

Los Angeles County Sheriff's Department Corrective Action Plan Presentation



Professional Standards Division

Corrective Action Plan

MPP 3-04/050.00

Corrective Action Plan (CAP) **Confidential**

- Pursuant to protocols established by the Los Angeles County Board of Supervisors, when there is a lawsuit liability settlement or judgment that exceeds **\$100,000**, a CAP & SCAP must be developed and produced by the Sheriff's Department.

Summary Corrective Action Plan (SCAP) **Public Record**

- A SCAP mirrors the CAP, but all confidential information is removed (name, training, discipline, etc.)
- A SCAP, once approved, it is published on the Board of Supervisors website located on the Board Agenda.

Corrective Action Plan Process, Review, and Approval MPP 3-04/050.20

- Risk Management Bureau / CAP Unit sends the request for the CAP/SCAP to the concerned division chief. The concerned division chief will review and ensure the corrective action plans are developed.
- The Corrective Action Plans are then authored by the Unit Commander or designee.
- The premise behind the process is that those units closest, to the issues at hand can **best rectify any remedial action** needed.
- Once the CAP/SCAP is completed the concerned division chief approves the documents for processing.
- The approved CAP/SCAP is sent to the Risk Management Inspector General for review and approval.

THE BENEFITS AND IMPORTANCE OF A CAP/SCAP

Prevent	Prevent recurrence
Provide	Provide preventive measures and recommendations
Satisfy	Satisfy legal and the Sheriff's Department policy requirements for claims and litigations over \$100,000.
Build	Build Departmental awareness, identify lessons learned, and communicate best practices.

Root Cause Determination



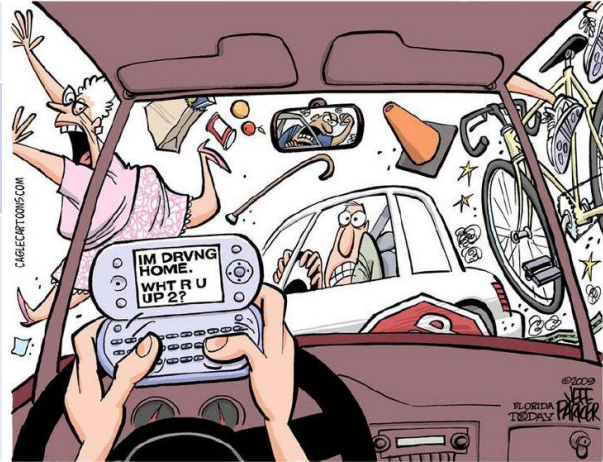
Root Cause for Law Enforcement

A better way to identify a Department “Root Cause” is to identify any and all Department “Issues” related to the incident.



- **The Root Cause in a CAP is not always what caused the incident**
- **The Root Cause is an issue that the Department can address or improve**

CASE STUDY – Vehicle Collision

Undesired Event	Department vehicle rear-ended a stopped vehicle in front of them		
Hazards	Inattention		
Immediate Cause	Driver looking at MDC		
Root Causes	<ul style="list-style-type: none">• Following too closely / Failure to stop• Distracted driver		
Corrective Actions	<p>Driver found at fault for traffic collision (Unsafe Speed)</p> <ul style="list-style-type: none">• Driver given Departmental administrative driving points <p>Driver found to have violated policy</p> <ul style="list-style-type: none">• Driver received a three day suspension for violation of Operation of Vehicles <p>Training / Prevention</p> <ul style="list-style-type: none">• Driver sent to EVOC• Station evaluation for primary causes of all employee traffic collisions over the last 3 years – STAR driver's training program implemented to address most frequent issues identified in employee collisions		

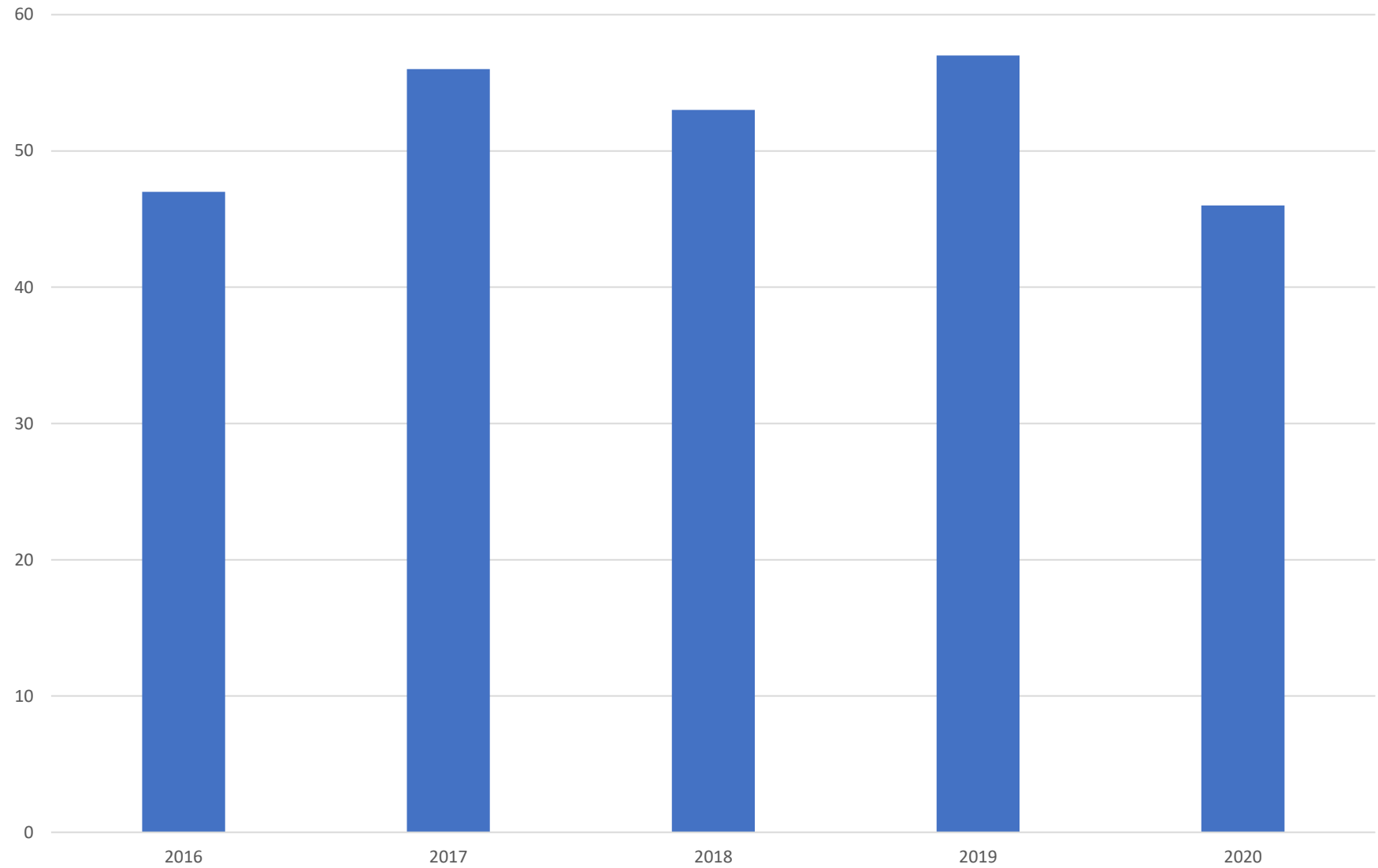
Claims Board and Public Safety Cluster Agenda Review Meetings MPP 3-04/050.20

A concerned division executive is responsible for attending these meetings to present and justify the actions in the CAP. The CAP will then be forwarded to the Los Angeles County Board of Supervisors for final approval.

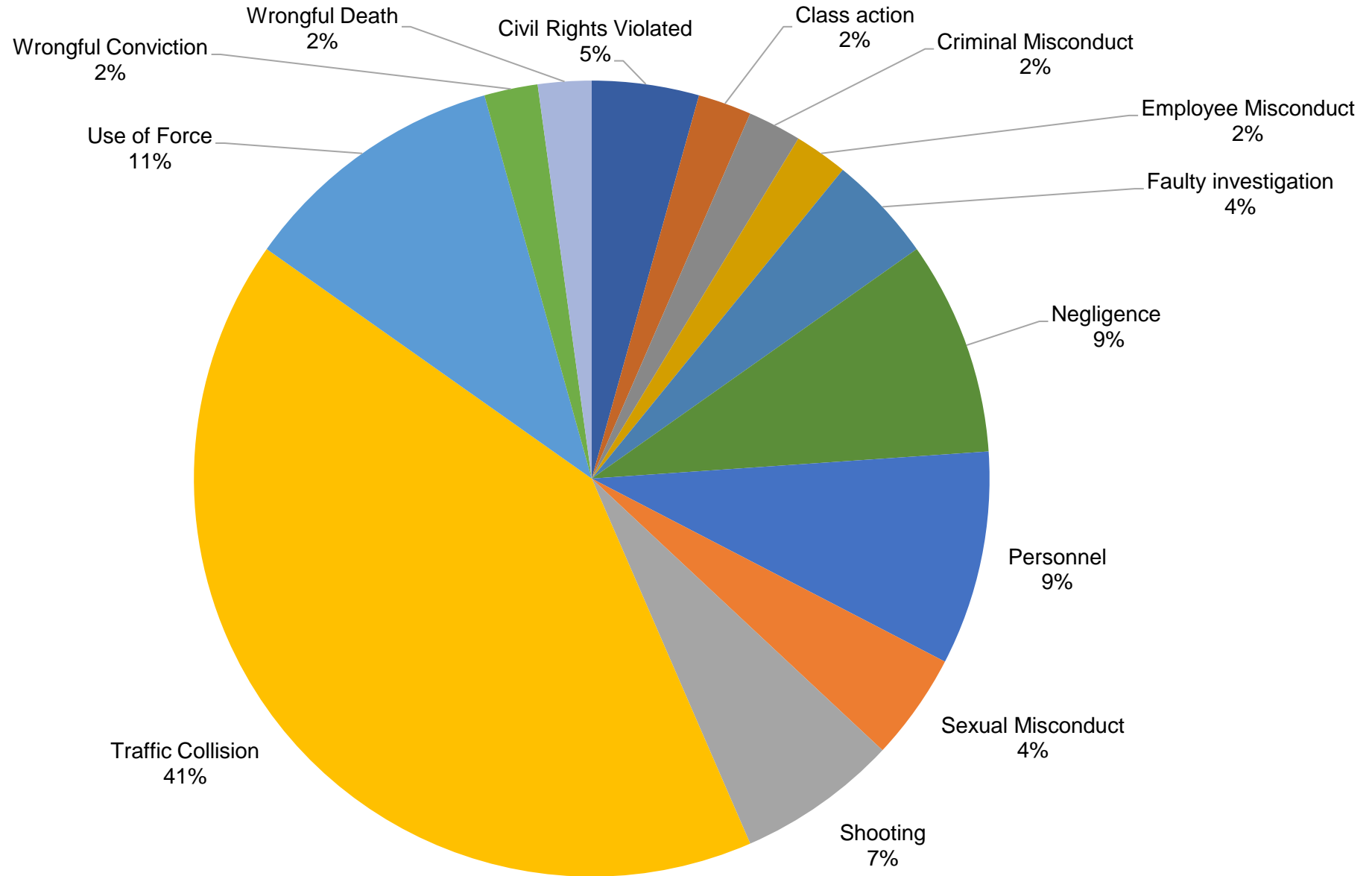
2016-2020 Number of Settlements

* Information based on Corrective Action Plans *

Year	Totals
2016	47
2017	56
2018	53
2019	57
2020	46
Grand Total	259



2020 SETTLEMENT COSTS BY CATEGORY (% BY COST)
*** INFORMATION BASED ON CORRECTIVE ACTION PLANS ***



QUESTIONS?

LASD: Corrective Action Plan Unit

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Thank you for your support!

