LOS ANGELES POLICE COMMISSION

BOARD OF POLICE COMMISSIONERS

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RICHARD M. TEFANK EXECUTIVE DIRECTOR

MARK P. SMITH INSPECTOR GENERAL

EXECUTIVE OFFICE POLICE ADMINISTRATION BUILDING 100 WEST FIRST STREET, SUITE 134 LOS ANGELES, CA 90012-4112

> (213) 236-1400 PHONE (213) 236-1410 FAX (213) 238-1440 TDD

November 2, 2021

BPC #21-204

The Honorable Eric Garcetti Mayor, City of Los Angeles City Hall, Room 303 Los Angeles, CA 90012

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

Dear Honorable Members:

RE: GRANT APPLICATION AND AWARD 2021 COMMUNITY POLICING DEVELOPMENT DE-ESCALATION TRAINING PROGRAM.

At the regular meeting of the Board of Police Commissioners held Tuesday, November 2, 2021 the Board APPROVED the Department's report relative to the above matter.

This matter is being forwarded to you for approval.

Respectfully,

BOARD OF POLICE COMMISSIONERS

MARIA SILVA

Commission Executive Assistant

Maria Cilva

Attachment

c: Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

RECHARD M. TEFANK
EXECUTIVE DIRECTOR

RICHARD M. TEFANK
EXECUTIVE DIRECTOR

October 27, 2021 14.1

RECEIVED

OCT 28 2021

TO:

The Honorable Board of Police Commissioners

POLICE COMMISSION

FROM:

Chief of Police

SUBJECT:

TRANSMITTAL OF THE GRANT APPLICATION AND AWARD FOR THE

2021 COMMUNITY POLICING DEVELOPMENT DE-ESCALATION

TRAINING PROGRAM

RECOMMENDED ACTIONS

1. That the Board of Police Commissioners (Board) REVIEW and APPROVE this report.

 That the Board TRANSMIT the attached grant application and award, pursuant to Administrative Code Section 14.6(a), to the Mayor, Office of the City Administrative Officer (CAO), Office of the Chief Legislative Analyst and to the City Clerk for Committee and City Council consideration.

- 3. That the Board REQUEST the Mayor and City Council to:
 - A. AUTHORIZE the Chief of Police or his designee to retroactively APPLY for and ACCEPT the grant award from the United States Department of Justice, Office of Community Oriented Policing Services (COPS) for the 2021 Community Policing Development (CPD) De-escalation Training Program in the amount of \$200,000 for the period of October 1, 2021 through September 30, 2023;
 - B. AUTHORIZE the Chief of Police or his designee to negotiate and execute the grant award agreement, subject to City Attorney approval as to form and legality;
 - C. AUTHORIZE the Los Angeles Police Department (LAPD) to spend up to \$200,000 in accordance with the grant award agreement;
 - D. AUTHORIZE the LAPD to submit grant reimbursement requests to the grantor and deposit grant receipts in Fund No. 339, Department No. 70;
 - E. AUTHORIZE the Controller to establish a grant receivable and appropriate \$200,000 to appropriation account, number to be determined, within Fund No. 339 Department 70, for disbursement of the COPS 2021 CPD De-escalation Grant funds;
 - F. AUTHORIZE the Controller to increase appropriations as needed from Fund No. 339, Department No. 70, COPS 2021 CPD De-escalation Grant appropriation, account number

to be determined, to Fund No. 100, Department No. 70, account numbers and amounts as follows:

Account No. 001092, Sworn Overtime, \$37,080

G. INSTRUCT the City Clerk to place on Council Calendar on July 1, 2022, the following action relative to the COPS 2021 CPD De-escalation grant program:

"That the City Council, subject to the approval of the Mayor, AUTHORIZE the Controller to transfer \$37,080 from Fund No. 339, Department No. 70, account number to be determined, to Fund No. 100, Department No. 70, Account No. 001092 – Sworn Overtime."

H. AUTHORIZE the LAPD to prepare Controller Instructions for any technical adjustments, subject to the approval of the CAO, and AUTHORIZE and INSTRUCT the Controller to implement the instructions.

DISCUSSION

The COPS 2021 CPD grant funds law enforcement's implementation of community policing strategies by providing guidance on promising practices through the development and testing of innovative strategies; building knowledge about effective practices and outcomes; and supporting new, creative approaches to preventing crime and promoting safe communities. The CPD De-escalation Training Program provides funding to support the ability to build and maintain law enforcement officers' de-escalation proficiency. The LAPD Training Division is proposing to implement the LAPD De-escalation Lab. This is an innovative, comprehensive and quality-driven approach to de-escalation training using evidence-based training concepts and techniques, and with an overarching goal of building and maintaining sworn officer de-escalation skill proficiency. The LAPD De-escalation Lab brings together the varied de-escalation strategies that LAPD employs into a single multi-media, multi-delivery training program. The grant allocates \$74,160 in personnel costs for program administration, \$5,996 for training and travel, and \$119,844 for supplies and software development for the LAPD De-escalation Lab.

If you have any questions, please contact Senior Management Analyst Stella Larracas, Grants Section, Risk Management Legal Affairs Group at (213) 486-0380.

BOARD OF POLICE COMMISSIONERS

Approved Movember 2, 2021 Secretary Maria Lilva

Respectfully,

MICHEL R. MOORE Chief of Police

Attachments

INTRADEPARTMENTAL CORRESPONDENCE

October 13, 2021 14.1

TO:

Chief of Police

FROM:

Commanding Officer, Risk Management Legal Affairs Group

SUBJECT:

TRANSMITTAL OF THE GRANT APPLICATION AND AWARD FOR

THE 2021 COMMUNITY POLICING DEVELOPMENT DE-ESCALATION

TRAINING PROGRAM

Attached for your approval and signature is an Intradepartmental Correspondence to the Board of Police Commissioners requesting approval to transmit the attached grant application and award from the United States Department of Justice, Office of Community Oriented Policing Services (COPS) for 2021 Community Policing Development Program (CPD). The Los Angeles Police Department (LAPD) is requesting retroactive approval for the application and authorization to accept the \$200,000 grant award for the grant period of October 1, 2021 through September 30, 2023.

The COPS 2021 CPD grant funds law enforcement's implementation of community policing strategies by providing guidance on promising practices through the development and testing of innovative strategies; building knowledge about effective practices and outcomes; and supporting new, creative approaches to preventing crime and promoting safe communities. The CPD De-escalation Training Program provides funding to support the ability to build and maintain law enforcement officers' de-escalation proficiency. The LAPD Training Division is proposing to implement the LAPD De-escalation Lab. This is an innovative, comprehensive and quality-driven approach to de-escalation training using evidence-based training concepts and techniques, and with an overarching goal of building and maintaining sworn officer de-escalation skill proficiency. The LAPD De-escalation Lab brings together the varied de-escalation strategies that LAPD employs into a single multi-media, multi-delivery training program.

If you have any questions, please contact Senior Management Analyst Stella Larracas, Grants Section, Risk Management Legal Affairs Group at (213) 486-0380.

STEVEN LURIE, Commander

Commanding Officer

Risk Management Legal Affairs Group

Attachments

✓ Award Letter

October 12, 2021

Dear Michel Moore.

On behalf of Attorney General Merrick B. Garland, it is my pleasure to inform you the Office of Community Oriented Policing Services (the COPS Office) has approved the application submitted by LOS ANGELES, CITY OF for an award under the funding opportunity entitled 2021 Community Policing Development (CPD) De-Escalation Training Solicitation. The approved award amount is \$200,000.

Review the Award Instrument below carefully and familiarize yourself with all conditions and requirements before accepting your award. The Award Instrument includes the Award Offer (Award Information, Project Information, Financial Information, and Award Conditions) and Award Acceptance.

Please note that award requirements include not only the conditions and limitations set forth in the Award Offer, but also compliance with assurances and certifications that relate to conduct during the period of performance for the award. These requirements encompass financial, administrative, and programmatic matters, as well as other important matters (e.g., specific restrictions on use of funds). Therefore, all key staff should receive the award conditions, the assurances and certifications, and the application as approved by the COPS Office, so that they understand the award requirements. Information on all pertinent award requirements also must be provided to any subrecipient of the award.

Should you accept the award and then fail to comply with an award requirement, DOJ will pursue appropriate remedies for non-compliance, which may include termination of the award and/or a requirement to repay award funds.

To accept the award, the Authorized Representative(s) must accept all parts of the Award Offer in the Justice Grants System (JustGrants), including by executing the required declaration and certification, within 45 days from the award date.

Congratulations, and we look forward to working with you.

ROBERT CHAPMAN Acting Director

Office for Civil Rights Notice for All Recipients

The Office for Civil Rights (OCR), Office of Justice Programs (OJP), U.S. Department of Justice (DOJ) has been delegated the responsibility for ensuring that recipients of federal financial assistance from the OJP, the Office of Community Oriented Policing Services (COPS), and the Office on Violence Against Women (OVW) are not engaged in discrimination prohibited by law. Several federal civil rights laws, such as Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973, require recipients of federal financial assistance to give assurances that they will comply with those laws. Taken together, these civil rights laws prohibit recipients of federal financial assistance from DOJ from discriminating in services and employment because of race, color, national origin, religion, disability, sex, and, for grants authorized under the Violence Against Women Act, sexual orientation and gender identity. Recipients are also prohibited from discriminating in services because of age. For a complete review of these civil rights laws and nondiscrimination requirements, in connection with DOJ awards, see https://ojp.gov/funding/Explore/LegalOverview/CivilRightsRequirements.htm.

Under the delegation of authority, the OCR investigates allegations of discrimination against recipients from individuals, entities, or groups. In addition, the OCR conducts limited compliance reviews and audits based on regulatory criteria. These reviews and audits permit the OCR to evaluate whether recipients of financial assistance from the Department are providing services in a nondiscriminatory manner to their service population or have employment practices that meet equal-opportunity standards.

If you are a recipient of grant awards under the Omnibus Crime Control and Safe Streets Act or the Juvenile Justice and Delinquency Prevention Act and your agency is part of a criminal justice system, there are two additional obligations that may apply in connection with the awards: (1) complying with the regulation relating to Equal Employment Opportunity Programs (EEOPs); and (2) submitting findings of discrimination to OCR. For additional information regarding the EEOP requirement, see 28 CFR Part 42, subpart E, and for additional information regarding requirements when there is an adverse finding, see 28 C.F.R. §§ 42.204(c), .205(c)(5).

The OCR is available to help you and your organization meet the civil rights requirements that are associated with DOJ grant funding. If you would like the OCR to assist you in fulfilling your organization's civil rights or nondiscrimination responsibilities as a recipient of federal financial assistance, please do not hesitate to contact the OCR at askOCR@ojp.usdoj.gov.

✓ Award Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

Recipient Information

Recipient Name

LOS ANGELES, CITY OF

DUNS Number

037848012

Street 1

100 W 1ST ST RM 842

City

LOS ANGELES

Zip/Postal Code

90012

County/Parish

ORI Number

CA01942

Street 2

State/U.S. Territory

California

Country

United States

Province

Award Details

Federal Award Date

10/12/21

Award Number

15JCOPS-21-GG-02436-SPPS

Federal Award Amount

\$200,000.00

Award Type

Initial

Supplement Number

00

Funding Instrument Type

Grant

Assistance Listing Number Assistance Listings Program Title

16.710

Public Safety Partnership and Community Policing Grants

Statutory Authority

The Public Safety Partnership and Community Policing Act of 1994, 34 U.S.C. - 10381 et seq.

I have read and understand the information presented in this section of the Federal Award Instrument.

Project Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

Solicitation Title

Awarding Agency

2021 Community Policing Development

COPS

(CPD) De-Escalation Training Solicitation

Application Number

GRANT13413853

Grant Manager Name

Phone Number

VONDA MATTHEWS 202-616-9430

E-mail Address

VONDA.MATTHEWS2@USDOJ.GOV

Project Title

Los Angeles, CA De-Escalation Training Project

Performance Period

Performance Period End

Start Date

Date

09/01/2021

08/31/2023

Budget Period Start

Budget Period End Date

Date

08/31/2023

09/01/2021

Project Description

With funding from the Office of Community Oriented Policing Services' FY 2021 Community Policing Development: De-Escalation Training Program, the Los Angeles Police Department (LAPD) is

proposing to implement the "LAPD De-Escalation Lab." This is an innovative, comprehensive and quality-driven approach to de-escalation training using evidence-based training concepts and techniques, and with an overarching goal of building and maintaining sworn officer de-escalation skill proficiency. The LAPD De-Escalation Lab brings together the varied de-escalation strategies that LAPD employs into a single multi-media, multi-delivery training where the students will: 1) Learn deescalation techniques, using engaging video segments, written case studies, podcasts and source documents through the current LAPD's De-Escalation Training offered through the LAPD University mobile application; 2) Apply the learned strategies through Los Angeles-specific scenarios on the Virtual Reality system; and 3) Practice with filmed live-fire scenarios on the tactics range, offering immediate and direct debrief with the class and instructors. The funds will allow the technology-based options to communicate and track student performance and indicate any risk management issues. Each of the training blocks will be used as a building block for another. This will reinforce reverence for life at every step and improve de-escalation outcomes in the field.

I have read and understand the information presented in this section of the Federal Award Instrument.

Financial Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

A financial analysis of budgeted costs has been completed. All costs listed in the approved budget below were programmatically approved based on the final proposed detailed budget and budget narratives submitted by your agency to the COPS Office. Any adjustments or edits to the proposed budget are explained below.

Budget Clearance Date:

9/23/21 8:09 PM

Comments

No items

Budget Category	Proposed Budget	Change	Approved Budget	Percentages
Sworn Officer Positions	\$0.00	\$0.00	\$0.00	
Civilian or Non-Sworn Personnel	\$0.00	\$0.00	\$0.00	
Travel	\$5,996.00	\$0.00	\$5,996.00	
Equipment	\$0.00	\$0.00	\$0.00	
Supplies	\$22,600.00	\$0.00	\$22,600.00	
SubAwards	\$0.00	\$0.00	\$0.00	
Procurement Contracts	\$0.00	\$0.00	\$0.00	
Other Costs	\$171,404.00	\$0.00	\$171,404.00	
ndirect Costs	\$0.00	\$0.00	\$0.00	
otal Project Costs	\$200,000.00	\$0.00	\$200,000.00	
ederal Funds:			\$200,000.00	100.00%
latch Amount:			\$0.00	
rogram Income:			\$0.00	0.00%

Budget Detail Summary View

Budget Category

Sworn Officer

Civilian Personnel

Travel

Equipment

Supplies

SubAwards

Procurement Contracts

Other Costs

Indirect Costs

I have read and understand the information presented in this section of the Federal Award Instrument.

- > Other Award Documents
- Award Conditions

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.



Conflict of Interest: Recipients and subrecipients must disclose in writing to the COPS Office or pass-through entity, as applicable, any potential conflict of interest affecting the awarded federal funding in 2 C.F.R. § 200.112.



Contract Provision: All contracts made by the award recipients under the federal award must contain the provisions required under 2 C.F.R. Part 200, Appendix II to Part 200—Contract Provisions for Non-Federal Entity Contracts Under Federal Awards. Please see appendices in the Award Owner's Manual for a full text of the contract provisions.



Award Monitoring Activities: Federal law requires that recipients receiving federal funding from the COPS Office must be monitored to ensure compliance with their award conditions and other applicable statutes and regulations. The COPS Office is also interested in tracking the progress of our programs and the advancement of community policing. Both aspects of award implementation—compliance and programmatic benefits—are part of the monitoring process coordinated by the U.S. Department of Justice. Award monitoring activities conducted by the COPS Office include site visits, office-based grant reviews, alleged noncompliance reviews, financial and programmatic reporting, and audit resolution. As a COPS Office award recipient, you agree to cooperate with and respond to any requests for information pertaining to your award. This includes all financial records, such as general accounting ledgers and all supporting documents. All information pertinent to the implementation of the award is subject to agency review throughout the life of the award, during the close-out process and for three-years after the submission of the final expenditure report. 34 U.S.C. § 10385(a) and 2 C.F.R. §§ 200.334 and 200.337.



Duplicative Funding: The recipient understands and agrees to notify the COPS Office if it receives, from any other source, funding for the same item or service also funded under this award.

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Termination: Recipient understands and agrees that the COPS Office may terminate funding, in whole or in part, for the following reasons:

- (1) When the recipient fails to comply with the terms and conditions of a Federal award.
- (2) When an award no longer effectuates the program goals or agency priorities, to the extent such termination is authorized by law.
- (3) When the recipient agrees to the termination and termination conditions.
- (4) When the recipient provides the COPS Office written notification requesting termination including the reasons, effective date, and the portion of the award to be terminated. The COPS Office may terminate the entire award if the remaining portion will not accomplish the purposes of the award.
- (5) Pursuant to any other termination provisions included in the award.
- 2. C.F.R. § 200.340.



Award Owner's Manual: The recipient agrees to comply with the terms and conditions in the applicable 2021 COPS Office Program Award Owner's Manual; DOJ Grants Financial Guide; COPS Office statute (34 U.S.C. § 10381, et seq.) as applicable; Students, Teachers, and Officers Preventing (STOP) School Violence Act of 2018 (34 U.S.C. § 10551, et seq.) as applicable; the requirements of 2 C.F.R. Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) as adopted by the U.S. Department of Justice in 2 C.F.R. § 2800.101; 48 C.F.R. Part 31 (FAR Part 31) as applicable (Contract Cost Principles and Procedures); the Cooperative Agreement as applicable; representations made in the application; and all other applicable program requirements, laws, orders, regulations, or circulars.



Assurances and Certifications: The recipient acknowledges its agreement to comply with the Assurances and Certifications forms that were signed as part of its application.



Federal Civil Rights: The Applicant understands that the federal statutes and regulations applicable to the award (if any) made by the Department based on the application specifically include statutes and regulations pertaining to civil rights and nondiscrimination, and, in additiona. the Applicant understands that the applicable statutes pertaining to civil rights will include section 601 of the Civil Rights Act of 1964 (42 U.S.C. § 2000d); section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794); section 901 of the Education Amendments of 1972 (20 U.S.C. § 1681); and section 303 of the Age Discrimination Act of 1975 (42 U.S.C. § 6102); b. the Applicant understands that the applicable statutes pertaining to nondiscrimination may include section 809(c) of Title I of the Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. § 10228(c)); section 1407(e) of the Victims of Crime Act of 1984 (34 U.S.C. § 20110(e)); section 299A(b) of the Juvenile Justice and Delinquency Prevention Act of 2002 (34 U.S.C. §

11182(b)); and that the grant condition set out at section 40002(b)(13) of the Violence Against Women Act (34 U.S.C. § 12291(b)(13)), which will apply to all awards made by the Office on Violence Against Women, also may apply to an award made otherwise;

c. the Applicant understands that it must require any subrecipient to comply with all such applicable statutes (and associated regulations); and

d. on behalf of the Applicant, I make the specific assurances set out in 28 C.F.R. §§ 42.105 and 42.204.

The Applicant also understands that (in addition to any applicable program-specific regulations and to applicable federal regulations that pertain to civil rights and nondiscrimination) the federal regulations applicable to the award (if any) made by the Department based on the application may include, but are not limited to, 2 C.F.R. Part 2800 (the DOJ "Part 200 Uniform Requirements") and 28 C.F.R. Parts 22 (confidentiality - research and statistical information), 23 (criminal intelligence systems), 38 (regarding faith-based or religious organizations participating in federal financial assistance programs), and 46 (human subjects protection).



Mandatory Disclosure: Recipients and subrecipients must timely disclose in writing to the Federal awarding agency or pass-through entity, as applicable, all federal criminal law violations involving fraud, bribery, or gratuity that may potentially affect the awarded federal funding. Recipients that receive an award over \$500,000 must also report certain civil, criminal, or administrative proceedings in SAM and are required to comply with the Term and Condition for Recipient Integrity and Performance Matters as set out in 2 C.F.R. Part 200, Appendix XII to Part 200. Failure to make required disclosures can result in any of the remedies, including suspension and debarment, described in 2 C.F.R. § 200.339. 2 C.F.R. § 200.113.

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False Statements: False statements or claims made in connection with COPS Office awards may result in fines, imprisonment, debarment from participating in federal awards or contracts, and/or any other remedy available by law. 31 U.S.C. § 3729-3733.

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Enhancement of Contractor Protection from Reprisal for Disclosure of Certain Information: The recipient agrees not to discharge, demote, or otherwise discriminate against an employee as reprisal for the employee disclosing information that he or she reasonably believes is evidence of gross mismanagement of a federal contract or award, a gross waste of federal funds, an abuse of authority relating to a federal contract or award, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or award. The recipient also agrees to provide to their employees in writing (in the predominant native language of the workforce) of the rights and remedies provided in 41 U.S.C. § 4712. Please see appendices in the Award Owner's Manual for a full text of the statute.

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System for Award Management (SAM) and Universal Identifier Requirements: The recipient agrees to comply with the following requirements of 2 C.F.R. Part 25, Appendix A to Part 25 -Award Term:

I. System for Award Management and Universal Identifier Requirements

A. Requirement for System for Award Management

Unless you are exempted from this requirement under 2 CFR 25.110, you as the recipient must maintain current information in the SAM. This includes information on your immediate and highest level owner and subsidiaries, as well as on all of your predecessors that have been awarded a Federal contract or Federal financial assistance within the last three years, if applicable, until you submit the final financial report required under this Federal award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another Federal award term.

- B. Requirement for Unique Entity Identifier If you are authorized to make subawards under this Federal award, you:
- 1. Must notify potential subrecipients that no entity (see definition in paragraph C of this award term) may receive a subaward from you until the entity has provided its Unique Entity Identifier to you.
- 2. May not make a subaward to an entity unless the entity has provided its Unique Entity Identifier to you. Subrecipients are not required to obtain an active SAM registration, but must obtain a Unique Entity Identifier.
- C. Definitions

For purposes of this term:

- 1. System for Award Management (SAM) means the Federal repository into which a recipient must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM internet site (currently at https://www.sam.gov).
- 2. Unique Entity Identifier means the identifier assigned by SAM to uniquely identify business entities.
- 3. Entity includes non-Federal entities as defined at 2 CFR 200.1 and also includes all of the following, for purposes of this part:
- a. A foreign organization;
- b. A foreign public entity;
- c. A domestic for-profit organization; and
- d. A Federal agency.
- 4. Subaward has the meaning given in 2 CFR 200.1.
- 5. Subrecipient has the meaning given in 2 CFR 200.1.

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Reporting Subawards and Executive Compensation

The recipient agrees to comply with the following requirements of 2 C.F.R. Part 170, Appendix A

- to Part 170 Award Term:
- I. Reporting Subawards and Executive Compensation
- a. Reporting of first-tier subawards.

Applicability. Unless you are exempt as provided in paragraph d. of this award term, you must report each action that equals or exceeds \$30,000 in Federal funds for a subaward to a non-Federal entity or Federal agency (see definitions in paragraph e. of this award term).

- 2. Where and when to report.
- i. The non-Federal entity or Federal agency must report each obligating action described in paragraph a.1. of this award term to http://www.fsrs.gov.
- ii. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
- 3. What to report. You must report the information about each obligating action that the submission instructions posted at http://www.fsrs.gov specify.
- b. Reporting total compensation of recipient executives for non-Federal entities.
- 1. Applicability and what to report. You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if—
- i. The total Federal funding authorized to date under this Federal award equals or exceeds \$30,000 as defined in 2 CFR 170.320;
- ii. in the preceding fiscal year, you received-
- (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards), and
- (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and,
- iii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at http://www.sec.gov/answers/execomp.htm.)
- 2. Where and when to report. You must report executive total compensation described in paragraph b.1. of this award term:
- i. As part of your registration profile at https://www.sam.gov.
- ii. By the end of the month following the month in which this award is made, and annually thereafter.

10/13/21, 10:57 AM Funded Award

- c. Reporting of Total Compensation of Subrecipient Executives.
- 1. Applicability and what to report. Unless you are exempt as provided in paragraph d. of this award term, for each first-tier non-Federal entity subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if—
- i. in the subrecipient's preceding fiscal year, the subrecipient received—
- (A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards) and,
- (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and
- ii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at http://www.sec.gov/answers/execomp.htm.)
- 2. Where and when to report. You must report subrecipient executive total compensation described in paragraph c.1. of this award term:
- i. To the recipient.
- ii. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.
- d. Exemptions.
- If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:
- i. Subawards, and
- ii. The total compensation of the five most highly compensated executives of any subrecipient.
- e. Definitions. For purposes of this award term:
- 1. Federal Agency means a Federal agency as defined at 5 U.S.C. 551(1) and further clarified by 5 U.S.C. 552(f).
- 2. Non-Federal entity means all of the following, as defined in 2 CFR part 25:
- i. A Governmental organization, which is a State, local government, or Indian tribe;

- ii. A foreign public entity;
- iii. A domestic or foreign nonprofit organization; and,
- iv. A domestic or foreign for-profit organization
- 3. Executive means officers, managing partners, or any other employees in management positions.
- 4. Subaward:
- i. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
- ii. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 CFR 200.331).
- iii. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.
- 5. Subrecipient means a non-Federal entity or Federal agency that:
- i. Receives a subaward from you (the recipient) under this award; and
- ii. Is accountable to you for the use of the Federal funds provided by the subaward.
- 6. Total compensation means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 CFR 229.402(c)(2)).

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Equal Employment Opportunity Plan (EEOP): All recipients of funding from the COPS Office must comply with the federal regulations pertaining to the development and implementation of an Equal Employment Opportunity Plan. 28 C.F.R. Part 42 subpart E.

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Reports/Performance Goals: To assist the COPS Office in monitoring and tracking the performance of your award, your agency will be responsible for submitting semi-annual programmatic progress reports that describe project activities during the reporting period and quarterly Federal Financial Reports using Standard Form 425 (SF-425). 2 C.F.R. §§ 200.328 - 200.329. The progress report is used to track your agency's progress toward implementing community policing strategies and to collect data to gauge the effectiveness of increasing your agency's community policing capacity through COPS Office funding. The Federal Financial Report is used to track the expenditures of the recipient's award funds on a cumulative basis throughout the life of the award.



Recipient Integrity and Performance Matters: For awards over \$500,000, the recipient agrees to comply with the following requirements of 2 C.F.R. Part 200, Appendix XII to Part 200 - Award Term and Condition for Recipient Integrity and Performance Matters:

A. Reporting of Matters Related to Recipient Integrity and Performance

1. General Reporting Requirement

If the total value of your currently active grants, cooperative agreements, and procurement contracts from all Federal awarding agencies exceeds \$10,000,000 for any period of time during the period of performance of this Federal award, then you as the recipient during that period of time must maintain the currency of information reported to the System for Award Management (SAM) that is made available in the designated integrity and performance system (currently the Federal Awardee Performance and Integrity Information System (FAPIIS)) about civil, criminal, or administrative proceedings described in paragraph 2 of this award term and condition. This is a statutory requirement under section 872 of Public Law 110-417, as amended (41 U.S.C. 2313). As required by section 3010 of Public Law 111-212, all information posted in the designated integrity and performance system on or after April 15, 2011, except past performance reviews required for Federal procurement contracts, will be publicly available.

- 2. Proceedings About Which You Must Report Submit the information required about each proceeding that:
- a. Is in connection with the award or performance of a grant, cooperative agreement, or procurement contract from the Federal Government;
- b. Reached its final disposition during the most recent five-year period; and
- c. Is one of the following:
- (1) A criminal proceeding that resulted in a conviction, as defined in paragraph 5 of this award term and condition;
- (2) A civil proceeding that resulted in a finding of fault and liability and payment of a monetary fine, penalty, reimbursement, restitution, or damages of \$5,000 or more;
- (3) An administrative proceeding, as defined in paragraph 5. of this award term and condition, that resulted in a finding of fault and liability and your payment of either a monetary fine or penalty of \$5,000 or more or reimbursement, restitution, or damages in excess of \$100,000; or
- (4) Any other criminal, civil, or administrative proceeding if:
- (i) It could have led to an outcome described in paragraph 2.c.(1), (2), or (3) of this award term and condition:
- (ii) It had a different disposition arrived at by consent or compromise with an acknowledgment of fault on your part; and
- (iii) The requirement in this award term and condition to disclose information about the proceeding does not conflict with applicable laws and regulations.
- 3. Reporting Procedures

Enter in the SAM Entity Management area the information that SAM requires about each

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proceeding described in paragraph 2 of this award term and condition. You do not need to submit the information a second time under assistance awards that you received if you already provided the information through SAM because you were required to do so under Federal procurement contracts that you were awarded.

4. Reporting Frequency

During any period of time when you are subject to the requirement in paragraph 1 of this award term and condition, you must report proceedings information through SAM for the most recent five year period, either to report new information about any proceeding(s) that you have not reported previously or affirm that there is no new information to report. Recipients that have Federal contract, grant, and cooperative agreement awards with a cumulative total value greater than \$10,000,000 must disclose semiannually any information about the criminal, civil, and administrative proceedings.

5. Definitions

For purposes of this award term and condition:

- a. Administrative proceeding means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability (e.g., Securities and Exchange Commission Administrative proceedings, Civilian Board of Contract Appeals proceedings, and Armed Services Board of Contract Appeals proceedings). This includes proceedings at the Federal and State level but only in connection with performance of a Federal contract or grant. It does not include audits, site visits, corrective plans, or inspection of deliverables.
- b. Conviction, for purposes of this award term and condition, means a judgment or conviction of a criminal offense by any court of competent jurisdiction, whether entered upon a verdict or a plea, and includes a conviction entered upon a plea of nolo contendere.
- c. Total value of currently active grants, cooperative agreements, and procurement contracts includes—
- (1) Only the Federal share of the funding under any Federal award with a recipient cost share or match; and
- (2) The value of all expected funding increments under a Federal award and options, even if not yet exercised.

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Restrictions on Internal Confidentiality Agreements: No recipient or subrecipient under this award, or entity that receives a contract or subcontract with any funds under this award, may require any employee or contractor to sign an internal confidentiality agreement or statement that prohibits or otherwise restricts the lawful reporting of waste, fraud, or abuse to an investigative or law enforcement representative of a federal department or agency authorized to receive such information. Consolidated Appropriations Act, 2021, Public Law 116-260, Division E, Title VII, Section 742.

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Debarment and Suspension: The recipient agrees not to award federal funds under this program to any party which is debarred or suspended from participation in federal assistance programs. 2

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C.F.R. Part 180 (Government-wide Nonprocurement Debarment and Suspension) and 2 C.F.R. Part 2867 (DOJ Nonprocurement Debarment and Suspension).

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Employment Eligibility: The recipient agrees to complete and keep on file, as appropriate, the Department of Homeland Security, U.S. Citizenship and Immigration Services (USCIS) Employment Eligibility Verification Form (I-9). This form is to be used by recipients of federal funds to verify that persons are eligible to work in the United States. Immigration Reform and Control Act of 1986 (IRCA), Public Law 99-603.

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Additional High-Risk Recipient Requirements: The recipient agrees to comply with any additional requirements that may be imposed during the award performance period if the awarding agency determines that the recipient is a high-risk recipient. 2 C.F.R. § 200.208.

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Extensions: Your agency may request an extension of the award period to receive additional time to implement your award program. Such extensions do not provide additional funding. Only those recipients that can provide a reasonable justification for delays will be granted no-cost extensions. Extension requests must be received prior to the end date of the award. 2 C.F.R. §§ 200.308(e) (2) and 200.309.

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Domestic preferences for procurements: Recipient agrees that it, and its subrecipients, to the greatest extent practicable, will provide a preference for the purchase, acquisition, or use of goods, products, and materials produced in, and services offered in, the United States. 2. C.F.R. § 200.322 and Executive Order 14005, Ensuring the Future is Made in All of America by All of America's Workers, January 25, 2021.

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Modifications: Award modifications are evaluated on a case-by-case basis in accordance with 2 C.F.R. § 200.308(f). For federal awards in excess of \$250,000, any modification request involving the reallocation of funding between budget categories that exceed or are expected to exceed 10 percent (10%) of the total approved budget requires prior written approval by the COPS Office. Regardless of the federal award amount or budget modification percentage, any reallocation of funding is limited to approved budget categories. In addition, any budget modification that changes the scope of the project requires prior written approval by the COPS Office.

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Sole Source Justification: Recipients who have been awarded funding for the procurement of an item (or group of items) or service in excess of \$250,000 and who plan to seek approval for use of a noncompetitive procurement process must provide a written sole source justification to the COPS Office for approval prior to obligating, expending, or drawing down award funds for that item or service. 2 C.F.R. § 200.325(b)(2).



Human Subjects Research: The recipient agrees to comply with the provisions of the U.S. Department of Justice's common rule regarding Protection of Human Subjects, 28 C.F.R. Part 46, prior to the expenditure of Federal funds to perform such activities, if applicable. The recipient also agrees to comply with 28 C.F.R. Part 22 regarding the safeguarding of individually identifiable information collected from research participants.

News Media: The recipient agrees to comply with the COPS Office policy on contact with the news media. The policy establishes the COPS Office Communications Division as the principal point of contact for the news media for issues relevant to the COPS Office or parameters of this award. The recipient agrees to refer all media inquiries on these topics directly to the COPS Office Communications Division at 202-514-9079.

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Copyright: If applicable, the recipient may copyright any work that is subject to copyright and was developed, or for which ownership was acquired, under this award in accordance with 2 C.F.R. § 200.315(b). The COPS Office reserves a royalty-free, nonexclusive and irrevocable license to reproduce, publish, or otherwise use the work, in whole or in part (including create derivative works), for Federal Government purposes, and to authorize others to do so. The COPS Office also reserves the right, at its discretion, not to publish deliverables and other materials developed under this award as a U.S. Department of Justice resource.

Products and deliverables developed with award funds and published as a U.S. Department of Justice resource will contain the following copyright notice:

"This resource was developed under a federal award and may be subject to copyright. The U.S. Department of Justice reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use the work for Federal Government purposes and to authorize others to do so. This resource may be freely distributed and used for noncommercial and educational purposes only."

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Public Release Information: The recipient agrees to submit one copy of all reports and proposed publications resulting from this award ninety (90) days prior to public release. Any publications (written, curricula, visual, sound, or websites) or computer programs, whether or not published at government expense, shall contain the following statement:

"This project was supported, in whole or in part, by federal award number [YYYY-XX-XXXX] awarded to [Entity] by the U.S. Department of Justice, Office of Community Oriented Policing Services. The opinions contained herein are those of the author(s) or contributor(s) and do not necessarily represent the official position or policies of the U.S. Department of Justice. References to specific individuals, agencies, companies, products, or services should not be considered an endorsement by the author(s), contributor(s), or the U.S. Department of Justice. Rather, the references are illustrations to supplement discussion of the issues.

The Internet references cited in this publication were valid as of the date of publication. Given that URLs and websites are in constant flux, neither the author(s) nor the COPS Office can vouch for their current validity."

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Supplementing, not Supplanting: State, local, and tribal government recipients must use award funds to supplement, and not supplant, state, local, or Bureau of Indian Affairs (BIA) funds that are already committed or otherwise would have been committed for award purposes (hiring, training, purchases, and/or activities) during the award period. In other words, state, local, and tribal government recipients may not use COPS Office funds to supplant (replace) state, local, or BIA funds that would have been dedicated to the COPS Office-funded item(s) in the absence of the COPS Office award. 34 U.S.C. § 10384(a).

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Computer Network Requirement: The recipient understands and agrees that no award funds may be used to maintain or establish a computer network unless such network blocks the viewing, downloading, and exchanging of pornography. Nothing in this requirement limits the use of funds necessary for any federal, state, tribal, or local law enforcement agency or any other entity carrying out criminal investigations, prosecution, or adjudication activities. Consolidated Appropriations Act, 2021, Public Law 116-260, Division B, Title V, Section 527.

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Evaluations: The COPS Office may conduct monitoring or sponsor national evaluations of its award programs. The recipient agrees to cooperate with the monitors and evaluators. 34 U.S.C. § 10385(b).

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Travel Costs: Travel costs for transportation, lodging and subsistence, and related items are allowable with prior approval from the COPS Office. Payment for allowable travel costs will be in accordance with 2 C.F.R. § 200.475.

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Prohibition on Certain Telecommunications and Video Surveillance Services or Equipment: Recipient agrees that it, and its subrecipients, will not use award funds to extend, renew, or enter into any contract to procure or obtain any covered telecommunication and video surveillance services or equipment as described in 2 CFR §200.216. Covered services and equipment include telecommunications or video surveillance services or equipment produced or provided by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities); Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities); or an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of China. The use of award funds on covered telecommunications or video surveillance services or equipment are unallowable.

2. C.F.R. § § 200.216 & 471. See also Section 889 of the John S. McCain National Defense Authorization Act of Fiscal Year 2019, Public Law 115-232.

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The Paperwork Reduction Act Clearance and Privacy Act Review: Recipient agrees, if required, to submit all surveys, interview protocols, and other information collections to the COPS Office for

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submission to the Office of Management and Budget (OMB) for clearance under the Paperwork Reduction Act (PRA). Before submission to OMB, all information collections that request personally identifiable information must be reviewed by the COPS Office to ensure compliance with the Privacy Act. The Privacy Act compliance review and the PRA clearance process may take several months to complete. 44 U.S.C. §§ 3501-3520 and 5 U.S.C. § 552a.

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Allowable Costs: The funding under this award is for the payment of approved costs for programspecific purposes. The allowable costs approved for your agency's award are limited to those listed in your agency's award package. In accordance with 2 C.F.R. § 200.400(g), the recipient must forgo any profit or management fee. Your agency may not use award funds for any costs not identified as allowable in the award package.

I have read and understand the information presented in this section of the Federal Award Instrument.

Award Acceptance

Declaration and Certification to the U.S. Department of Justice as to Acceptance

By checking the declaration and certification box below, I-

- A. Declare to the U.S. Department of Justice (DOJ), under penalty of perjury, that I have authority to make this declaration and certification on behalf of the applicant.
- B. Certify to DOJ, under penalty of perjury, on behalf of myself and the applicant, to the best of my knowledge and belief, that the following are true as of the date of this award acceptance: (1) I have conducted or there was conducted (including by applicant's legal counsel as appropriate and made available to me) a diligent review of all terms and conditions of, and all supporting materials submitted in connection with, this award, including any assurances and certifications (including anything submitted in connection therewith by a person on behalf of the applicant before, after, or at the time of the application submission and any materials that accompany this acceptance and certification); and (2) I have the legal authority to accept this award on behalf of the applicant.
- C. Accept this award on behalf of the applicant.
- D. Declare the following to DOJ, under penalty of perjury, on behalf of myself and the applicant: (1) I understand that, in taking (or not taking) any action pursuant to this

declaration and certification, DOJ will rely upon this declaration and certification as a material representation; and (2) I understand that any materially false, fictitious, or fraudulent information or statement in this declaration and certification (or concealment or omission of a material fact as to either) may be the subject of criminal prosecution (including under 18 U.S.C. §§ 1001 and/or 1621, and/or 34 U.S.C. §§ 10271-10273), and also may subject me and the applicant to civil penalties and administrative remedies under the federal False Claims Act (including under 31 U.S.C. §§ 3729-3730 and/or §§ 3801-3812) or otherwise.

Agency Approval

Title of Approving Official

Name of Approving Official

Signed Date And Time

9/24/21 7:01 PM

Acting Director

ROBERT CHAPMAN

Authorized Representative

FY 2021 Community Policing Development (CPD) De-Escalation Training Solicitation

LAPD De-Escalation Lab

Submitted by:

Los Angeles Police Department

Project Narrative

I. <u>ISSUE IDENTIFICATION AND SOLICITATION RESPONSIVENESS:</u>

Essue Identification: Need for De-Escalation Training. As society continues to increase their expectation of police officers to perform at extraordinary levels of patience, tolerance, and communication, officers need a training program that provides crisis negotiation skills and tactics that will promote de-escalation and reduce the application of force, including officer-involved shootings. When officers can de-escalate a potentially violent situation through alternative negotiation tactics, it will reduce the risk of injury to officers and to the public. When applied correctly, using negotiation tactics are beneficial for all parties involved as well as positively impact government liability issues e.g. minimized police use of force incidents, reduced risk of injury to suspects, bystanders, officers, and minimized property damage claims. From 2013 to 2018, the Los Angeles Police Department (LAPD or Department) Special Weapons and Tactics (SWAT) team responded to a total of 306 callouts. In 72.5 % (222) of those callouts, SWAT negotiators were successful in establishing dialogue with the suspect. In 83% (184) of those incidents where dialogue was established, the negotiator achieved voluntary compliance, eliminating the need for force when taking the suspect into custody.

The focus of the recent civil unrest brought about by the George Floyd case and nationwide protests in 2020 has been on law enforcement personnel's use of force. Those events demonstrated the need for more training on the broad spectrum of use of force options and capabilities, best practices and emerging de-escalation strategies. However, 2020's "defund the police" initiatives brought a significant cut to the department's budget, which placed a moratorium on training and the development of critical training courses.

Proposed Project: Develop and Implement the LAPD De-Escalation Lab. With the FY 2021 Community Policing Development: De-Escalation Training Program, the LAPD is proposing to implement the LAPD De-Escalation Lab, an innovative, comprehensive and quality-driven approach to de-escalation training using evidence-based training concepts and techniques, and with an overarching goal of building and maintaining sworn officer de-escalation skill proficiency. The De-Escalation Lab brings together the varied de-escalation strategies that LAPD employs into a single multi-media, multi-delivery training where the students will: 1) learn deescalation techniques, using engaging video segments, written case studies, podcasts and source documents through the current LAPD's De-Escalation Training offered through the LAPD University!; 2) apply the strategies through Los Angeles (LA)-located scenarios on the Virtual Reality (VR) system; and 3) practice with filmed live-fire scenarios on the tactics range, offering immediate and direct debrief with the class and instructors. . The funds will allow the technology-based options to communicate and track student performance and indicate any risk management issues. Each of the training blocks will be used as a building block for another. This will reinforce reverence for life at every step and improve de-escalation outcomes in the field. Using the techniques taught in LAPD University's Use of Force and De-escalation, officers will run through scenarios on the VR system, and then through live-fire scenarios on the tactics range.

Deliverables and Solicitation Goals and Requirements: At the end of the 24-month performance period, the LAPD projects to have the primary deliverable of developing and

¹ In February 2020, the LAPD launched the LAPD University mobile application. Currently, this distance learning platform is delivering POST-certified courses in Use of Force and De-escalation, Implicit Bias and Racial Profiling, and Organizational Wellness. The platform was designed to be scalable, and with the capability for the addition of courses.

implementing the LAPD De-Escalation Lab. This proposed program contributes to the solicitation goals as follows:

<u>Develop Knowledge</u>: Each of our current platform is designed to develop knowledge. What the creation of the De-Escalation Lab will accomplish, is the use of technology to focus on the officer's behavior through feedback, discussion, and exposure to multiple modalities in realistic training scenarios.

Increase Awareness: The LAPD is the nation's third largest police department, with over 9,300 sworn employees. The LAPD academy provides POST-certified training to hundreds of law enforcement agencies over a myriad of topics from tactics to leadership to incident command. LAPD training is recognized around the world as a beacon of excellence. The priority for the De-escalation Lab is training LAPD employees. However, outside agencies will be welcome to attend. The strategy of this program is to teach de-escalation techniques using technology-based training options to decrease the level and frequency of force used in the field.

Increase Skill and Abilities: The De-escalation Lab is intended to advance de-escalation knowledge, skills and abilities in our officers focusing on minimizing the level of force used in any given situation, and ensuring that all options are explored, if practicable. By using various learning and teaching modalities, officers will receive information via an instructor, on the app, and from one another. This will increase individual skill awareness, group skill awareness, and provide for additional practice and increased organizational capability. Proficiency in these skills will equate to better trained officers leading to better outcomes in the field.

Increase and Institutionalize Practice: This de-escalation training will become a permanent course in LAPD's training curriculum. It will take place at variety of times in an officer's career. Learning takes place in the academy, in-service training, and continues beyond, from peers as well as annual training for perishable skills. In all LAPD training we ask: How do we know that that the tactics and strategies taught are the best strategies or are effective? Do they work for every officer or for every agency across the country in the same way? Is it possible that the training we have been giving for years actually results in harm? These questions are central to the concept in our Evidence Based Policing.

II. IMPACT ON THE FIELD

Law Enforcement Agency and Communities. The primary target for the De-escalation Lab is the 9,800 sworn officers in the LAPD. During the grant period, it is estimated that 720 officers (30 students in 24 sessions) will have completed the training. However, as with several LAPD training, officers from other agencies are also given the opportunity to attend. Although the LAPD De-escalation Lab could be replicated by other agencies, the LAPD's current infrastructure enables it to develop and implement within the grant period.

Gaps in Knowledge and Practice. Police officers are typically trained and tested at an accredited academy and transitioned to an experiential learning environment in the form of a field training program. However, the laws, equipment, and policy concerning the use of force and force options are a continuously fluid body of knowledge with case law emerging constantly. There is a training need for police officers to understand the broad spectrum of force options and capabilities; to be introduced to best practices and emerging de-escalation strategies; and be brought up-to-date to current policies and laws.

The LAPD offers several de-escalation training: 1) The Command and Control Training teaches active Leadership Skills to contain and minimize the negative impact of any incident or situation. 2) The annual Firearms Qualification is an ongoing in-person tactics instruction for in-service training that takes place at a range at the LAPD Elysian Park Training Academy. The range has various lanes that include room entry, partial vehicle/using cover, and firing at metal plates. This range has remained unchanged for over 20 years. 3) De-escalation and Force Options for Law Enforcement Training through the LAPD University is designed to fill in gaps in knowledge or experience with various force options and de-escalation strategies. This is conducted by the Tactics Unit, which is charged with training officers following adverse tactical findings on uses of force. 4) The Virtual Reality Training is a course where students are put through rigorous situations in the virtual environment. They are required to justify their actions and identify areas for improvement based on de-escalation techniques.

These training programs have their own merits but are not used in a coordinated approach, and not all are directly focused on de-escalation. The De-Escalation Lab would collectively use the strategies from these training, along with the equipment and software to modernize each of the training options into one training continuum in De-escalation.

Advance Knowledge: The LAPD De-Escalation Lab will advance knowledge through an innovative approach to de-escalation. Officers will be presented with dynamic videos, case studies, and checks for knowledge on the LAPD University App, then apply what they have learned in the virtual reality setting. Once proficient, they will work on de-escalation on the live fire tactics range, where all participants will have a live view of the student's progress. This will be followed by an in-depth after-action review that includes learning points from each of the

training modalities. The expected result from this advanced knowledge is a decrease in Use of Force incidents in the field.

No Duplication: The LAPD De-escalation Lab does not duplicate other training programs and is innovative in its structure. There is no single training iteration in the nation where police officers can experience VR, app-based learning, and technology enhanced live fire experience in one course.

Performance Measures: The LAPD will ensure the developed training for this grant program is POST-certified. It will also make sure that the technology will be ready to be implemented once the training is certified. Training Division will keep a record of working group members involved in developing the course including invited community members and other stakeholders. It will track the number of training sessions conducted throughout the grant period and report on the number of participants for each session. It will also collect information on the number of participants who completed the training and the feedback received regarding the training.

Marketing Plan: To ensure participation of LAPD officers in the De-Escalation Training Lab, the LAPD will issue a Training Order for this course. Training Orders are sent to LAPD personnel and mandates the indicated training as a primary duty assignment. This will guarantee that the attendance objectives set forth below will be achieved. The LAPD intends to offer the training to a broad spectrum of peer agencies using resources in the California Commission on POST portal and through professional associations like Police Officers Association of Los Angeles County (POALAC). The intent is for widespread dissemination of the training opportunity by using all advertising platforms to allow all interested agencies the opportunity to

participate. A key to this effort will be spreading information by partnering with POST via website.

III. PROJECT MANAGEMENT PLAN, STRATEGY, AND FEASIBILITY

Implementation/Project Plan. The proposed program will be implemented in two phases:

Development and Implementation. The Training Division, comprised of over 60 personnel,
provide training to in-service and recruit officers in order to prepare them for field duty. The
LAPD Police Training and Education (PTE) reviews and evaluates policies, curricula and
program delivery and facilitates POST approval of the curricula.

The Development Phase will be during the first three quarters of the grant period and will have three major activities. Firstly, the Tactics Unit, in collaboration with PTE, will create a working group to develop the expanded curriculum for the proposed training program. During this phase, the working group will involve the systematic use of partnerships to proactively address the de-escalation of field situations. Community groups such as our Community Police Advisory Boards will be involved at every stage of creation. They will also engage in a best practice collection, as to ensure that the technology-based training is amongst the best on Earth. During this activity, the working group will also identify the data sets to be collected and strategies to collect and process performance measures.

Secondly, the Program Manger will coordinate activities to purchase all technology needed in the project including: order VR licensure to have the capability of having a Los Angeles location during the VR module; app integration software to include the ability for the video feed; comments from the course participants, app-based course examinations and course surveys; placement of cameras on the tactics range.

Thirdly, the Program Manager will coordinate all activities to install and integrate al technologies, ensure that each aspect communicates across platforms. Performance in the VR platform will be tracked in the app, allowing the instructors to better reach students having difficulty with specific de-escalation techniques. Additionally, technology enhancements will be made to the tactics range at LAPD Elysian Park Training Academy. Placement of cameras and screens throughout the range will provide students with visual feedback of their actions. This instantaneous video feedback mechanism will populate directly to the LAPD University app, and there will be a comment mechanism from the instructors to debrief performance and allow participants to dissect the scenarios second by second. The plan is for the video feed to look similar to social media platforms with comments overlaid in real-time.

Lastly, the Program Manager will implement the marketing plan for the proposed program.

<u>The Implementation Phase</u> will occur after the planning phase and will run until the end of the grant period. There will be two main activities during this phase. Firstly, the identified trainers will start operating the De-escalation Lab by delivering the training twice a month for 12 months.

Secondly, the Program Manager will collect all data points, surveys, and metric devices given to the students during each training session, create a standardized training performance report to disseminate all relevant metrics and learning points to the working group. The working group will review the training performance reports and incorporate lessons learned to enhance the curriculum as needed.

Key Personnel and Roles: Program Director. Captain Peter Casey is the Assistant Commanding Officer of LAPD Training Division and will oversee program implementation. Program Manager: Sergeant-II Brian Churchill who is the Officer-in-Charge of the Leadership Unit will manage the day to day program activities and ensure the integration of technology for the training, procurement, meeting project objectives, and keeping the timeline. De-escalation Lab Administrators Sergeant-II AJ Kukla is the Officer-in-Charge of the LAPD Tactics Unit and will coordinate activities related to the development of the De-escalation Lab including acquiring POST certification. He will also manage the courses once the De-escalation Lab is operational.

The other De-escalation Lab administrator is the Officer-in-Charge of the LAPD Field Services Training Unit, (person to be appointed at a later date), responsible for integrating the Virtual Reality systems into the De-escalation Lab.

Project-specific Risks Risk Management The LAPD trains thousands of sworn personnel every year and possesses robust risk management practices that reduce workplace accidents to less than 1% of training attendees. Safety Officers are assigned for each training iteration, and Training Division supervision are present at each evolution, ensuring that all safety protocols are followed.

Plans to reduce possible project pitfalls will be put in place throughout the performance period. Possible lack in attendance has been acknowledged and will be countered by using the identified marketing skills discussed above. Possible delays in technology and software purchase and integration will be mitigated by coordinating these activities prior to start of the grant period.

Quality Control Measure The LAPD has extensive experience in managing complex projects valued up to \$16,000,000.00 for an individual project. The project staff involved have implemented grant programs with resounding success. Monitoring and evaluating effectiveness of training, as mentioned in previous sections, is a requirement for all LAPD training. This program will be monitored by program management and overseen by LAPD Training Division Command.

Timeline: Below is the timeline for the proposed grant program goals, objectives, deliverables with activities and milestones.

Į	GOAL: Build and maintain sworn officer de-escalation skill proficiency by developing and
ŀ	Band and maintain sworn officer de-escalation skill proficiency by developing and
l	implementing the LAPD De-Escalation Lab training program.
ĺ	ad adming program.

Objectives	Entity	Year	Quarter
1. Develop an innovative, comprehensive approach to de-escalation training using evidence-based training concepts and techniques.	PTE	Year 1	Q3
Deliverables			
Post-Certified POST Curriculum	PTE	Year 1	02
Technologically Integrated De-escalation Lab	TD		Q3
Activities	1D	Year 1	Q3
Create a working group to develop curriculum	TD	Year 1	101
Develop curriculum for POST certification	TD	Year 1	Q1
Purchase technology	TD	Year 1	Q2
Integrate LAPD University, VR training system and Live Fire system	TD	Year 1	Q2 Q3
2. Implement the LAPD De-Escalation Lab	TD	V2	01
Deliverables	† ID	Year 2	Q1
Train 720 police officers	TD		
Activities	110	Year 2	Q4
Distribute Training Orders	TD	37- 1	-
Deliver Pilot Class	TD	Year 1	Q3
Deliver weekly sessions	TD	Year 2	Q1
3. Evaluate effectiveness of program	TD	Year 2	Q1
Deliverables	ID	Year 2	Q4

Evaluation based on participant feedback	TD		
Activities		Year 2	Q4
Draft evaluation questions	TD	37 1	
Make evaluation available to students	TD	Year 1	Q3
Collect best practices	TD	Year 2	$\frac{QI}{QO}$
	110	Year 2	Q2

IV. EXPERIENCE AND CAPACITY

LAPD: LAPD's Capacity to Develop Training. LAPD brings considerable infrastructure to this training program. The LAPD has POST-approved lesson plans covered in this course; Crowd Control 1850-21954 and De-escalation and Tactical Communication 1850-20799. These can be referenced in the development of this training, reducing the project's start-up time. The LAPD has established working relationships with subject matter experts to develop the most current and relevant training.

LAPD's Capacity to Provide Training. The LAPD offers resources such as a fully equipped training facility, an extensive professional network, and personnel that have the blend of law enforcement, training experience, and project management skills necessary to get the project off the ground quickly and effectively. The LAPD maintains a robust online training curriculum through its Learning Management System, which offers LAPD employees various online training from sexual harassment to law enforcement tactics and strategies. The identified training cadre for the De-escalation and Force Options for Law Enforcement Training has successfully completed a 40-hour instructor certification course and are technically knowledgeable and able to maneuver the technological needs to provide an on-line training.

LAPD's Expertise in Developing and Delivering Training to Law Enforcement. The LAPD has an inhouse Training Division to provide training for new officers, in-service officers, and police

personnel from other agencies. The Training Group has approximately 213 sworn and 40 civilian employees to train 10,000 sworn officers. The. Training Group has seven major sections: Basic Course Training Section, Field Operations Training Section, Firearms Training Section, In-Service Training Section, Reserve & Youth Education Section, Support Section, and Vehicle Training & Professional Development Section.

to Law Enforcement. The LAPD is an expert on force options and was one of the forerunners to develop training on mobile field force, Multi Assault Counter Terrorism Action Capabilities (MACTAC), patrol rifle, and de-escalation. The current de-escalation training plan has been presented in an 8-hour in-person format with all LAPD personnel attending. It is further reinforced with case studies in video format produced by LAPD for presentation at roll-calls and other environments. The LAPD has been at the forefront of utilizing technology and techniques to de-escalate situations and offer officers alternatives to lethal force. These capabilities are routinely trained on and utilized in an operational environment. The LAPD has nearly 10,000 sworn officers and has been able to train all officers at various stages of their careers to the baseline standard of proficiency.

LAPD's Capacity to Develop/Provide Training and Develop/Deliver Curriculum: The LAPD has provided extensive training and developed and delivered numerous curricula on deescalation and force options. The LAPD maintains multiple dedicated training cadres. The Force Options Training Unit has one sergeant and four officers assigned to specifically develop policy, training and implementation for equipment such as 40mm, Taser, and BolaWrap. Although the

training has been developed internally, it is often shared with in-person attendance by peer agencies. The de-escalation cadre is composed of subject matter experts within LAPD.

Training Outreach: The LAPD intends to offer the training to a broad spectrum of peer agencies using resources in the California Commission on POST portal and through professional associations like Police Officers Association of Los Angeles County (POALAC). The intent is for widespread dissemination of the training opportunity by using all advertising platforms to allow all interested agencies the opportunity to participate. A key to this effort will be spreading information via partnering with POST via website.

LAPD Grant Section: The LAPD will serve as the prime recipient and will provide fiscal and administrative oversight over the grant program. The LAPD has several years of experience in managing state and federal grants. It has successfully managed grants ranging from \$100,000 to \$16,000,000 from various local, state, and federal entities including FY 2014 COPS Community Policing Development and FY2016 COPS Hiring Program. The LAPD Grants Section consists of a Grants Manager and six Grants Analysts to oversee and report on over 30 active grants. A grants analyst will be assigned to the FY 2021 Community Policing Development Grant Program to manage the administrative aspects of the grant including preparing and submitting financial and progress reports and ensuring that all grant expenditures are in compliance with both the City Department of Justice financial policies and guidelines.

Project Staff: The following personnel will ensure the proposed project goals are achieved and the proposed deliverables are produces.

Sergeant Churchill has 19 years with the LAPD, concurrently services as a Lieutenant Commander in the United States Coast Guard Reserve and was the LAPD's first White House Fellow. He has been the project manager for 3 previous grant programs, all achieving the stated objective and goals, including the creation of the LAPD University.

<u>Sergeant A.J. Kukla</u> is the OIC of the Tactics Units. Annually, his unit is charged with training thousands of police officers, testifying at Use of Force boards, court cases, and other similar legal proceedings. He is lauded as the foremost Use of Force expert in the Department. He currently manages the grant program that issued one of the VR systems to the LAPD.

Budget Narrative

The Los Angeles Police Department (LAPD) is requesting \$200,000 in funding through the FY 2021 COPS Community Policing Development: De-escalation Training Program to develop and implement the LAPD De-escalation Lab Program, an innovative, comprehensive and quality-driven approach to de-escalation training using evidence-based training concepts and techniques, and with an overarching goal of building and maintaining sworn officer de-escalation skill proficiency.

Training: \$5,996

In year one, the LAPD is requesting funding to send four personnel working the Deescalation Lab Project to the United States Army Futures Command in Austin, Texas. The Army Futures command leads a continuous transformation of law enforcement modernization in order to provide future sworn officer with the concepts, capabilities and organizational structures they need to effectively serve. GSA rate were used for lodging, with tax, and meals. Other expenses include luggage and local transportation.

Transportation (Airfare): \$300 per person x 4 personnel = \$1,200

Lodging: \$185 per night x 3 nights x 4 personnel = \$2,220

Meals: \$61 per day x 4 days x 4 personnel = \$976

Other: \$100 per day x4 days x4 personnel = \$1,600

Total: \$ 5,996.

Supplies: \$22,600

In year one, the LAPD is requesting \$22,600 in funding to purchase (12) Action Cameras (eg GoPro), (4) Smart Outdoor Televisions, and (1) Macbook Pro Laptop.

<u>Action Cameras</u> will be placed to capture each student's strategy and technique with a live-fire scenario in the LAPD Fire Range at the Elysian Park Academy. The cameras will be WIFI-enabled and the live footage will be broadcast on the television screens and the LAPD University App. 12 action cameras x \$400 = 4,800.

<u>Outdoor Televisions</u> will be placed outside of each of the range lanes, providing footage of the participants as the navigate the scenarios. 4 Televisions x \$3,000 = \$12,000

<u>The MacBook Pro Laptop</u> possess the processing power to manage multiple simultaneous scenarios on the App, Virtual Reality (VR) system, and Live Fire Range. 1-unit x \$5,800 = \$5,800

Other: \$171,404

<u>Year 1:</u>

Overtime: A total of 360 overtime hours will be allotted for the Program Manager and two Deescalation Lab Administrators (sworn officer) with an average overtime hourly rates of 103 per hour. The overtime pay is 1.5 times their base pay. Total requested for overtime is \$37.080. The Program Manager will be charged with the overall management of the program, ensuring that the objectives of the grant are achieved, the project progress is meeting the benchmarks in the timeline, and that monitoring and evaluating of the effectiveness is completed. It is estimated

that he works 10 hours per day of overtime for the proposed project for 1 day per month for 12 months with an overtime rate of \$103. 10 hours x \$103 per hour x 1 day per month x 12 months = \$12,360

Each Administrator is a subject matter expert and will be actively writing course curricula and obtaining certification from the State of California's Commission on Police Officer Standards and Training (POST). It is estimated that each work 10 hours per day for the proposed project for day per month for 12 months with an overtime rate of \$103. 2 administrators x 10 hours x \$103 per hour x 1 day per month x 12 months = \$24,720. Total overtime for year 1 is \$37,080.

<u>Program Design</u>. Creation of software that allows for communication from the VR system to the LAPD University App, to the cameras on the Live-Fire Range. Allogy, LLC is the author of our current LAPD University software. Expansion of this tool will allow more functionality and real-time feedback as student navigate the scenarios. Estimated cost for this is \$49,000

<u>VR enhancement</u> to include scenarios specific to Los Angeles will cost an estimated \$38,244. Allogy LLC will create scenarios unique to the Use of Force trends in Los Angeles. The use of specific locations where officers frequently deploy, and the usage of our specific less-lethal tools will be included.

Licensure for software and tech support: This will provide capacity for 10,000 users for the LAPD University App, and the creation of a specific program for de-escalation. Estimated to be \$5,000.00/year. With this licensure, the entirety of the LAPD will have access to de-escalation information from their mobile devices. Additionally, unlimited tech support will available at any time during regular business hours.

This will provide capacity for 10,000 users for the LAPD University App, and the creation of a specific program for de-escalation.

Year 2:

Overtime: A total of 360 overtime hours will be allotted for the Program Manager and two Deescalation Lab Administrators (sworn officer) with an average overtime hourly rates of 103 per hour. The overtime pay is 1.5 times their base pay. Total requested for overtime is \$37.080. The Program Manager will be charged with the overall management of the program, ensuring that the objectives of the grant are achieved, the project progress is meeting the benchmarks in the timeline, and that monitoring and evaluating of the effectiveness is completed. It is estimated that he works 10 hours per day of overtime for the proposed project for 1 day per month for 12 months with an overtime rate of \$103. 10 hours x \$103 per hour x 1 day per month x 12 months = \$12,360

Each Administrator is a subject matter expert and will be actively writing course curricula and obtaining certification from the State of California's Commission on Police Officer Standards and Training (POST). It is estimated that each work 10 hours per day for the proposed project for day per month for 12 months with an overtime rate of \$103. 2 administrators x 10 hours x \$103 per hour x 1 day per month x 12 months = \$24,720

<u>Licensure for software and tech support</u>: Estimated to be \$5,000.00/year. With this licensure, the entirety of the LAPD will have access to de-escalation information from their mobile devices. Additionally, unlimited tech support will available at any time during regular business hours.