

# LOS ANGELES POLICE DEPARTMENT



**MICHEL R. MOORE**  
Chief of Police

**KAREN BASS**  
Mayor

P.O. Box 30158  
Los Angeles, CA 90030  
Telephone: (213) 486-8410  
TTY: (877) 275-5273  
Ref #: 1.3

September 1, 2023

The Honorable Public Safety Committee  
City Hall, Room 390  
Office of the City Clerk  
Los Angeles, CA 90012

## **Subject: Transfer After-Action Implementation Plan Funds**

Honorable Members:

On May 18, 2023, while considering the Mayor's proposed Fiscal Year (FY) 2023/24 budget, Council File No. 23-0600, the City Council approved the adoption of item 86, which directed the creation of a new line item and transferred funds for the After-Action Implementation Plan (\$8,832,873.00) from the Los Angeles Police Department (LAPD/Department) to the Unappropriated Balance and directed the Department to report on the use of these training funds to the Public Safety Committee.

As such, the Department is respectfully requesting the transfer of \$8,832,873.00 from the Unappropriated Balance, After-Action Implementation Plan, to the LAPD's accounts. The funding will be utilized to facilitate the training recommendations, materials, equipment, less-lethal munitions, and to fund the salaries for permanent positions recommended by the After-Action Reports:

- Personnel Salaries - \$4,246,218.00
- Overtime - \$4,057,605.00
- Equipment - \$529,050.00

## **DISCUSSION**

The three After-Action Reports (AAR) identified areas for improvement relative to the Department's response to the civil unrest during the summer of 2020. The reports identified the Department's lack of ongoing, consistent training as a contributing factor. As a result, appropriate training was identified, and recommendations for permanent and ongoing training were made. The proposed training will ensure the improved performance of Department personnel as it relates to the use of less-lethal force, situations involving mass arrests, and the

facilitation of First Amendment rights. Additionally, it will ensure that the Department is prepared to respond to any future civil unrest or other major incidents within the City.

The AAR funds will allow the Department to address identified issues through training in the following:

- An 8-hour Mobile Field Force Course,
- A 4-hour Field Jail Operations Course, and
- Incident Command Training.

The training programs are designed to establish and maintain proficiency for officers to respond to civil unrest occurrences, the use of less-lethal devices, and the application of best practices. This training reduces the risk of harm and mitigates liability associated with public contacts in unusual occurrences and other large deployments. The AAR also recognized the need for bi-annual recertification of Department personnel at the rank of lieutenant and below in the use and deployment of the 40mm Less-Lethal launcher and Beanbag Shotgun, which will ensure the legal and accurate deployment of these devices.

Transfer of the AAR Funds will provide the necessary funding that enables Department personnel to receive ongoing training. Funding will be utilized for:

- A dedicated cadre consisting of one Sergeant and 15 Officers to instruct Mobile Field Force tactics;
- A dedicated cadre consisting of one Sergeant and five Officers to instruct on the Incident Command System;
- A Management Analyst and two Police Officers II for the Diversity, Equity, and Inclusion Group, to gather community input and recommendations that implement best practices;
- Two Police Officers III for the Public Engagement Section to conduct community outreach and facilitate dialogue with community groups;
- Four Crime and Intelligence Analysts for the Community Safety Operations Center;
- A Police Sergeant II to support the Military Liaison Section and liaise with the California National Guard;
- A Police Psychologist I to support Behavioral Science Services, Peer Support Team;
- Training of approximately 4,500 sworn personnel in an 8-hour Mobile Field Force course while on overtime;
- Training of approximately 500 sworn and civilian personnel in a 4-hour Field Jail Operations course while on overtime;
- Ongoing training of Less-Lethal Cadres comprised of approximately 200 sworn officers;
- Ongoing recertification of approximately 4,500 sworn personnel in the use of less-lethal devices; and
- Equipment and supplies necessary to ensure proper and safe training.

Creating dedicated cadres of expert instructors to teach Mobile Field Force tactics and use of the



Incident Command System allows for consistency and uniformity in what is being taught. It also ensures accountability in the teaching methods.

The After-Action Reports identified a lack of understanding and expertise in the way the Department handles mass arrests. The Mobile Field Force course and Field Jail Operations course reinforce the policies, procedures, and proper protocol related to handling of unusual occurrences and mass arrests. Overtime funding for sworn and civilian instructors avoids removing personnel from other critical Department operations to instruct on a full-time basis. Attending Mobile Field Force training on overtime ensures that deployment and patrol needs are unaffected. The \$4,057,605.00 for overtime will be divided between sworn and civilians as follows:

- \$3,811,180.00 for sworn personnel to attend Mobile Field Force training
- \$246,425.00 for the Field Jail Operations training (\$75,250.00 for sworn personnel and \$171,175.00 for civilian personnel).

The creation of less-lethal cadres provides the Department with a cadre of officers who receive specialized training and can be deployed first during critical incidents within the City. Their additional training is designed to allow for immediate deployment to reduce the risk of harm to the public and officers. The AAR Funds, in the amount of \$40,800.00, will support the purchase of the required equipment and less-lethal ammunition for on-duty training.

The two-year recertification program in the use of less-lethal devices for sworn personnel at the rank of lieutenant and below will ensure that sworn personnel remain proficient in the use of the less-lethal devices. This training will include updates to laws and policies pertaining to the use of intermediate force options and include a qualification with a 40mm Less-Lethal Launcher and the Beanbag Shotgun. The \$380,250.00 will be used to support the purchase of training rounds and the installation of static targets designated for less-lethal recertification.

The remaining \$108,000.00 will be utilized for the purchase of trauma and emergency medical technician (EMT) kits. These kits are necessary to implement a new tactical medicine course that teaches officers how to perform basic trauma medical aid. These medical kits will be issued to the officers who complete the course to render medical aid in the field to injured officers and community members. Additionally, these funds will assist with purchasing protective eyewear for field use.

The Department will measure the effectiveness of the training by comparing the dispositions of use of force events after the proposed training is provided to the dispositions of previous incidents. Instructors will evaluate each officer during the training to ensure they display knowledge and proficiency in the lessons taught and the use of less-lethal devices. Lastly, the Department can evaluate litigation related to the use of force in daily operational activities and civil unrest occurrences to determine if the training has resulted in a reduction in the number of claims.

This training will also assist the Department in preparing for major events, such as the 2024 Presidential Election, the 2026 FIFA World Cup, and the 2028 Olympic and Paralympic Games.

## RECOMMENDATIONS

1. That the City Council, subject to the approval of the Mayor, transfer appropriations in the amount of \$8,832,873.00 from the Unappropriated Balance Fund number 100/58, After-Action Implementation Plan, to the following Los Angeles Police Department, Fund 100/70, Accounts:
  - a. Account No. 1010, General Salaries - \$602,392.00
  - b. Account No. 1012, Sworn Salaries - \$3,643,826.00
  - c. Account No. 1090, Overtime General - \$171,175.00
  - d. Account No. 1092, Overtime Sworn - \$3,886,430.00
  - e. Account No. 3010, Firearms Ammunition Other Devices - \$421,050.00
  - f. Account No. 3090, Field Equipment Expense - \$108,000.00
2. Authorize the Los Angeles Police Department to make technical corrections as necessary, subject to the approval of the City Administrative Officer.

If you have any questions or concerns, please contact Assistant Chief Dominic Choi, Director, Office of Support Services, at (213) 486-8410.

Respectfully,

A handwritten signature in blue ink, appearing to be 'MICHEL R. MOORE', written over the printed name.

MICHEL R. MOORE  
Chief of Police