records reasonably necessary  
9 to carry out the duties assigned to the Monitor by this Agreement, the Monitor  
10 shall notify in writing the DOJ and the City of the need for such documents, and  
11 the City shall so notify the affected employee. Either the DOJ, the City, or the  
12 affected employee may, and the City shall if requested by the affected employee,  
13 notify in writing the Monitor within ten days (excluding weekends, and federal or  
14 state holidays) of any objection they may have to such access. If the parties, the  
15 Monitor, and, where applicable, the affected employee are unable to resolve any  
16 such objection, and the Monitor continues to believe that the documents in  
17 question are reasonably necessary to assist the Monitor, the Monitor may seek  
18 Court authorization for access to such documents, subject to any appropriate  
19 protective orders. The City shall assert applicable defenses and privileges from  
20 disclosure and protections of such records for the City and the affected employee.  
21 Any documents obtained by this procedure shall be treated as "Sensitive Data."

22  
23           170. The Monitor shall have direct access to all documents in criminal investigation  
24 files that have been closed by the LAPD. The Monitor shall also have direct access to all arrest  
25 reports, warrants, and warrant applications whether or not contained in open criminal  
26 investigation files; where practicable arrest reports, warrants and warrant applications shall be

1 obtained from sources other than open criminal investigation files.

2  
3 a. The Monitor shall have access as Sensitive Data to documents prepared for  
4 and contained solely in open criminal investigations of LAPD employees  
5 reasonably necessary to monitor compliance with paragraph 67 (other than arrest  
6 reports, warrants and warrant applications, which shall be subject to the general  
7 access provisions). Except as provided in subpart (b) of this paragraph, the  
8 Monitor shall not have access to any other documents in criminal investigations  
9 files that have been open for less than ten months.

10  
11 b. If the Monitor reasonably deems that access to documents contained solely  
12 in either (i) open criminal investigation files, which investigations have been open  
13 for more than ten months, or (ii) open criminal investigation files of LAPD  
14 employees, which investigations have been open for less than ten months, is  
15 necessary to carry out the duties assigned to the Monitor by this Agreement, the  
16 Monitor shall notify in writing the DOJ and the City of the need for such  
17 documents. After notification by the Monitor, either the DOJ or the City may  
18 respond in writing to the Monitor within ten days (excluding weekends, and  
19 federal or state holidays) if either have any objection to such access. If the parties  
20 and the Monitor are unable to resolve any such objection, and the Monitor  
21 continues to believe that the documents in question are reasonably necessary to  
22 assist the Monitor, the Monitor may seek Court authorization for access to such  
23 documents, subject to any appropriate protective orders. Any documents obtained  
24 by this procedure shall be treated as "Sensitive Data."

25  
26 171. The access provisions of the previous paragraphs do not apply to documents

1 contained solely in Anti-Terrorist Division ("ATD") files, or solely in intelligence files or  
2 investigative notes files or similar files of joint task forces with other law enforcement agencies.  
3

4 172. The Department shall provide the Monitor with (i) copies of all reports of specified  
5 audits, sting audits, audits or reports pursuant to paragraphs 88, 89 (including Police Commission  
6 documentation), 111, 113, 125, 126, 133, 134 and the Quarterly Audit Reports required by  
7 paragraph 124, within ten days after receipt by the Commission, and (ii) copies of the Annual  
8 Audit Plan, within ten days after approval by the Commission.  
9

10 173. The Monitor shall file with the Court quarterly written, public reports detailing the  
11 City's compliance with and implementation of each substantive provision of this Agreement.  
12 These reports shall be written with due regard for the privacy interests of individual officers and  
13 the interest of the City and the Department in protecting against disclosure of Sensitive Data and  
14 non-public information. At least five days (excluding weekends and federal or state holidays)  
15 before filing a report, the Monitor shall provide a copy of the draft to the parties for input as to  
16 whether any factual errors were made or whether any Sensitive Data or non-public information is  
17 disclosed. The Monitor shall consider the parties' responses and make appropriate changes, if  
18 any, before issuing the report. The Monitor may testify in this case regarding any matter relating  
19 to the implementation, enforcement or dissolution of this Agreement; provided, however, that  
20 such testimony shall be given with due regard for the privacy interests of individual officers and  
21 the interest of the City and the Department in protecting against disclosure of Sensitive Data and  
22 non-public information. In the event that such testimony proffered by the DOJ may relate to  
23 specific officers or other individuals or involve Sensitive Data or non-public information, the DOJ  
24 shall provide reasonable notice.  
25

26 174. Except as required or authorized by the terms of this Agreement, the parties acting  
27  
28

1 together, or by the Court: the Monitor shall not make any public statements or issue findings with  
2 regard to any act or omission of the City, or its agents, representatives, or employees; or disclose  
3 Sensitive Data or non-public information provided to the Monitor pursuant to the Agreement.

4 The Monitor shall not testify in any other litigation or proceeding with regard to any act or  
5 omission of the City, the Department, or any of their agents, representatives, or employees related  
6 to this Agreement or regarding any matter or subject that the Monitor may have received  
7 knowledge of as a result of his or her performance under this Agreement. Unless such conflict is  
8 waived by the parties, the Monitor shall not accept employment or provide consulting services  
9 that would present a conflict of interest with the Monitor's responsibilities under this Agreement,  
10 including being retained (on a paid or unpaid basis) by any current or future litigant or claimant,  
11 or such litigant's or claimant's attorney, in connection with a claim or suit against the City or its  
12 departments, officers, agents or employees. The Monitor, as an agent of the Court, is not a state  
13 or local agency, or an agent thereof, and accordingly the records maintained by the Monitor shall  
14 not be deemed public records subject to public inspection within the meaning of California  
15 Government Code Sec. 6250 et seq. The Monitor shall not be liable for any claim, lawsuit, or  
16 demand arising out of the Monitor's performance pursuant to this Agreement. Provided,  
17 however, that this paragraph does not apply to any proceeding before this Court related to  
18 performance of contracts or subcontracts for monitoring this Agreement.

1 **XII. TERM OF AGREEMENT AND HOUSEKEEPING PROVISIONS**

2  
3 A. City Reports and Records

4  
5 175. Between 90 and 120 days following entry of this Agreement and no later than  
6 every August 1<sup>st</sup> and February 1<sup>st</sup> thereafter until this Agreement is terminated, the City shall file  
7 with the Court, with a copy to the Monitor and to DOJ, a status report delineating the steps taken  
8 by the City and the Department during the reporting period to comply with each provision of this  
9 Agreement. The City shall also file such a report documenting the steps taken to comply with  
10 each provision of this Agreement during the term of this Agreement 120 days before five years  
11 from the effective date of this Agreement.

12  
13 176. During the term of this Agreement, the City and the Department shall maintain all  
14 records necessary to document its compliance with the terms of this Agreement and all documents  
15 expressly required by this Agreement. The Department shall maintain all Complaint Form 1.28  
16 investigation files for at least ten years from the date of the incident. The City and the  
17 Department shall maintain an officer's training records during the officer's employment with the  
18 LAPD and for three years thereafter (unless required to be maintained for a longer period of  
19 applicable law).

20  
21 177. Within a reasonable time following notice to the City or the Department, as  
22 applicable, the DOJ shall have access to all City staff, facilities and documents reasonably  
23 necessary to enable the DOJ to evaluate compliance with the Agreement, except that, absent Court  
24 order, access to any such staff, facilities and documents shall be limited to the same extent the  
25 Monitor's access is limited under paragraphs 163, 165, 166, 167, 168, 169, 170, and 171 and as to  
26 any such documents protected by the attorney-client privilege shall be consistent with the

1 requirements of those paragraphs. DOJ shall retain any Sensitive Data and non-public  
2 information in a confidential manner and shall not disclose any Sensitive Data or non-public  
3 information to any person or entity, other than the Court or the Monitor, absent written notice to  
4 the City and either written consent by the City or a court order authorizing disclosure. In the  
5 event that DOJ intends to introduce Sensitive Data or non-public information to the Court, DOJ  
6 shall provide reasonable notice to the City.

7  
8 **B. Implementation**

9  
10 178. This Agreement shall become effective on entry by the Court. The City shall  
11 implement immediately all provisions of this Agreement which involve the continuation of  
12 current Department policies, procedures, and practices. The City shall implement as soon as  
13 reasonably practicable and no later than 120 days after the effective date of this Agreement, the  
14 following provisions: paragraphs 57, 61, 73, 76, 79, 80 (subparts b through g inclusive), 82, 85,  
15 86, 91, 101, 140, 145, 147, 148, 149, 150, and 153. The remaining provisions shall be  
16 implemented either by the specified implementation date or, for those provisions that have no  
17 specified implementation date, as soon as is reasonably practicable and no later than July 1, 2001.  
18 Provisions of this Agreement which require the use of TEAMS II shall become operable upon the  
19 implementation of TEAMS II pursuant to paragraphs 50 (d) and (e).

20  
21 179. The Court shall retain jurisdiction of this action for all purposes during the term of  
22 this Agreement. The Agreement shall terminate five years from the effective date without further  
23 action of the Court unless DOJ makes a motion to extend the term of the Agreement, which  
24 motion shall extend the term of the Agreement until the resolution of such motion. Such motion  
25 shall be made within 45 days prior to the expiration of the term of the Agreement. If the City  
26 contests the motion, the Court shall hold a hearing at which both parties may present evidence to

1 the Court before ruling on the DOJ's motion. At the hearing, the burden shall be on the City to  
2 demonstrate that it has substantially complied with each of the provisions of the Agreement and  
3 maintained substantial compliance for at least two years. For the purposes of this paragraph,  
4 "substantial compliance" means there has been performance of the material terms of this  
5 Agreement. Materiality shall be determined by reference to the overall objectives of this  
6 Agreement. Noncompliance with mere technicalities, or temporary failure to comply during a  
7 period of otherwise sustained compliance, will not constitute failure to maintain substantial  
8 compliance. At the same time, temporary compliance during a period of otherwise sustained  
9 noncompliance shall not constitute substantial compliance. If the Court finds that the City has not  
10 maintained substantial compliance for at least two years, the Court shall extend the term of this  
11 Agreement until such time as the City has been in substantial compliance with this Agreement for  
12 a period of two years including that period of time that the City had been in compliance prior to  
13 DOJ's motion.

14  
15 180. The City and the DOJ may jointly stipulate to make changes, modifications and  
16 amendments to this Agreement, which shall be effective, absent further action from the Court, 45  
17 days after a joint motion has been filed with the Court.

18  
19 181. Neither the City nor the Department shall be deemed to be in breach of this  
20 Agreement by reason of failure to perform any of its obligations hereunder to the extent that such  
21 failure is due to unforeseen circumstances, including strikes, acts of God, acts of a court of  
22 competent jurisdiction (provided that the City takes the actions required by paragraph 187),  
23 weather conditions, or any similar circumstances for which the City is not responsible and which  
24 are not within the City's control (collectively, "unforeseen circumstances").

25  
26 182. If any unforeseen circumstance occurs which causes a failure to timely carry out



1 any requirements of this Agreement, the City shall notify the DOJ in writing within 20 calendar  
2 days of the time that the City becomes aware of the unforeseen circumstance and its impact on the  
3 City's ability to perform under the Agreement. The notice shall describe the cause of the failure to  
4 perform and the measures taken to prevent or minimize the failure. The City shall implement all  
5 reasonable measures to avoid or minimize any such failure.

6  
7 183. If the DOJ and the City agree or the Court determines that delay in meeting any  
8 schedule or obligation in this Agreement has been caused by unforeseen circumstances then,  
9 subject to the provisions of paragraph 182, the time for performance shall be extended for a period  
10 up to that equal to such delay.

11  
12 184. The following shall be the implementation of paragraph 8:

13  
14 a. As part of any meet and confer or consulting process demanded by an  
15 employee bargaining unit (as described in paragraph 8), the City shall discuss and  
16 seek to resolve with such bargaining unit any disputes or uncertainties regarding  
17 which provisions are subject to such process. The City will identify and provide to  
18 such bargaining unit, with a copy to the DOJ, the provisions of this Agreement that  
19 it believes are subject to the process being demanded. The City shall report to the  
20 Court and the DOJ on the results of any such discussion on this question within 30  
21 days of the date the Complaint in this action is filed. In the event that the City and  
22 such bargaining unit are unable to resolve the list of the provisions of the  
23 Agreement that are subject to that process, the City shall seek declaratory relief  
24 from this Court to resolve such issue, provided that such bargaining unit shall  
25 receive notice and an opportunity to be heard by the Court on this issue.



1           b.     Following the resolution of any dispute or uncertainty regarding the issues  
2     subject to a demanded process, the City shall continue with that process and shall  
3     report to the Court and DOJ on the progress every 30 days, and (i) shall attach  
4     proposed agreements with the applicable bargaining unit relating to provisions of  
5     this Agreement as they are resolved or unilateral actions (as defined by subpart (f)  
6     of this paragraph) by the City arising from the meet and confer process as they are  
7     determined and (ii) shall identify provisions identified pursuant to subpart (a) of  
8     this paragraph that are scheduled for implementation within 45 days. With regard  
9     to a matter that is not a subject of mandatory bargaining, the City shall not propose  
10    or enter into any such agreement with a bargaining unit that will adversely affect  
11    the City's timely implementation of this Agreement. With regard to all such  
12    agreements with a bargaining unit and all such unilateral actions, the City shall not  
13    make them effective before the expiration of 45 days after such proposed  
14    agreement or unilateral action is reported to the Court and DOJ. The time for  
15    implementation of any provisions of this Agreement affected by such agreement  
16    with a bargaining unit concerning a mandatory subject of bargaining or such  
17    unilateral action shall be extended for such 45-day period. Upon receipt by DOJ of  
18    any such proposed agreement or unilateral action, the parties shall consult to  
19    determine whether, and if so to what extent, such proposed agreement or unilateral  
20    action would adversely affect the City's ability timely to implement any  
21    provision(s) of this Agreement. If the parties determine that implementation of  
22    such proposed agreement or unilateral action would not significantly impact the  
23    City's ability to implement the affected provision(s) of this Agreement, DOJ shall  
24    waive some or all of such 45-day period, and the City shall initiate such  
25    implementation. If such determination is not made, the parties shall discuss  
26    appropriate clarifications or modifications to this Agreement. Where the parties

1 believe that a modification of this Agreement is appropriate, they shall present  
2 such modification to the Court for its consideration pursuant to paragraph 180, and  
3 the implementation date for the affected provision(s) of this Agreement shall be  
4 extended while the matter is before the Court unless the Court orders earlier  
5 implementation. Any motion concerning a proposed bargaining agreement or  
6 unilateral action shall be brought during the 45-day period and shall not be  
7 governed by the notice requirements of paragraph 186.

8  
9 c. In the event that the City believes the meet and confer process,  
10 consultation, or any such proposed agreements with the applicable bargaining units  
11 or such proposed unilateral actions, resulting from the meet and confer process,  
12 will impair the City's ability timely to implement one or more provisions of this  
13 Agreement, and the DOJ and the City are unable to agree on an appropriate  
14 resolution, then the City shall so report to the Court and shall seek appropriate  
15 declaratory or injunctive relief (including specific performance) on such  
16 provision(s). The DOJ also may seek relief from the Court in the event that DOJ  
17 believes the meet and confer process, consultation, or any such proposed  
18 agreements with the applicable bargaining units or such proposed unilateral actions  
19 will impair the City's ability timely to implement one or more provisions of this  
20 Agreement, and the DOJ and the City are unable to agree on an appropriate  
21 resolution. Any such motion shall demonstrate how the City would be so  
22 impaired.

23  
24 d. In ruling on a motion under this paragraph, paragraph 8, or in regard to any  
25 meet and confer issue identified pursuant to subpart (a) of this paragraph, the Court  
26 shall consider, *inter alia*, whether the City's proposed agreements with the

1 applicable bargaining units or proposed unilateral actions that address provision(s)  
2 of this Agreement are consistent with the objectives underlying such provision(s)  
3 and whether the City has satisfied its labor relations obligations under state and  
4 local law. On any such motion, if the City has engaged in good faith efforts  
5 (including consideration of the manner in which the City carried out any applicable  
6 meet and confer or consulting obligations) to be able to implement this Agreement  
7 in a timely manner, the City (i) shall not be in contempt or liable for any other  
8 penalties, and (ii) may be potentially held in breach for such provision(s) only for  
9 the limited purpose of the issuance of declaratory or injunctive remedies (including  
10 specific performance), but may not be regarded as in breach for any other purpose.  
11

12 e. In the event that DOJ believes the meet and confer process, consultation, or  
13 any such proposed agreements with the applicable bargaining units or unilateral  
14 actions resulting from the meet and confer process, will impair the City's ability to  
15 implement one or more material provision of this Agreement, the DOJ may  
16 alternatively file a motion seeking to dissolve this Agreement, which motion shall  
17 be granted if the Court finds that the meet and confer process, consultation, or such  
18 proposed bargaining agreements with the applicable bargaining units or such  
19 proposed unilateral actions will preclude meaningful implementation of one or  
20 more material provisions of this Agreement as contemplated on the date the DOJ's  
21 Complaint was filed. Should the Court grant a motion by the DOJ to dissolve this  
22 Agreement, the DOJ may commence litigation in this case to seek relief based on  
23 its Complaint.  
24

25 f. The term "unilateral action" shall mean an action taken by the City as  
26 management at the conclusion of the meet and confer process on a mandatory  
27  
28

1 subject of bargaining to implement its last, best, and final offer where (i)  
2 agreement could not be reached in the negotiations, (ii) any required impasse  
3 resolution procedure has been followed, and (iii) management has decided to make  
4 a unilateral implementation at the point of ultimate impasse.  
5

6 185. If there is a significant change in a state law that impairs or impedes the City's  
7 ability to implement this Agreement then each of the parties reserve the right to seek declaratory  
8 or other relief from the Court regarding implementation of the affected provisions of this  
9 Agreement in light of the change in state law.  
10

11 186. Before the DOJ pursues any remedy with the Court based upon the City's,  
12 Department's or LAPD's failure to fulfill an obligation under this Agreement, DOJ shall give  
13 written notice of such failure to the City. Except as set forth below, the City shall have 45 days  
14 from receipt of such notice to cure or cause the cure of such default. If such default continues  
15 beyond 45 days following notice of default, DOJ may, upon three days notice to the City  
16 (excluding weekends, federal or state holidays), at its election seek a remedy from the Court.  
17 Provided, however, that the City shall have only seven days, excluding weekends, federal or state  
18 holidays, to cure or cause the cure of any failure to fulfill an obligation that relates to the  
19 provisions of this Agreement regarding access to City or Department staff, facilities, or  
20 documents, or copies of such documents. If such default continues beyond the seven-day period  
21 following notice of default, DOJ may, at its election, immediately seek a remedy from the Court.  
22 The notice to be given under this paragraph shall be given by DOJ to the City Attorney on behalf  
23 of the City and the City Attorney shall provide copies to the Chief Legislative Analyst and the  
24 Chief of Staff to the Mayor.  
25

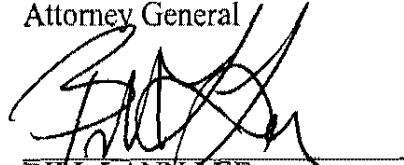
26 187. The parties agree to defend the provisions of this Agreement. The parties shall  
27  
28

1 notify each other of any court or administrative challenge to this Agreement. In the event any  
2 provision of this Agreement is challenged in any local or state court, removal to a federal court  
3 shall be sought by the parties.

1 The Parties consent and seek entry of this Agreement as an Order of this Court:

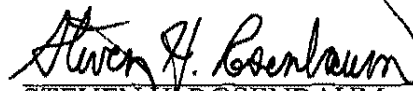
2 FOR THE PLAINTIFF, THE UNITED STATES OF AMERICA:

3 JANET RENO  
Attorney General

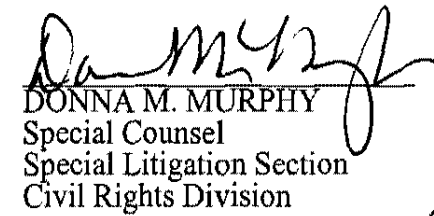


6 ALEJANDRO MAYORKAS  
United States Attorney

BILL LANN LEE  
Assistant Attorney General  
Civil Rights Division



STEVEN H. ROSENBAUM  
Chief  
Special Litigation Section  
Civil Rights Division



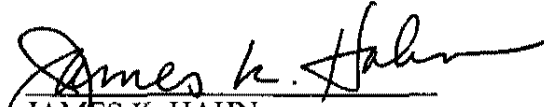
DONNA M. MURPHY  
Special Counsel  
Special Litigation Section  
Civil Rights Division




MARK A. POSNER  
ROBERT J. MOOSSY  
PATRICIA L. O'BEIRNE  
Trial Attorneys  
Special Litigation Section  
Civil Rights Division  
U.S. Department of Justice  
P.O. Box 66400  
Washington, D.C. 20035-6400  
202/307-6264


1 FOR THE DEFENDANTS, CITY OF LOS ANGELES, CALIFORNIA, BOARD OF POLICE  
2 COMMISSIONERS OF THE CITY OF LOS ANGELES, AND THE LOS ANGELES POLICE  
3 DEPARTMENT:

4  
5 APPROVED AS TO FORM  
6 AND LEGALITY

7  
8   
9 JAMES K. HAHN  
10 City Attorney

11  
12   
13 RICHARD RIORDAN  
14 Mayor

15  
16   
17 JOHN FERRARO  
18 President of City Council

19  
20   
21 GERALD CHALEFF  
22 President of Los Angeles Board of Police Commissioners

23 SO ORDERED this 15th day of June, 2001.

24  
25   
26 UNITED STATES DISTRICT JUDGE  
27  
28





# Appendix X

## **WRIT OF MANDATE – JUMP OUT BOYS**

REDACTED



# Appendix Y

## **COMPELLED WITNESS EMPLOYEE INTERVIEW PROTOCOL**



# **INTERNAL CRIMINAL INVESTIGATIONS BUREAU**

**MARCH 9, 2018**

**UNIT ORDER: 2 - 24**

**SUBJECT: COMPELLED EMPLOYEE WITNESS INTERVIEW PROTOCOL**

## **PURPOSE OF THIS ORDER:**

To establish protocol regarding employee Witness interviews being conducted by investigators assigned to the Internal Criminal Investigations Bureau (ICIB), which may include a compelled employee Witness statement at one of the various stages of the investigation. All employee Witness admonishments and subsequent statements SHALL be audio recorded.

## **PROCEDURE (DURING THE CRIMINAL INVESTIGATION):**

Inform the employee that he/she has been identified as a Witness in the investigation and a voluntary statement is being sought. DO NOT offer the employee an opportunity to decline a voluntary statement; however, if the employee asks whether he/she is required to make a statement, advise him/her that a volunteer statement is not mandatory at this stage.

If the employee agrees to make a voluntary statement, continue with the interview.

If the employee requests time to consult with his/her attorney before deciding whether to provide a voluntary statement, allow the employee a reasonable amount of time to consult with his/her attorney.

If the employee requests to have his/her attorney present during the interview, said request shall be granted.

If the employee does not agree to a voluntary interview, advise the employee that he/she may be contacted at a later date and conclude the contact with the employee.

Confer with the ICIB Lieutenant, the ICIB Captain, and the JSID District Attorney or the prosecuting agency regarding the employee Witness' concern regarding potential criminal culpability.

If there is an indication of criminal culpability, do not re-contact the employee Witness.

If there is no indication of criminal culpability, re-contact the employee and advise him/her that it was determined there is no indication of criminal culpability.

Show the employee Witness a copy of Manual of Policy and Procedures Section 3-01/040.85, COOPERATION DURING CRIMINAL INVESTIGATION, and have him/her acknowledge the policy by signing and dating the sheet. The signed/dated sheet shall be kept in in the investigator's file.

If the employee Witness agrees to the interview, proceed with the interview.

If the employee does not agree to a voluntary interview, have the employee confirm he/she is invoking their right against self-incrimination. Advise the employee that he/she may be contacted at a later date and may be ordered to make a statement. Conclude your contact with the employee.

Confer with the ICIB Lieutenant, the ICIB Captain, and the JSID District Attorney or the prosecuting agency for further guidance and to make a determination as to whether the employee Witness should be compelled to make a statement.

If it is determined that a compelled statement should not be sought, do not re-contact the employee.

If it is determined that a compelled statement should be obtained, re-contact the employee and advise him/her that after invoking his/her right against self-incrimination on (indicate date), a determination was made that there is no indication of criminal culpability on his/her part; therefore, he/she is being ordered (compelled) to provide a statement.

Provide the employee with the *Internal Criminal Investigations Bureau Witness Admonishment* form and have the employee Witness read and sign the form before the admonishment is read, in its entirety, on tape.

If the employee complies with the admonition and agrees to provide a statement, continue with the interview.

If the employee does not comply with the admonition and does not agree to provide a statement, confirm that the employee is failing to comply with the order to provide a statement. Once the employee confirms he/she is failing to comply with the admonition, cease the attempted interview.

Immediately contact the ICIB Captain of the refusal, both verbally and in writing, via memorandum.

**PROCEDURE (AFTER THE CRIMINAL INVESTIGATION IS SUBMITTED TO THE DISTRICT ATTORNEY OR PROSECUTING AGENCY):**

After the criminal case is submitted to the district attorney for filing consideration and the district attorney requests that an employee Witness, who previously declined to make a statement and was not re-contacted, be compelled to provide a statement, re-contact the employee and inform him/her that after invoking his/her right to self-incrimination on

Unit Order 2 - 24

(indicate date), it was determined there is no indication of criminal culpability on his/her part and, therefore; he/she is going to be ordered (compelled) to provide a statement.

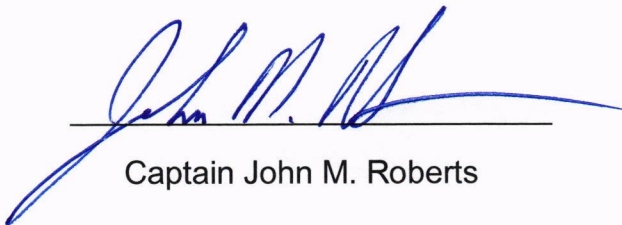
Provide the employee with the *Internal Criminal Investigations Bureau Witness Admonishment* form and have the employee Witness read and sign the form before the admonishment is read, in its entirety, on tape.

If the employee complies with the admonition and agrees to provide a statement, proceed with the interview.

If the employee does not comply with the admonishment and does not agree to provide a statement, confirm that the employee is refusing to comply with the order to provide a statement. Once the employee confirms he/she is failing to comply with the admonition, cease the attempted interview.

Immediately contact the ICIB Captain of the refusal, both verbally and in writing via memorandum.

Should any questions arise from this unit order, please refer to the attached flow chart and/or contact the ICIB Operations Lieutenant for clarification.



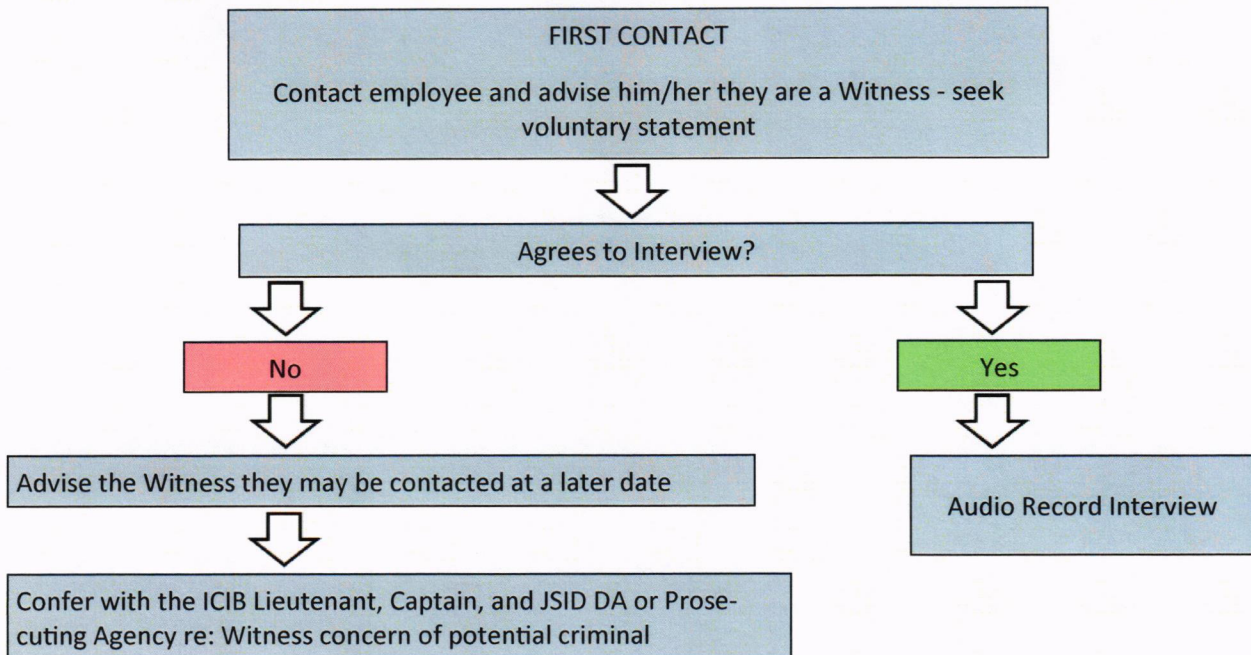
Captain John M. Roberts

03-09-18  
Date

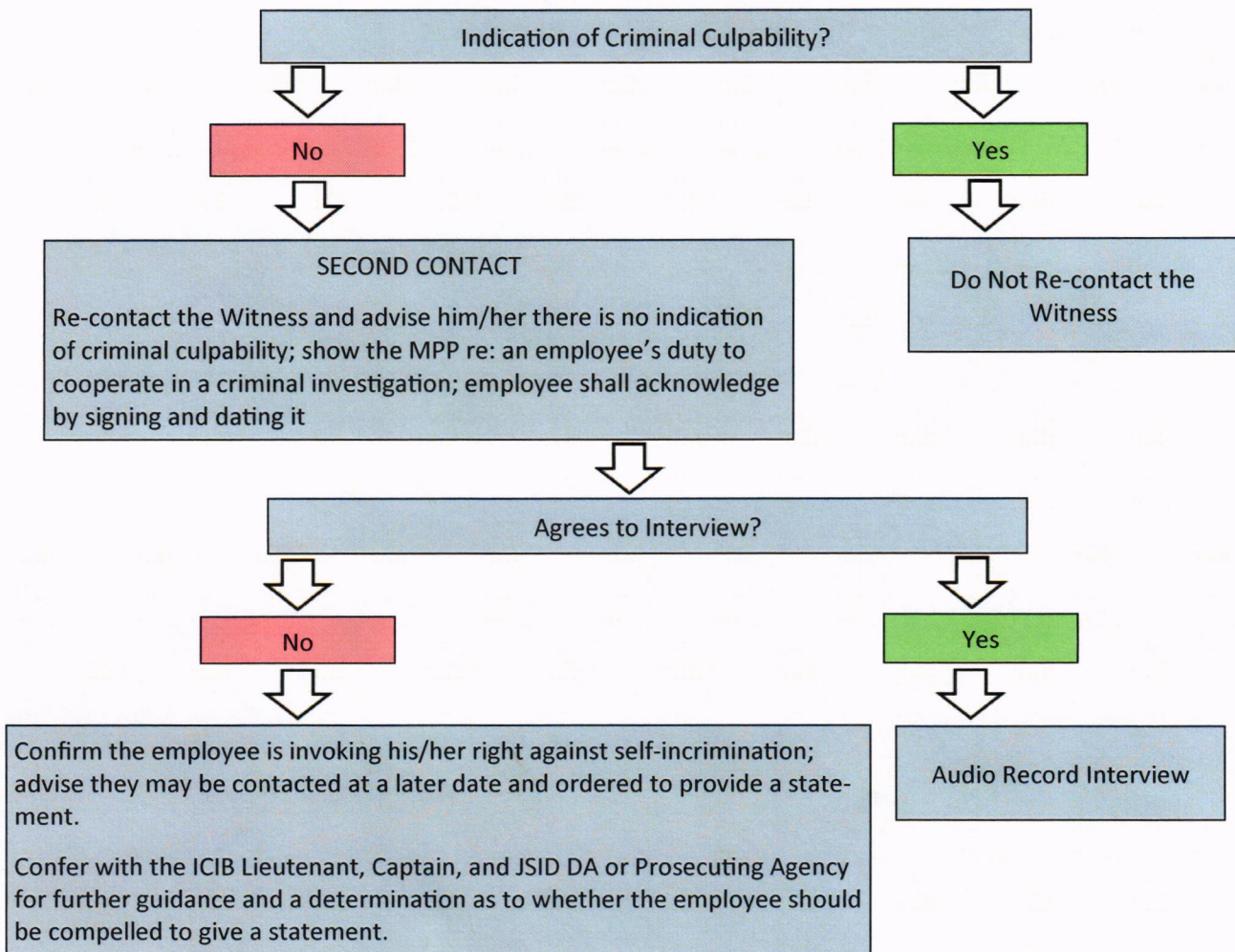




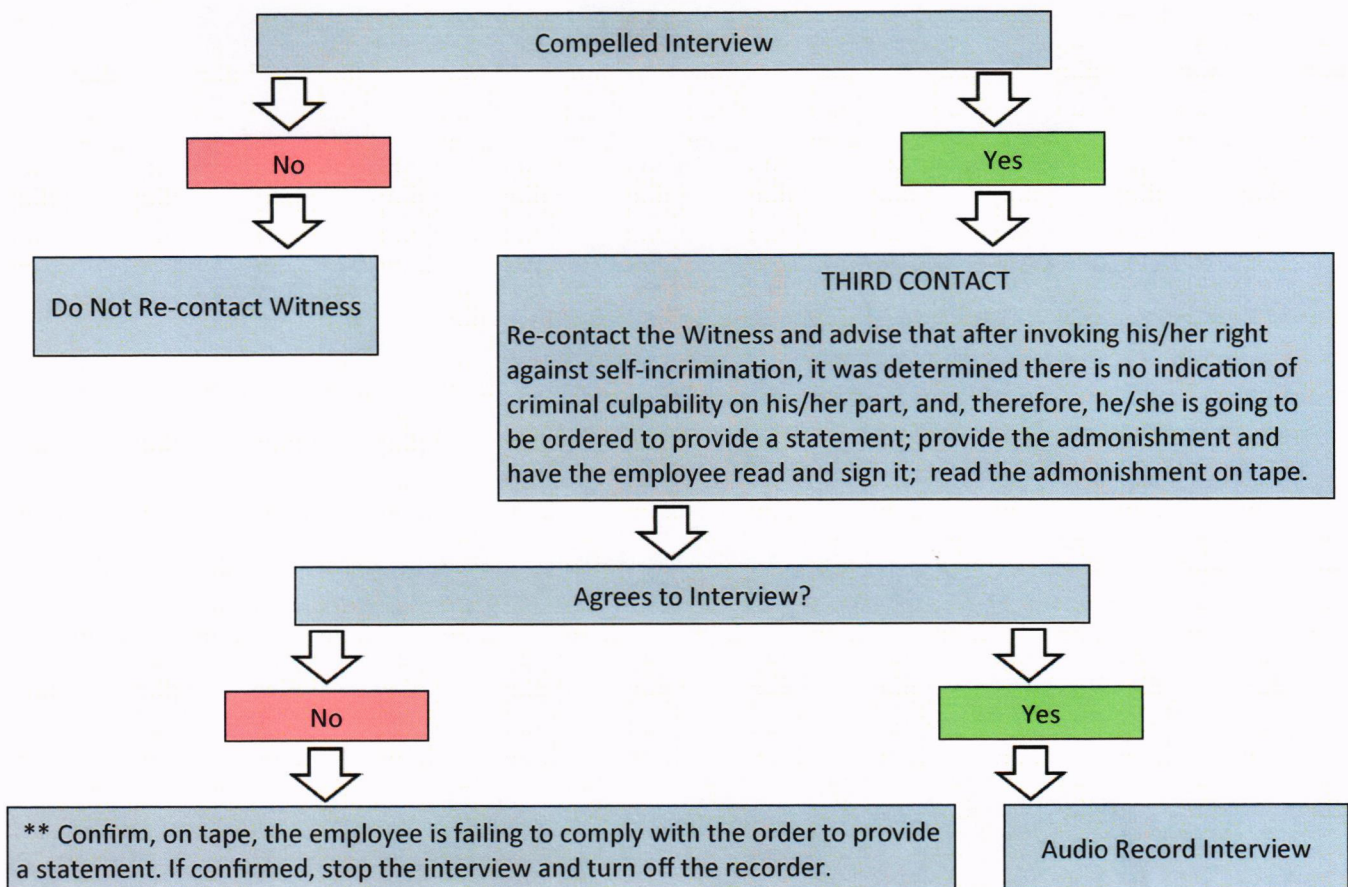
## Step One



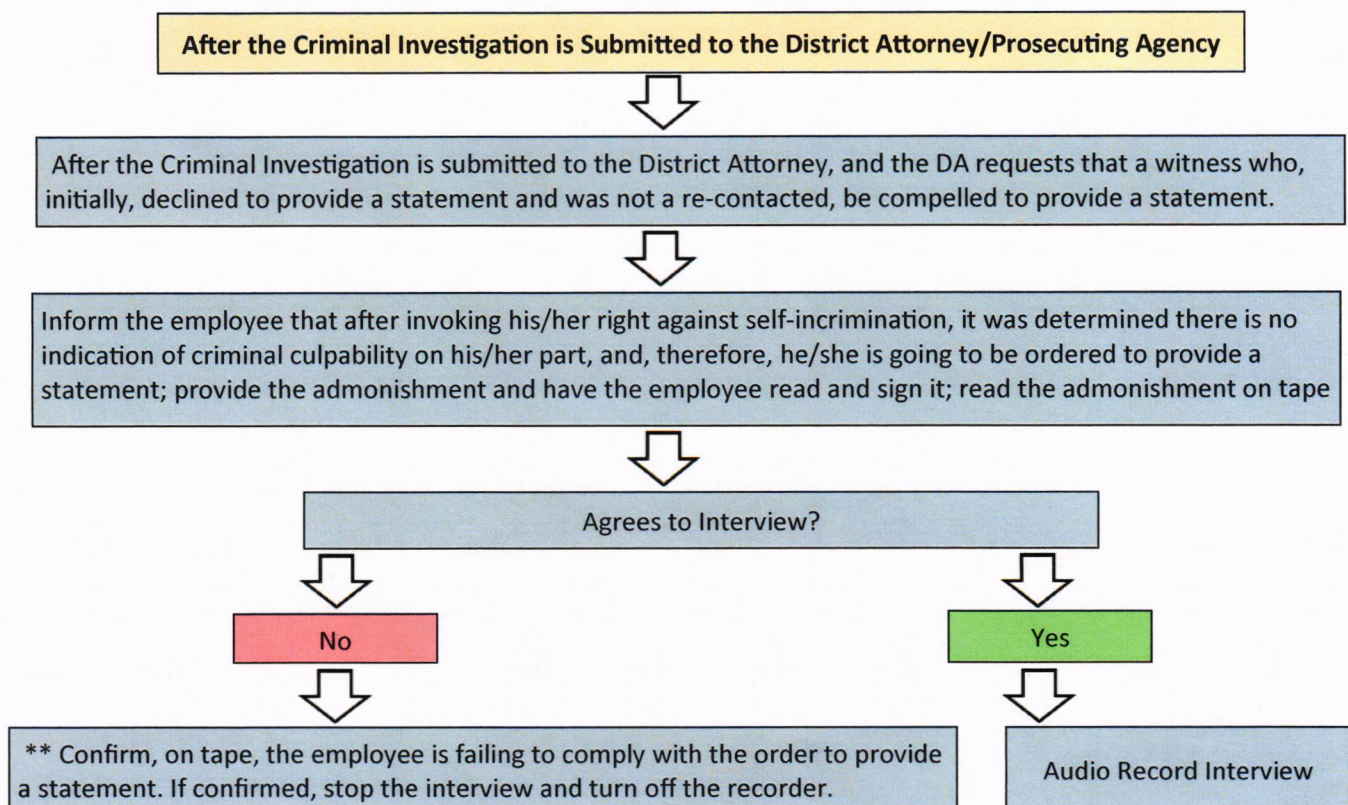
## Step Two







## Step Three



\*\*Contact the ICIB Captain who, in turn, will write a memo to the employee's unit commander indicating he or she refused to cooperate with the ICIB interview.

**3-01/040.85 COOPERATION DURING CRIMINAL INVESTIGATION**

Members have a duty to cooperate with investigators of the Department, or from other law enforcement agencies, who are conducting a criminal investigation. All statements made by members shall be full, complete, and truthful statements. Members shall provide statements as part of criminal investigations except when such statements would violate the member's right against self-incrimination. Failure to cooperate may subject the member to administrative discipline.

When a person conducting a criminal investigation for another law enforcement agency requests an interview with a member of this Department, the member shall make immediate notification to his Unit Commander, whenever the member is the subject of the investigation or in any case when the investigation relates to the member's employment as a peace officer. The interview must be approved by the Unit Commander who will also, after consultation with appropriate Divisional Departmental executives, determine if this Department should participate in or otherwise monitor the interview.

**Revised 10/17/17**

**Revised 02/22/99**

**04/01/96 MPP**



# Appendix Z

## **JUMP OUT BOYS CREED – TATTOO MEANING**



The following photo is found at this link:

<https://ca-times.brightspotcdn.com/dims4/default/287d374/2147483647/strip/true/crop/2104x1213+0+0/resize/840x484!/quality/90/?url=https%3A%2F%2Fcalifornia-times-brightspot.s3.amazonaws.com%2Fba%2F8%2F6f6043fc463296fb3c195807feb7%2Fjump-out5.jpg&vm=r>

