

**LOS ANGELES POLICE DEPARTMENT**  
**Supervisory Course LAPD Specific**  
**CurCode L408**  
**Expanded Course Outline**

**Instructional Goal:** To provide the student with an understanding of Supervisory Topics: focusing on application of leadership principals, policy, and procedure within ethical and legal parameters.

**Performance Objectives:** Using LAPD approved material, students will utilize learning activities, practice scenarios, and participate in field application of the following concepts:

- Know the different roles and responsibilities of a supervisor.
- Demonstrate an understanding of how our Department's guiding value of Reverence for Human Life needs to be the moral and ethical foundation of all our actions.
- De-escalation, tactics, Use of Force / reasonable force, proportionality, and officer safety.
- Well being of employees and a productive work environment.
- Consistent training to reinforce Department rules and expectations.
- Importance of positive recognition and reinforcement.
- Understand the importance of proactive leadership in identifying and addressing potentially problematic individual and group behavior and practices.
- Collaboration with other agencies, the community, and other stake holders to increase efficacy and efficiency.
- By the conclusion of the training, students will understand how the application of this training is in keeping with our Department's expectations, policies, philosophies, and community expectations.
  
- **References:** Instructors, facilitators and training supervisors shall ensure that current references are utilized. Distribute and Discuss Course Handouts and Guides Listed in Footnotes<sup>1</sup>

**I. USE OF FORCE REVIEW (2 hours)**

- A.** Review Current UOF Topics
  - 1. Legal Considerations
  - 2. Ethical Considerations
  
- B.** UOF Options
  - 1. Generally more stringent than the law
    - a. Comparison of law vs. policy
    - b. Community perception and trust
  
  - 2. Force Options

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<sup>1</sup> LAPD Special Order No. 29: Officer-Involved Shootings, In-Custody Deaths, or Injury Confidential Reports, December 2020

LAPD Department Manual Section 1/556.10, Policy on the Use of Force  
LAPD Directive 16: Tactical De-Escalation Techniques  
LAPD Training Bulletin: Volume XLVII, Issue 4, Command and Control

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- a. Less Lethal<sup>234567</sup>
- b. Lethal

**II. USE OF FORCE : CATEGORICAL VS NON\_CATERGORICAL (2 hours)**

- A. Categorical**
  - 1. Categorical Defined
  - 2. Reporting Requirements
- B. Non-Categorical**
  - 1. Non-Categorical Defined
  - 2. Level-1
  - 3. Level-2
  - 4. Reporting requirements

**III. Employee Relations Group (4 hours)**

- A. Functions and Responsibilities**
  - 1. Interactions between employees
  - 2. Interactions between employees and supervisors
- B. Discipline**
  - 1. Options and guidelines
  - 2. Employee rights

**IV. COMMAND AND CONTROL (1 hour)**

- A. Command and Control Concepts**
  - 1. Necessity for clear Command and Control during incidents
  - 2. Initial discussion of Command and Control duties
- B. Department Expectations**
  - 1. Expectation on non-supervisory employees
  - 2. Expectations of Department Supervisors
  - 3. Consequences of failing to exercise Command and Control

**V. LABOR RELATIONS (1 hours)**

- A. When does Labor Relations get involved**
  - 1. Prior to a labor related incident
  - 2. During a labor related incident

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<sup>2</sup> Office of Administrative Services Notice 1.3, Use of Less-Lethal Force Clarification, January 2018

<sup>3</sup> Use of Less-Lethal Force Clarification, Use of Force-Tactics Directive 5, Oleoresin Capsicum

<sup>4</sup> Use of Force-Tactics Directive 8, Baton

<sup>5</sup> Use of Force-Tactics Directive 4, Electronic Control Device

<sup>6</sup> Use of Force-Tactics Directive 6, Beanbag Shotgun

<sup>7</sup> Use of Force-Tactics Directive 17, 40mm Less Lethal Launcher

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3. After a labor related incident

**B. Functions**

1. Identification of key players and related issues
2. Advise Command for need and scope of Department resources

**VI. VEHICLE PURSUITS (2 hours)**

**A. Legal Precedents**

1. Circumstances to initiate a pursuit
  - a. Vehicle code
  - b. What crimes may result in a police pursuit
2. Pursuit Management
  - a. Balance test
  - b. Termination
  - c. Liability

**B. Intervention techniques**

1. Available options
2. When to utilize intervention techniques

**VII. MEDIA RELATIONS (1 hour)**

**A. Role of media**

1. Public's right to know
2. Transparency
3. Community Trust

**B. Department policy**

1. Legal right for media presence
2. Interaction with the media
3. Safety and access for media

**VIII. Hazardous Devices / HAZMAT (1 hours)**

**A. Guidelines for callout**

1. When to call
2. Procedures prior to arrival
3. Procedures after arrival

**B. Issues for Consideration**

1. Safety of community
2. Officer safety
3. Evidence preservation

**IX. RISK MANAGEMENT ISSUES (2 hours)**

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- A.** Discussion of common issues
  - 1. Identification of issues
  - 2. Options to deal with identified issues
  - 3. Risk reduction
  
- B.** REMAC
  - 1. Functions
  - 2. Benefits for Employee
  - 3. Benefit for Department
  
- X. MISSING PERSONS / JUVENILE PROCEDURES/ ABUSED CHILD UNIT (4 hours)**
  - A.** Missing Persons
    - 1. Critical Juvenile
    - 2. Non-Critical Juvenile
    - 3. Adult
  
  - B.** Juvenile Procedures
    - 1. Legal requirements
    - 2. Department requirements
  
  - C.** Abused Child Unit
    - 1. Legal requirements
    - 2. Investigations
  
- XI. AIR SUPPORT DIVISION (1 hour)**
  - A.** Mission of ASD
    - 1. Availability
    - 2. Communication
  
  - B.** Considerations
    - 1. Crime involved
    - 2. Weather
    - 3. Federal regulations
  
- XII. MENTAL EVALUATION UNIT (2 hours)**
  - A.** Functions
    - 1. History
  
    - 2. When deployed
    - 3. Benefit to patrol units
  
  - B.** Partnerships
    - 1. Integration with Department of Mental Health
    - 2. Liaison with hospitals, housing, and social services.

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- XIII. SUPERVISOR'S CHECKLIST AND LOGS (1 hour)**
- A. Checklist**
    - 1. Common equipment needed in the field
    - 2. Common paperwork and forms to keep on hand
  - B. Logs**
    - 1. Purpose of a log.
    - 2. Log layout and format.
    - 3. Need for review.
- XIV. Ride Along (16 hours)**
- A. Field deployment**
    - 1. Mentorship by current supervisors
    - 2. Familiarization with field activities
  - B. Administrative functions**
    - 1. Administrative duties
    - 2. Timelines
- XV. Force Investigation Division (3 hours)**
- A. Functions of FID**
    - 1. When is FID deployed
    - 2. Investigative responsibilities
  - B. Procedures**
    - 1. What to expect during an FID investigation
    - 2. Supervisor's responsibilities
- XVI. LGBTQ / HATE CRIMES (1 hour)**
- A. LGBTQ**
    - 1. Terms and explanation of terms
    - 2. Department expectations
  - B. Hate Crimes**
    - 1. Documentation
    - 2. Investigations
- XVII. COUNTER TERRORISM (2 hours)**
- A. Terrorism**
    - 1. Defined
    - 2. Current trends
  - B. Procedures**
    - 1. SAR report

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- 2. Investigations

**XVIII. HOMELESS ISSUES (1 hour)**

- A. Mission**
  - 1. Unit responsibilities
  - 2. Outreach
- B. Additional Resources**
  - 1. Coordination with mental health services
  - 2. Coordination with street services and sanitation

**XIX. Diversity Equity Inclusion (1 hour)**

- A. Concepts**
  - 1. Definitions
  - 2. History
- B. Application**
  - 1. Identify needs
  - 2. Implement measures in increase DEI.

**XX. Field Training Officer Program (1 hour)**

- A. Overview**
  - 1. Current program
  - 2. Recent changes and considerations related to probationary officers
- B. Supervisor's Duties**
  - 1. Sergeant's Weekly Report
  - 2. Assist in ensuring on-going progress

**XXI. PROFESSIONAL STANDARDS BUREAU (4 hours)**

- A. Initial Interview**
  - 1. Police Officers Bill of Rights
  - 2. Procedures
- B. Bias Policing**
  - 1. Definitions
  - 2. Procedures
- C. Complaints**
  - 1. Classifications
  - 2. Procedures
- D. Mediation**
  - 1. When applicable

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2. Procedures

**E. Workplace**

1. Common issues
2. Procedures

**F. Alternative Complaint Resolution**

1. When applicable
2. Procedures

**XXII. DEPLOYMENT PLANNING SYSTEM / TEAMS**

**(1 hour)**

**A. Deployment Planning System**

1. Implications for time-keeping
2. Procedures

**B. TEAMS**

1. Applications within TEAMS
2. Procedures

**XXIII. RIDE ALONG DEBRIEF AND LOGS**

**(2 hours)**

**A. Ride Alongs**

1. Debrief
2. What was learned?

**B. LOGS**

1. Review logs.
2. Discuss entries and suggestions.

**XXIII. SWAT**

**(2 hours)**

**A. History**

1. Why developed.
2. Successes and lessons learned.

**B. Operations**

1. When deployed.
2. Available resources.

**XXV. METRO K-9**

**(2 hours)**

**A. History**

1. Why developed.
2. Successes and lessons learned.

**B. Operations**

1. When deployed.
2. Available resources.

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**XXIV. MOBILE FIELD FORCE OVERVIEW AND PRACTICAL EXERCISE (4 hours)**

- A.** Mobile Field Force Overview
  - 1. Definitions.
  - 2. Procedures explained.
  
- B.** Practical Exercise
  - 1. Practice exercises.
  - 2. Supervisory responsibilities.

**XXV. INCIDENT COMMAND SYSTEM (2.5 hours)**

- A.** ICS
  - 1. Definitions.
  - 2. Importance.
  - 2. Procedures explained.
  
- B.** Practice Exercise
  - 1. Review of forms.
  - 2. Practice filling out forms.
  - 2. Supervisory responsibilities.

**XXVI. LIEUTENANTS PANEL (1.5 hours)**

- A.** Watch Commander Perspectives
  - 1. Expectations of Watch Commanders.
  - 2. Open discussion.

**XXVII. LEADERSHIP VS. MANAGEMENT (2 hours)**

- A.** Perspectives
  - 1. Differences.
  - 2. Benefits.

**XXVIII. COURSE DEBRIEF AND EVALUATION (2 hours)**

- A.** Review and debrief course
  - 1. Review materials and topics of the course.
  - 2. Open discussion