## PROFESSIONAL STANDARDS BUREAU

NOTICE

September 15, 2020

TO:

All Department Personnel

FROM:

Commanding Officer, Professional Standards Bureau

SUBJECT: SWORN PENALTY GUIDE FOR PERSONNEL COMPLAINTS - AMENDED

Effective immediately, the Department's Sworn Penalty Guide for Personnel Complaints has been amended. Under the Body Worn/Digital In-Car Video Violation section, a sample allegation was included to address instances of misconduct involving the failure to have body worn video cameras powered on and ready to activate, as required. A recent review of critical incidents found that video recorded in the two-minute pre-activation buffer was often essential in substantiating de-escalation attempts and played a crucial role in the final adjudication. The sample allegation on failure to properly power on body worn video was added to highlight the importance of ensuring the cameras are powered on and ready to activate. Additionally, the penalty ranges for some first offenses under the Body Worn/Digital In-Car Video Violation section were lowered.

The amended guide has been through the meet and confer process and is attached. The procedures for using the penalty guide and penalty assessment factors, as outlined in Administrative Order No. 15, 2016, Penalty Guide and Penalty Assessment Factors – Updated, remain unchanged.

Questions related to the penalty guide and/or penalty assessment factors should be directed to the Review and Evaluation Section, Internal Affairs Group, at (213) 996-2771.

ROBERT E. MARINO, Deputy Chief

**Commanding Officer** 

Professional Standards Bureau

DOMINIC H. CHOI, Deputy Chief

Chief of Staff

APPROVED:

Office of the Chief of Police

Distribution "D"

## Los Angeles Police Department Sworn Penalty Guide for Personnel Complaints

	LEGEND
В	Official Reprimand or Suspension of 1 to 5 days
	Beginning the first of the contagned of
D	Suspension of 11 to 15 days
F	Demotion; or both Suspension and Demotion
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classification of detective, sergeant or above.				
ALCOHOL RELATED (Other than DUI)		Second Offense	Third Offense	
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BIASED POLICING	First Offense	Second Offense	Third Offense	
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BODY WORN/DIGITAL IN-CAR VIDEO VIOLATION	First Offense	Second Offense	Third Offense	
FAIL REPROPERTY SOVERON SOLV WORT VILLEGES TO LINE				
Fail (Materivate Body (Worn) (Signal In-Car Wides as required by	Helius	3.64		
Inappropriately disable/deactivate Body Wom/Digital In Cal Video system	A-C, F	<b>86</b> \$	ESSON	
Duplicate or retain Body Worn/Digital In-Car-Video recording without authorization	Acor	87	* <b>:E86R</b> *:	

Intentionally damage Body Worn/Digital In-Car Video system

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	LEGEND		
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В	Official Reprimand or Suspension of 1 to 5 days		
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D	Suspension of 11 to 15 days		
F	Demotion; or both Suspension and Demotion		
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	First	Second	Third
DETENTION VIOLATION		Offense	Offense
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	First	Second	Third
DETRIMENTAL WORKPLACE BEHAVIOR	Offense	Offense	Offense
		-	
DISCOURTESY Company	First	Second	Third
DISCOURTESY-General	Offense	Offense	Offense
DISCOURTESY-Disability	First Offense	Second	Third
	Offense	Offense	Offense
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	First	Second	Third
DISCOURTESY-Ethnic	Offense	Offense	Offense
A discourteous act or statement; uttered, written, or transmitted	Andreas Andreas		
via any media, to or about another person, which is based upon	B-BOR	D-BOR	BOR
the actual or perceived race or ethnicity of another			