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December 13, 2024

BPC #24-320

The Honorable City Council
City of Los Angeles, Room 395
c/o City Clerk's Office
Los Angeles, CA 90012

Dear Honorable Members:

RE: CITY COUNCIL FILE NO. 24-0932, YOUTH PROGRAMS.

At the regular meeting of the Board of Police Commissioners held Tuesday, December 10, 2024, the Board APPROVED the Department's report relative to the above matter.

Respectfully,

BOARD OF POLICE COMMISSIONERS

A handwritten signature in blue ink, appearing to read "Rebecca Munoz", is written over the printed name.

REBECCA MUNOZ
Commission Executive Assistant

Attachment

c: Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

Reviewed: 24-320

Executive Director

12/5/24
Date

December 3, 2024
11.3

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

SUBJECT: RESPONSE TO COUNCIL FILE NUMBER 24-0932: YOUTH PROGRAMS

RECOMMENDED ACTION

- It is recommended that the Board of Police Commissioners (Board) REVIEW and APPROVE the Los Angeles Police Department's (Department) response to the Los Angeles City Council; and,
- That the Board TRANSMIT the attached response to the City Council.

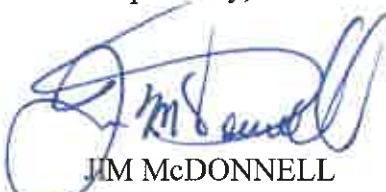
DISCUSSION

On September 4, 2024, the City Council directed the Los Angeles Police Department (Department) to provide an overview of the Department's Cadet Program, the Police Academy Magnet Schools (PAMS) Program, the Police Orientation Preparation Program (POPP), and the Associated Community Officer Program (ACOP) for recruiting the next generation of sworn law enforcement officers, in whom the public trusts with their everyday safety.

In response to the City Council's motion (Council File No. 24-0932), the Office of Operations completed the attached report, which provides a comprehensive review of the Cadet Program, PAMS, POPP, and ACOP. The Department will continue to build, foster, and maintain positive relationships with youth within the City of Los Angeles through its existing youth programs. The Department recognizes the importance of establishing and maintaining a strong relationship with youth in our communities to provide viable pathways for them to pursue law enforcement careers with the Department, and thereby assist the Department in meeting its recruitment efforts.

Should you require additional information, please contact Commander Gisselle Espinoza, Office of Operations, Department Homeless Coordinator, at (213) 486-6633.

Respectfully,


JIM McDONNELL
Chief of Police

BOARD OF
POLICE COMMISSIONERS
Approved December 10, 2024
Secretary Rebecca Muñoz

Attachments

LOS ANGELES POLICE DEPARTMENT'S RESPONSE TO COUNCIL FILE ACTION,
COUNCIL FILE NO. 24-0932
FACT SHEET

The Public Safety Committee considered, approved, and submitted the following recommendation for Council File action (Council File No. 24-0932):

1. DIRECT the Los Angeles Police Department (LAPD or Department) to report on the current status of the Cadet Program, the Police Academy Magnet Schools (PAMS) Program, the Associated Community Officer Program (ACOP), and the Police Orientation Preparation Program (POPP). This report should include, but not be limited to:
 - a. Current status of various programs;
 - b. Annual budgets, funding sources, and or funding issues;
 - c. An overview of participant numbers and demographics;
 - d. Requirements for participant selection; and,
 - e. Outreach campaigns to increase participation/recruitment and program obstacles, if any.

DEPARTMENT'S RESPONSE TO THE CITY COUNCIL MOTION

A. THE CURRENT STATUS OF THE VARIOUS DEPARTMENT'S YOUTH PROGRAMS

Office of Operations:

Cadet Program Current Status

The Cadet Program has evolved into a program that strives to improve society through the development of the City's youth by providing a safe place to engage in educational, social, and life skills development, as well as to provide access to pathways that can lead to a brighter future. Although this program represents a viable pool of future police officer candidates, the program's goal is to create effective members of society who are inspired by police officers and equip them with the tools necessary to assume leadership positions in any path they choose in life.

The Cadet Program consists of 26 cadet posts Citywide. Currently, the Department hosts a cadet post at all 21 geographic Areas, South Traffic Division, Central Traffic Division, and the Police Headquarters Facility (Randal Simmons Headquarters Cadet Post). In addition, representatives from the University of Southern California (USC) and the Los Angeles World Airport Police (LAWA) also host cadet post operations. There are currently 1,109 active cadets citywide.

Police Academy Magnet Schools Program Current Status

With "Preparing to Serve" as their motto, the Police Academy Magnet Schools (PAMS) Program offers an academically and physically rigorous career pathway for young men and women interested in law enforcement and criminal justice. These officer-led school-based programs provide a better understanding of law enforcement and a recruiting avenue of diverse and highly qualified candidates for the Department.

The PAMS currently has 1,168 students enrolled in the program across 10 PAMS school sites. This past September of 2024, Clinton Middle School became the 10th PAMS site. Clinton PAMS has a capacity of 20 students that may be enrolled and currently has 19 active students.

Each PAMS has one full-time Department and Los Angeles School Police Department (LASPD) officer assigned to the program. The officers continuously work in partnership with credentialed LAUSD teachers assigned to the program, to instruct the students in physical training, while incorporating criminal justice discussions, guest speakers, and basic drill movements into the curriculum. To further expose these students to the many facets of police work, the students go on field trips to the LAPD's Bomb Squad, Mounted Unit, Historical Museum, Crime Lab, and various recruit training facilities.

Police Orientation Preparation Program Current Status

The Police Orientation Preparation Program (POPP) was established in 2009 by former LAUSD Board President, Roberta Weintraub, as a one-semester program for high school seniors interested in law enforcement. Today, the POPP is a two-year Associate degree program for high school graduates supported by the Department and the Los Angeles Community College District. In the program, students complete all academic requirements for an Associate of Science Degree in Administration of Justice over the course of the program. The Associate of Science for Transfer (AS-T) degrees are fully transferrable to the California State and University of California colleges. The program is housed at the Ahmanson Recruit Training Center (ARTC) facility and is supervised by Department employees. All academic courses are delivered by faculty members of West Los Angeles College (WLAC). Many of these faculty members have prior law enforcement experience.

The POPP was expanded in the fall of 2022 to include a secondary site at Los Angeles Valley College (LAVC). The program is now fully staffed with two Police Officer IIIs assigned to coordinate daily activities with students, LAVC Professors, and College Administration. The officers are currently engaged in recruiting students for Fall 2024, at PAMS High Schools and LAPD Cadet Programs from around the San Fernando Valley. The POPP currently has 139 students enrolled in the program.

Recruitment and Employment Division (RED):

Associate Community Officer Program Current Status

A partnership between the Department and the Mayor's office led to the development of the Associate Community Officer Program (ACOP), which is a program that provides young people interested in law enforcement with paid part-time civilian work in the Department's police stations. This is an experience that allows them to see and experience the administrative aspects of a police career. There has been a total of 110 Associate Community Officers (ACOs) since the program's inception in 2017. Currently, there are 29 ACOs assigned to 15 geographic Areas. The Department was originally approved to hire 50 ACOs. Due to budgetary constraints, the Department has adjusted its practice to priority critical hiring, resulting in a delay in the hiring of ACOs.

B. ANNUAL BUDGETS AND FUNDING SOURCES

Cadet Program

The Cadet Program receives Department funding in the form of assigned officers' salaries and the use of Department facilities and equipment. Independent funding for this program is provided by various external donations for Cadet uniforms and activities.

Police Academy Magnet Schools Program

The PAMS program receives its primary funding through the LAUSD's general fund. Since 1998, four magnet school programs (Reseda, Monroe, San Pedro, and Wilson) have received annual funding of approximately \$50,000 per school through the California Partnership Grant. Although the grant was closed to new applicants in 2001, it continues to fund the previously mentioned four magnet school programs. The partnership between the Department and the LAUSD is imperative in keeping the program eligible to receive the California Partnership Grant. Stipulations in the grant require the continued support and partnership of the Department. Without that partnership, the grant would not be renewed.

Additional funding of approximately \$10,000 is provided by the Los Angeles Police Academy Magnet Schools Foundation (LA PAMS). Funds from this foundation are given to schools who need additional resources or supplies to supplement the various PAMS-wide activities that occur throughout the school year.

Police Orientation Preparation Program

The POPP is a partnership between three organizations that utilizes existing fiscal resources to administer the program. Partner agencies cover their own staffing costs as a part of their existing budgets. For the POPP at ARTC, as with any other WLAC student classroom, supplies and instructional costs are covered by WLAC as part of the student's tuition. Academic instructors and tutors are college employees and salaries are paid by WLAC. The staffing cost of daily oversight of the program is covered by the Department, consisting of two Police Officer IIIs. For the POPP at LAVC, the student classrooms on campus, supplies and instructional costs are covered by LAVC as part of the student's tuition. Academic instructors and tutors are college employees and salaries are paid by LAVC. The staffing cost of daily oversight of the program is covered by the Department, consisting of two Police Officer IIIs. There is only one Sergeant II that has oversight for both the WLAC and LAVC locations and is also covered by the Department. Any additional discretionary costs, such as the graduation ceremony, are paid for by the LA PAMS. Founded by Roberta Weintraub in 2009, the LA PAMS Foundation was formed to cover costs for the start-up of POPP and offset the costs of PAMS sites not covered by the Partnership Grant. Between 2009 and 2010, the Foundation purchased all the classroom equipment, carpet, and furniture. In the initial years of the program, the Foundation hired private tutors, and purchased laptops and student uniforms for POPP students.

Since 2010, the WLAC partners have thus recognized POPP as a “satellite campus,” thereby providing the same support to POPP students as those attending classes on the regular campus. The WLAC not only includes all academic instruction and classroom materials, but it also provides on-site tutoring for POPP students at ARTC. The POPP students at LAVC have the same access to campus services as regular LAVC students. Students now purchase their laptops and uniforms. The result has been a dramatic reduction in the dependence on the Foundation for operating expenses.

Associate Community Officer Program

The background investigations for ACOs before August 2022, were conducted by sworn background investigators, and the investigation was done under all requirements from the California Commission on Peace Officer Standards and Training (POST), as if they were being hired as a sworn officer. Using sworn background investigators for these investigations takes resources away from regular sworn hiring, and ultimately this practice was discontinued. For a short time, the Personnel Department outsourced the background investigations to an outside firm at an approximate cost of \$1,500 per background investigation. The investigation took approximately 6 weeks due to the candidate’s young age and limited life experience. In April 2024, the Personnel Department concluded that they did not have funds to outsource the background investigations and ceased doing any ACO backgrounds.

- The Personnel Department opined that a POST-level background on an 18-year-old candidate is redundant because a new POST-qualified background investigation would have to be done by the time the person was eligible to be hired at 20 ½. Alternatively, since the ACO program requires the participant to apply as a sworn police officer when they become eligible age, (20 ½) it is important to know if they have any adverse information in their background before they start the ACO program. Due to budgetary constraints and the lack of funding for the background investigators, it would not resolve the hiring of ACOs.

C. AN OVERVIEW OF PARTICIPANT NUMBERS AND DEMOGRAPHICS

Cadets Citywide

PROGRAM	TOTALS
Active Cadets	1,109

Cadet Program

Gender	Number	Percentage
Male	606	54%
Female	502	45%
Undisclosed	1*	
Total	1,109	100%

Cadet does not identify as either Male or Female*

Ethnicity	Number	Percentage
Hispanic	1,016	92%
African American	20	2%
Asian (<i>Includes Chinese, Filipino, Japanese, & Pacific Islander</i>)	37	3%
White	29	2%
Other (<i>Includes Armenian, Middle Eastern, Native Americans, & East Indian</i>)	7	1%
Total	1,109	100%

Active Cadets by Bureau

South Bureau	
	Active Cadets
77th Area	37
Harbor Area	58
Southeast Area	39
Southwest Area	31
USC	37
Total	202

West Bureau	
	Active Cadets
Hollywood Area	51
Olympic Area	63
Pacific Area	35
West LA Area	39
Wilshire Area	27
LAWA	29
Total	244

Central Bureau	
	Active Cadets
Central Area	17
Hollenbeck Area	42
Northeast Area	40
Newton Area	41
Rampart Area	43
Police Headquarters Facility	12
Total	195

Valley Bureau	
	Active Cadets
Devonshire Area	67
Foothill Area	80
Mission Area	102
North Hollywood Area	41
Topanga Area	56
Van Nuys Area	28
West Valley Area	56
Total	430

Traffic Bureau	
	Active Cadets
Central Traffic Division	11
South Traffic Division	27
Total	38

Current PAMS/POPP Enrollment

PAMS/POPP Overall Numbers	Number
POPP - <i>ARTC Location</i>	67
POPP- <i>Valley Location</i>	72
PAMS Program	1,168
Grand Total:	1,307

PAMS Overall Male/Female Cadets

Gender	Number	Percentage
Male	728	60
Female	440	40
Grand Total:	1,168	100%

Ethnicity	Number	Percentage
Hispanic	1,057	90
African American	36	3
White	49	4
Asians (<i>Includes Chinese, Filipino, Japanese & Pacific Islanders</i>)	20	2
Other (<i>Includes Armenian, Middle Eastern, Native Americans, & East Indian</i>)	6	1
Grand Total:	1,168	100%

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Active Demographics by PAMS School Sites

School Site	Males	Females	Hispanic	African American	White	Asian	Other	Total Cadets:
Banning	30	19	43	0	4	1	1	49
Fairfax	137	62	172	11	10	4	2	199
Monroe	59	44	95	1	6	1	0	103
Reseda	105	78	166	4	9	4	0	183
San Pedro	51	26	61	7	3	6	0	77
West Adams	48	40	83	2	3	0	0	88
Wilson	69	39	105	2	1	1	0	108
Burbank	53	21	69	3	1	1	0	74
Clinton*	12	7	17	2	0	0	0	19
Mulholland	164	104	247	4	12	2	3	268

*Clinton Site recently opened in September 2024

POPP Ahmanson Recruit Training Center (ARTC) Overall Male/Female Cadets:

Gender	Number	Percentage
Male	40	60
Female	27	40
Grand Total:	67	100%

POPP ARTC Overall Demographics

Ethnicity	Number	Percentage
Hispanic	59	88
African American	2	3
White	2	3
Asians (Includes Chinese, Filipino, Japanese & Pacific Islanders)	4	6
Other (Includes Armenian, Middle Eastern, Native Americans, & East Indian)	0	0
Grand Total:	67	100%

POPP Valley Overall Male/Female Cadets

Gender	Number	Percentage
Male	47	65
Female	25	35
Grand Total:	72	100%

POPP Valley Overall Demographics

Ethnicity	Number	Percentage
Hispanic	66	91
African American	0	0
White	4	6
Asians (Includes Chinese, Filipino, Japanese & Pacific Islanders)	2	3
Other (Includes Armenian, Middle Eastern, Native Americans, & East Indian)	0	0
Grand Total:	72	100%

ACOP Citywide as of September 12, 2024

PROGRAM	TOTALS
Active Cadets	29

(7 former Cadets, 3 former POPP, 19 other community-based organizations)

ACOP Overall Gender/Demographics

Gender	Number	Ethnicity
Male	16	13 Hispanic, 2 White, 1 Pacific Islander
Female	13	13 Hispanic
Total	29	

ACOP Overall Hired as Police Officers Gender/Demographics

Gender	Number	Ethnicity
Male	18	15 Hispanic, 2 African American, 1 White
Female	14	14 Hispanic
Total:	32	

(8 former Cadets, 11 former POPP, 2 PAMS)

ACOP Overall Resigned/Terminated Gender/Demographics

Gender	Number	Ethnicity
Male	22	18 Hispanic, 4 African American
Female	27	25 Hispanic, 1 White, 1 American Indian
Total:	49	

Forty-two ACOs resigned for the following reasons: career change, education, finances, being hired by another law enforcement agency, relocation to another state, citizenship, resignation in lieu of termination, and disqualification from the LAPD hiring process. Seven ACOs were terminated from the program due to lack of maturity, lack of response, or lack of compliance with program rules.

D. REQUIREMENTS FOR PARTICIPANT SELECTION

Cadet Program - (ages 13-17 years) without a criminal record, 2.0 GPA minimum, willing to be in the program, and subject to a medical/physical exam.

Police Academy Magnet Schools Program - The PAMS program is open to any LAUSD student interested in a career in law enforcement and/or public service. Each November, the LAUSD publishes its E-Choices catalog, providing a list of all LAUSD magnet schools offered to prospective students for the upcoming school year. Students apply during the enrollment period for their magnet program of interest and are placed on a "first come, first served" basis. The Department personnel are not part of the selection process for student participants in the magnet program.

Police Orientation Preparations Program - The POPP is open to any LAUSD graduate from any of the ten PAMS high school programs, a cadet in the Department's Cadet Program, or any other law enforcement agency cadet program. Prospective students must provide a letter of recommendation from a police officer supporting their admission into the program. Interested students should aspire to pursue a career in law enforcement and/or public service. The POPP staff conducts year-round recruiting for the program and accepts applications in November of the applicant's senior year of high school. The WLAC and LAVC coordinators admit students into the program who meet the above requirements as well as the application requirements of WLAC and LAVC.

Associate Community Officer Program - (ages 18-20 years) who have proven to be outstanding participants in one of LAPD's youth programs (POPP, PAMS, or Cadets), currently enrolled in a college/university, or a current participant in a Community-Based Organization, and or six months experience as a volunteer/intern with the LAPD and must have a digital invitation from LAPD Personnel Division.

E. OUTREACH CAMPAIGNS TO INCREASE PARTICIPATION/RECRUITMENT AND PROGRAM OBSTACLES, IF ANY

Cadet Program

The Office of Operations, Public Engagement Section (PES), currently has two social media platforms, Instagram and X. The PES regularly posts photographs and videos showcasing the various training exercises, community service initiatives, mentorship opportunities, scholarship awards, and success stories of current cadets. Community members, including youth, can view firsthand the activities, training, and positive impact the Cadet program has to offer. By capturing the excitement and growth that come with being part of the program, the Department can effectively pique the interest of our youth in the communities, encourage them to join, and maintain transparency in showcasing the experiences and opportunities available by joining the Cadet Program.

The PES Officers, along with Divisional Youth Service Officers (YSO) actively recruit at various events and locations within the community. Officers recruit at events such as the annual LA Youth Expo, Dodgers home games, Coffee with a Cop, Patrol Division's Open House, and Holiday Toy giveaways. Officers also set up recruitment tables at local middle schools, high schools, recreation centers, and shopping malls on a routine basis.

Police Orientation Preparation Program

The POPP currently has one social media platform on Instagram. Recruiting efforts and applications for the POPP are accepted year-round for new students. POPP officers attend college fairs and visit local agency Cadet programs, Explorer programs, and the Department's Cadet program for recruitment. POPP officers have also formed partnerships with the valley area Police Academy Magnet Schools, to ensure regular transitions for graduating high school PAMS students.

Police Academy Magnet Schools Program

The PAMS program currently has one social media platform on Instagram. Each November, LAUSD publishes its E-Choices catalog, providing a list of all LAUSD magnet schools offered to prospective students for the upcoming school year. PAMS officers assigned to the magnet school continually work with school administrators to actively recruit interested students into the program.

Associate Community Officer Program

The ACO program currently has one social media platform on Instagram. Due to the current hiring freeze, the page has not been updated with any recent posts.

ACOP Obstacles

- **Hiring Freeze:** On May 13, 2024, the Personnel Department halted the hiring of ACOs due to the City hiring freeze. At that time, 12 applicants were in the ACO hiring process. If hiring resumes, they will have to start their applications over again, and the issue with the background investigation cost has not been resolved. Neither the Personnel

Department nor the LAPD can afford to take background investigator resources away from the effort to hire sworn police officers.

- **Oversight:** Currently, the ACOP program resides under RED and each ACO reports to various Areas. RED does not have adequate staffing to act as a human resources unit for this program; a single Police Officer II has been taken away from recruiting and mentoring duties to oversee the program. There are challenges for the employees when they must ensure the ACOs and Areas remain in compliance with ACOP rules and training.
- **Age and eligibility:** The recruitment and Employment Division has determined that at age 18, an ACO candidate may be too immature to have definitively decided that a career as a police officer is right for them. Additionally, the program requires that they apply when they are at the eligible age of 20 ½ which is extremely young in today's world. ACOs who are in a college program are often conflicted because they want to finish their college studies before applying, and it seems counter-productive to require them to begin the rigorous application process before they are ready to do so.

ACOP Recommendations

The ACOP is a good program to bring young community members of all types to the Department for all different classifications, not just to become a sworn police officer. Some candidates are disqualified from the police officer application, but as the program stands now, there is no avenue for the ACOs to be routed to a different application process.

- Modify the job bulletin and change the ACO program to be an entry-level part-time program for community youth interested in all Department jobs. The background investigation could be done by a Personnel Division Civilian background investigator.
- Modify the requirements that would not force the ACO to resign if they did not want to be a sworn police officer.
- Allow the ACOs to be exposed to different jobs in the Department, such as a Detention Officer, Police Service Representative, etc.
- Relocate the responsibility for the ACO program from RED to the Office of Operations, or Community Safety Partnership Bureau, so that community youth may be directed to these types of positions, even if they are not interested in becoming a sworn police officer. The Office of Operations already has a strong relationship with POPP and PAMS.
- Obtain permission from the Personnel Hiring Committee to resume hiring ACOs.

Conclusion of Report

In conclusion, the Los Angeles Police Department will continue to build, foster, and maintain positive relationships with youth within the City of Los Angeles, through the existing youth programs. The Department recognizes the importance of establishing and maintaining a strong relationship with the youth community to provide viable pathways for youth to pursue law enforcement careers with the Department and thereby assist the Department in meeting its recruitment objectives.

This fact sheet addresses the Public Safety Committee's questions related to the Department's Cadet Program, Police Academy Magnet School Program, the Associated Community Officer Program, and the Police Orientation Preparation Program.