

LOS ANGELES POLICE DEPARTMENT
Watch Commander School
1850-10822
Expanded Course Outline

Instructional Goal: To provide the student with a working knowledge of Watch Commander's roles in the notification process.

Performance Objectives: Using lecture, group discussion, and learning activities the students will:

- Understand purpose of the notification process
- Identify functions of the notification process
- Identify common errors made when making notification process
- General Guideline Information
- Who to Notify
- When to Notify
- How to notify (Commanding Officer)
- How to notify (Detectives)
- Department Command Post (DCP) reportable incident
- Morning report
- Distribute and Discuss Course Handouts and Guides Listed in Footnotes¹
- Demonstrate an understanding of how our Departments guiding value of Reverence for Human Life is a moral and ethical foundation of de-escalation, tactics, reasonable force, and Officer safety.

Day-1

I. Roll Call-WC Cadre

0700-0800 (60 Min)

- A. Student Introduction
 - 1. Name
 - 2. Background
- B. Start of Watch
 - 1. Roll Call
 - a. Assign officers to units
 - b. Read Rotator
 - c. Debrief critical/tactical incidents from the day prior or currently ongoing

¹ LAPD Special Order No. 29, 2020: Officer-Involved Shootings, In-Custody Deaths, or Injury Confidential Reports
LAPD Department Manual Section 1/556.10, Policy on Use of Force
LAPD Directive 16: Tactical De-Escalation Techniques, October 2016
LAPD Training Bulletin: Volume XLVII, Issue 4, Command and Control, July 2018

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- d. Mandated Training, including online training
- 2. Crime intel or other pertinent information dissemination
- C. POST Roll Call
 - 1. Conduct WATCH START at ACC
 - 2. ACTUALIZE worksheet
 - 3. Post ACTUAL worksheet on Check-in clipboard
 - 4. Write HOURS on daily worksheet
 - 5. Complete PLANNED worksheet for next day
 - 6. Complete Watch Commander's Daily Report
 - 7. Master Key (control and access)
 - 8. Security Checks

II. Tools and Strategies for Success-WC Cadre

0800-0900 (60 Min)

- A. Introduction
 - 1. Importance of being
 - 2. Policies and procedures related to UOF²
 - 3. Fairness and impartiality
 - 4. Body Worn Video
- B. Video Presentation
 - 1. Video of "Marquise Hudspeth" shooting
 - a. Camera angles
 - b. Suspect actions

² LAPD Directive 16: Tactical De-Escalation Techniques, October 2016
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2. Video of Las Vegas PD shooting
 - a. Camera Angles
 - b. Suspect actions
- C. Watch Commander Duties
 1. Ensure Department policies and procedure are followed
 2. Verify accuracy and thoroughness
 3. Maintain communication to command

III. Personnel Complaints Potentially Related to Use of Force Reports

0900-1000 (60 Min)

- A. Review UOF incidents
 1. Summarize information regarding UOF incidents and push up to Command.
 2. Review UOF reports
- B.
 1. Identify and address issues with UOF incidents
 2. Initiate complaint if not already done.

IV. Worker's Compensation and Sick Issues-Medical Liaison Section

1000-1200 (120 Min)

- A. Discussion: Form 1.30, Form General 195 (used for IOD and NIOD injury or illness), Form 5020 form and the DWC 1 form
 1. Reinforce the responsibilities of the Watch Commander when handling employee's work-related illness and/or injury.
 2. Distribute handouts containing contact information for Medical Liaison Section (MLS), Return to Work Section (RTWS), the Third-Party Administrators, case studies and other pertinent information.
 3. If injury or illness is a result of the job, employees are entitled to workers' compensation benefits:

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4. The DWC 1 must be given to the injured or ill employee within 24 hours from supervisor's knowledge of work-related injury.

B. Blood borne Pathogens

1. Identify Blood borne Pathogens Exposure Protocol
2. An exposed employee must immediately be taken to Medical Services Division (MSD) for treatment during business hours & Jail Dispensary during non-business hours.

V. Return to Work-Return to Work Section 1300-1400 (60 Min)

A. Special Order #7

1. Object is to return employees on Injured to On-Duty Status back to work
2. Transfer to Personnel-Return to Work Section (180 days)
3. Limit temporary restrictions to 180 days

B. Reasonable Accommodation Process -"Can We Accommodate"

1. Interactive Process
2. Temporary vs Permanent restrictions
3. RAA Documentation
4. Options for employees regarding permanent restrictions
5. Reintegration process

VI. Watch Commanders Log 1400-1500 (60 Min)

A. Completion of Report- Watch Commander's (W/C) Daily Report (aka W/C Log)

1. The form SHALL be used by all W/C's to report significant activities to his/her commanding officer(s) at their respective Areas/Division

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2. It is a written account of each (12) hour shift. The document should capture all notable incidents that occurred during the time frame and paint a picture for the commanding officer

B. Mandatory Information included in the W/C Daily Log

1. Shootings
2. Use of Force
3. Unusual arrest
4. Hate Crimes
5. Missing Juvenile when Command Post is set up
6. Special Events
7. VIP's/Significant Visitors/Unusual Interest
8. Outside law enforcement activity in the area
9. Attach related reports

VII. Missing Persons/Child Abductions - FBI 1500-1600 (60 Min)

A. Critical Missing Child and Abduction Response Procedures

1. LAPD Departmental and State requirements
2. Internal Departmental, State, Federal, and None Governmental Organizations resources
3. Amber/Care/Silver Alert Procedures
4. Notifying the media
5. Research on Child Abductions
6. FBI Child Abduction Rapid Deployment Teams

VII. Day-2 Missing Persons/Child Abductions – FBI 0700-0900 (120 Min)

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VIII. Personnel Incidents 0900-1100 (120 Min)

- A. Timely response
 - 1. The expectation is that watch commanders shall respond to critical incidents and take appropriate control.
 - 2. Incident Command System (ICS)
- B. Examples of Critical Incidents
 - 1. Categorical Use of Force Incidents
 - 2. Officer-involved shootings
 - 3. All uses of an upper body control hold by a Department employee
 - 4. All deaths while the arrestee or detainee is in custodial care of the Department (also known as In-Custody Death (ICD))
 - 5. Use of force incidents resulting in death
 - 6. A use of force incident resulting in an injury requiring hospitalization
- C. Command and Control Move-Up System (CCMU)³
 - 1. CCMU is utilized to provide adequate supervisory personnel to an area's patrol operations when the on-duty personnel have, or will, become overwhelmed by a significant event (such as an OIS or other catastrophic incident unique to that geographic area).
 - 2. CCMU is generally not for use in an unusual occurrence which has widespread impact (e.g. multiple geographic areas or Citywide) Purpose is to provide adequate supervisory personnel to continue routine operations at the area while regular personnel assume those compelling duties related to the emergency. Generally, this will include two supervisors and two police officers.
 - a. Activation is accomplished through a notification to the Communications Division watch commander.

³LAPD Operational Order No. 11, 2000: Command and Control Move-Up System

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- b. CCMU may be initiated by the watch commander or commanding officer of the involved Area, the Communications Division watch commander, the involved Bureau Commanding Officer, the watch commander of the DOC or RACR Division or the Director of Emergency Operations if the DOC is activated.

IX. Crime Strategies 1200-1400 (120 Min)

- A. Procedures for handling incidents involving Department employees
 - 1. Employees in distress
 - 2. Internal Affairs Group (IAG) Callouts
 - 3. Employees arrested
 - 4. Personnel Complaints
- B. The primary piece of advice for these three types of critical incidents is to respond ASAP.
- C. Employees in distress
 - 1. There might be no more critical role for the WC
 - 2. The employee who has suffered a family loss, been involved in a traffic collision, has a sick child, etc.
 - a. Ensure you are “managing” not “handling” the situation
 - b. Bring a Sergeant with you
 - c. Utilize outside resources if appropriate such as: Behavioral Science Section (BSS), Department Chaplin Service or religious people they are familiar with, and other family/friends

X. Reviewing of Watch Commander Logs 1400-1500 (60 Min)

- A. What is the Watch Commander’s role in Crime Control?

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1. Situational awareness – know the crime in your division (trends and emerging) and anything specific to your watch.
 2. Support the missions assigned by your chain of command.
 3. Respond to emerging trends by creating necessary missions and assigning watch assets as appropriate.
 4. Keep an open line of communication with detectives and Divisional specialized units (VICE, GED, SPU, etc.)
 5. Participate in scheduled Crime Control Meetings (daily or weekly)
 6. Know who is active in your division (i.e. other resources, units or divisions – CSOC, task forces, Metro, etc.)
 7. Keep your C/O in the loop
- A. Review log
1. Ensure complete
 2. Ensure accuracy
- B. Submit log
1. Attach related paperwork
 2. Sign and submit log

XI. Use of Force Overview and De-escalation - Tactics Unit

1500-1600 (60 Min)

- A. Introduction and Overview
1. Instructor introduction
 2. Course overview
 - a. Use of force definitions
 - b. Use of force policy

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- c. Use of force concerns and issues
3. Non-Categorical Level I and II investigations (3/792.05)
4. Use of Force reporting and report form
- B. Definitions
 1. Objectively Reasonable ⁴
 2. The legal standard used to determine the lawfulness of a use of force is the 4th Amendment to the U.S. Constitution (See Graham versus Conner, 490 U.S. 386 (1989))
 - 3.. The reasonableness of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight
- C. Factors used to determine reasonableness
 1. Seriousness of the crime or suspected offense
 2. Level of threat or resistance presented by the subject
 3. Whether the subject was posing an imminent threat to officers or a danger to community
 4. Potential for injury to citizens, officers or subjects
 5. Risk or apparent attempt by the subject to escape
 6. Conduct of the subject being confronted (as reasonably perceived by the officer at the time)
 7. Time available to an officer to make a decision
 8. Availability of other resources

⁴ LAPD Department Manual Section 1/556.10: Policy on Use of Force

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9. Training and experience of the officer
10. Suspect's proximity or access to weapons
11. Officer versus subject factors such as age, size, relative strength, skill level, injury/exhaustion and number officers versus subjects
12. Environmental factors and/or other exigent circumstances

D. Deadly Force

1. Defined as that force which creates a substantial risk of causing death or serious bodily injury
2. Reverence for human life – last resort
3. Imminent - defined as "Near at hand; impending; on the point of happening." (Black's Law Dictionary)

E. Serious Bodily Injury

1. California Penal Code Section 243 (f)(4)
2. Serious Bodily Injury
 - a. Loss of consciousness
 - b. Concussion
 - c. Bone fracture
 - d. Protracted loss or impairment of function of any bodily member or organ
 - e. A wound requiring extensive suturing or serious disfigurement

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Day-3
XII. Non-Categorical Uses of Force / Categorical Uses of Force – FID
0700-0900 (120 Min)

- A. Prior to the incident ensure knowledge
 - 1. Policies and Procedures
 - 2. Training
 - 3. Reverence for Life and De-escalation (PATROL)
 - 4. Tactical De-escalation Techniques
 - 5. Command and Control

- B. Process of the Categorical Use of Force
 - 1. The Use of Force process
 - 2. Compelled statements
 - a. Bifurcation
 - b. Admin / Criminal
 - c. Lybarger / Garrity
 - 3. COP brief
 - 4. UOFRB
 - 5. Supervisory responsibilities
 - 6. BWV / DICVS
 - a. Policy
 - b. Supervisors responsibility at scene
 - c. Review of video
 - 7. Public Safety Statement

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C. HAYES

1. Supreme Court of California. Chelsey HAYES, a Minor, etc., Plaintiff and Respondent, v. COUNTY OF SAN DIEGO et al., Defendants and Appellants. No. S193997. August 19, 2013
2. The reasonableness of the deputies' pre-shooting conduct should not be considered in isolation, however; rather, it should be considered as part of the totality of circumstances surrounding the fatal shooting of Shane." (Emphasis in original)
3. Did your decision make the use of deadly force unreasonable?

XIII. Probation Rating- Field Officers Training Unit 0900-1000 (60 Min)

A. FIELD TRAINING PROGRAM OVERVIEW

1. Regular Basic Course recruit training
 - a. 24 weeks -6 months
 - b. Emphasis on basic police skills
 - c. Criminal law and policies
2. Structured Field Training Program Period (SFTPP)
 - a. Shall remain in 24 weeks closely supervised training
 - b. Exempt: Peace Officer Standards and Training (POST) Basic Certificate / POST FTP
 - c. Extension of SFTPP
 - d. Final Probationary Period (FPP) (28 Weeks)

B. WATCH COMMANDER'S RESPONSIBILITIES IN ADMINISTRATION OF THE FTP

1. Ensuring sergeants complete the SWR for probationary officers on their watch

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2. Reviewing and signing all PPOWERS for all probationary officers assigned to the watch, no later than the last day of the rating period
3. Ensure the PPOWER is reviewed and signed by the probationary officer within seven calendar days after the rating period
4. Documenting significant observations or discussions involving a probationary officer's performance, progress or training
5. Apprising the commanding officer and the Area training coordinator of a probationary officer's serious or continual deficient performance or other concerns related to training

XV. Pursuits - Emergency Operations Division Pursuit Review
1000-1200 (120 Min)

- A. LAPD Pursuit Policy
 1. Initiation of a Pursuit. Department Manual 1/555.10
 2. Control of a Vehicle Pursuit. Department Manual 4/205.10
 3. Additional considerations
 - a. The Balance Test. Department Manual 1/555.10, 4/205.17, S.O. #21
 - b. Additional Units in the Pursuit. Department Manual 4/205.10, S.O. #15
 - c. Air Unit Tracking. Department Manual 4/205.15
 - d. Pursuit Communication
 - e. Vehicle Intervention Techniques. S.O. #6 2005
 - f. Post-Termination Tactics.
 4. When should a Watch Commander intervene?
- B. Adjudication Process

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1. Days from Area
2. Days from Bureau
3. What happens when there is a disagreement between Area's and Bureau's and CTSOB.

XV. Critical Incident Management- EOD / MIRT 1300-1400 (60 Min)

- A. Introduction
 1. Emergency Operations Division, Emergency Management Section
 2. Major Incident Response Team (MIRT)
 3. (213)486-5730
- B. Review of ICS
 1. Why does LAPD use ICS?
 2. Discussion of ICS Form 201 and Review Elements (events vs. incidents)
- C. Review of Department Reference Guides and Policies
 1. Divisional Standing Plans
 2. Emergency Operations Guide- Overview
 3. Inclusionary Standard Operating Procedures (SOP) – Law Suit and Requirements
 4. Tactical Alerts
 5. After Action Reports
 6. Minimum Operation Force
 7. Command and Control Move Up

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8. Mobilization

XVI. Hydra Simulation Activity 1400-1600 (120 Min)

- A. Priorities for a newly promoted Watch Commander
1. Develop a plan with general ideas on how to improve recap and to identify / address morale issues
 2. Develop a plan with general ideas on how to improve recap and to identify / address morale issues
 3. Identify steps which can be taken to address chronic sick time abuse
 - a. Conducting a “sick check” – Why and when?
 - b. Getting to the root cause of sick time abuse
 - c. Solutions to sick time abuse
 - d. Definition of chronic sick time abuse
 - e. Department policy regarding sick time usage
 - f. Identifying patterns of sick time usage
 4. Identify steps which can be taken to increase officer productivity and general shift morale
 - a. Understanding / Empathizing the issues
 - b. Recognizing the good – highlighting officer achievements
 - c. Rewarding good behavior
- B. Signs of substance abuse and responsibilities of a Supervisor
1. Staying ahead of the problem – recognizing precursors to substance abuse
 2. Repercussions of ignoring the problem

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3. Resources available to employees
4. Assessment – are the resources adequate or antiquated
- C. Poor report writing and broader implications
 1. Case rejected by the courts / delays the criminal justice system
 2. Identify training or morale issue - solutions for both
- D. Defining Sexual Harassment and setting defined parameters of appropriate behavior between supervisors and subordinates
 1. Identify precursors to sexual harassment / stop it before it starts
 2. Borderline sexual harassment vs sexual harassment
 3. Identify the difference between flirting and sexual harassment
 4. Identify the dangers of sexual harassment in the workplace
 - a. City liability
 - b. Implications on the employees involved and on the periphery
 5. Describe immediate strategies to prevent sexual harassment
 - a. Discussion - Department policy relating to sexual harassment
 - b. Training employees to prevent and report sexual harassment
 - c. Enforcing policy without exceptions
 - d. Vigilance
- E. Tasks
 1. Tasks are designed to elicit the decision-making process
 2. Each task outlines an objective
 3. Tasks are based on training objectives identified and outlined by the LAPD command staff and curriculum coordinators prior to scenario development
- F. Decision Logs

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1. Tasks are designed to elicit the decision-making process
2. Each task outlines an objective
3. Tasks are based on training objectives identified and outlined by the LAPD command staff and curriculum coordinators prior to scenario development

G. Commensurate Rationales

1. Commensurate rationales are the “why” for the decisions made
2. Each team, upon making a decision, must provide a reason for that decision

H. Communications

1. The communication logs serve as an important record of the information requested by teams during the exercise
2. When needed, each team can communicate their needs through this log by means of the Hydra computer (e.g. a team is requesting the daily deployment of officers in a certain area or division)

I. Key Learning Points

1. Understanding the Department policy and resources available to a troubled employee
2. Identifying what we as the Department are doing right
3. What areas we can improve
4. Minimizing legal risk to the Department
5. Establish healthy ways of generating trust within the chain of command and airing out rumors
6. Identify best practices
7. Approaching a problem from a different perspective
8. Encourage the ethical decision-making process

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Day-4

XVII. Hydra Simulation Activity Continued 0700-0900 (120 Min)

XVIII. RMIS-Teams II 0900-1100 (120 Min)

- A. TEAMS II RMIS Action Item Overview
 - 1. What is an Action Item
 - 2. Why are they created

- B. Risk Management Information System Overview
 - 1. Goal of the Early Warning System
 - 2. Consent Decree Policy Review of TEAMS II RMIS
 - 3. Employee TEAMS Report Data Correction

- C. RMIS Management Tools-Action Items
 - 1. Action Items Learning Activity
 - 2. Supervisor Action Item
 - 3. Transfer Action Item
 - 4. Performance Evaluation Report Action Item
 - 5. RMIS (Threshold) Action Item

XIX. Media Relations Activity - Media Relation 1200-1400 (120 Min)

- A. Topic Overview
 - 1. Goals
 - 2. Objectives
 - 3. CAPRA and the New Training Model
 - 4. Performance documents as leadership instruments

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5. Counseling Model with Active Listening - Communication Skills
6. Writing and serving meaningful and memorable performance documents
- B. The Foundation-Mission Vision Values
 1. Core Values
 2. Integrity in All We Say and Do
 3. Service to Our Communities
 4. Quality Through Continuous Improvement
- C. Mission Statement
 1. Safeguard Lives and Property
 2. Reduce Fear and Incidence of Crime
 3. Enhance Quality of Life
 4. Improve Quality of Life
- D. Vision
 1. A City Free from Crime
 2. A City Free from Disorder
- E. CAPRA - Understanding Our Clients
 1. Department
 2. Historical Perspective (the good, bad and ugly)
 3. Transparency
 4. Settlement Agreements
 5. Sound - bites - who can give them
 6. Press Conferences- who can call them
 7. Policies

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F. The Media

1. First Amendment
2. The Free Press
 - a. For Profit and Competitive
 - b. The “New” News Cycle
3. News vs. Entertainment
 - a. Credentialing (Who and Why)
 - b. Fringe Media
 - c. Reinventing itself
 - d. The Public
 - e. Memory (What will they remember)
 - f. Media Market (English, Spanish, Korean)
 - g. How to reach the masses
4. Senate Bill 98 – Media Access during public demonstrations - Effective January 1, 2022
 - 1 Intent to achieve parity with CA Penal Code 409.5
 2. Media access to emergency field command posts, police line, or rolling closure
 3. Police cannot intentionally assault, interfere, or obstruct members of the media
 4. Members of the media cannot be cited or arrested for failing to disperse but subject to arrest for other crimes
 5. Arrests for 148 PC
 6. A detained member of the media shall have ability to talk to a Dept supervisor if so requested
 7. What is a duly authorized member of the media?
 8. What are valid media credentials?

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- G. Acquiring and Analyzing
 - 1. Us versus Them
 - 2. Why we have Conflict
 - 3. Friend or Foe
 - 4. Command Post
 - 5. Crime Scenes
 - 6. Misquotes
 - a. Why you remember them
 - b. What we can do
 - 7. The law
 - a. The Policy
 - b. How it works
 - 8. No Comment
- H. Capra- Partnerships
 - 1. Exclusives
 - a. When to do Exclusives
 - b. Why Exclusives Make People Angry
 - 2. Spanish Speaking Media
 - 3. Using the Media to Solve Crime
 - 4. 1-877-LAPD-24-7
 - 5. Texting to Crimes
 - 6. Web tips
 - 7. Rewards

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- I. Capra- Response and Assessment
 - 1. Crespo V. City of Los Angeles ⁵
 - 2. www.Press@lapd.online
 - 3. Lapdonline.org
 - 4. Involving Media in Training
 - 5. Things a watch commander can do
 - 6. Nuts and Bolts Stuff
 - 7. Setting up Presser
 - 8. Call Media Relations section
 - 9. Power lines and Live Media Trucks (With telescopic masts)
 - 10. Get a knowledgeable Spanish Speaker
 - 11. Body Language

XX. Uniform Crime Reporting - CompStat Division 1400-1600 (120 Min)

- A. Summary of Uniform Crime Reporting Program
 - 1. Recognizing a need for national crime statistics
 - 2. Developed a system for collecting uniform police statistics
- B. Most appropriate measure
 - 1. Offenses known to law enforcement
 - 2. Basis of crimes to be evaluated
 - a. Seriousness

⁵ Al Crespo V. City of Los Angeles, Federal Case No. CV 00-08869, 2001

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- b. Frequency of occurrence
 - c. Geographic pervasiveness
 - d. Likelihood of being reported
3. Part -1 Crimes reported to the FBI under the UCR Program
- a. Homicide
 - b. Rape
 - c. Robbery
 - d. Aggravated Assault
 - e. Burglary
 - f. Motor Vehicle Theft
 - g. Theft / Larceny
 - h. Los Angeles Fire Department (LAFD) reports Arson statistics to the UCR Program
 - i. Human Trafficking (coming soon) - Commercial Sex Acts and Involuntary Servitude
 - j. Note – the only Part II crime required to be reported under the UCR Program is Simple Assault
- C. In 1930, U.S. Attorney General appoints FBI as overseers of UCR program
- 1. Participation is voluntary
 - 2. California DOJ chose to participate
 - a. Penal Code Section 13020 mandates all Law Enforcement Agencies to report their Part I Crimes to California Department of Justice (CAL DOJ)
 - b. CAL DOJ chose the UCR Program Summary Reporting System (SRS) as the method in which California shall report their crime.

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- c. Crime Class Codes are Agency specific
 - d. Crime Class Codes are used for querying system and tracking
3. Penal Code vs. Uniform Crime Reporting
- a. Crime Classification is based on what is known at the time to law enforcement
 - b. Title the crime reports and make arrests based on California Penal Code
 - c. Determine appropriate crime classification in accordance with UCR guidelines
 - d. UCR Crime Classification does not always match Penal Code
- D. Uses of the UCR Crime Data
- 1. Purpose of UCR
 - 2. Standardization of crime reporting data
 - 3. Establish a baseline for Historical Data
 - 4. Entities utilizing Crime Data
 - a. Law Enforcement
 - b. Chambers of Commerce
 - c. Tourism Agencies
 - d. Universities / Academics
 - e. Community
 - f. Media

Day-5
XX. Uniform Crime Reporting Continued

0700-0900 (120 Min)

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ECO 8/31/22-TD, IDU

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XXI. TERRORISM AWARENESS - MCD 0900-1000 (60 Min)

- A. Overview of Major Crimes Division
 - 1. The primary objective of Major Crimes Division is the prevention of significant disruptions of public order in the City of Los Angeles.
 - 2. Major Crimes Division is the prevention component of the City's anti-terrorism effort. It is connected to several other functions in terms of supplying appropriate intelligence information.
 - 3. The Board of Police Commissioners authorizes Major Crimes Division to investigate individuals or groups who plan, threaten, finance, aid, abet, attempt or perform unlawful acts which threaten public safety

- B. Terrorism Response and Prevention
 - 1. TLO Program / Terrorism Screening Center (TSC)
 - 2.. Suspicious Activity Reports (SAR) / Terrorism Indicators

- C. Watch Commander's Responsibilities
 - 1. Ensure that officers call the TSC and be prepared to answer questions regarding the incident.
 - 2. Contact MCD if you have any questions

XXII. Building Community Relationships – CRD/Lunch 1000-1300 (120 Min)

- A. The Need for CRD
 - 1. CRD community involvement and engagement
 - 2. How does CRD help the community and the Department

- B. Effects of Effective Community Engagement

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1. Partnership with Community
2. Community Trust
3. Crime Reduction

XXII. Continued Building Community Relationships-CRD 1300-1400 (60 Min)

XXIII. Command Expectations 1400-1500 (60 Min)

- A. Commanding Officer Expectations of Watch Commanders
 1. Trust in Making the Right Decisions
 2. Adherence to Legal and Department Standards
- B. Leadership
 1. Proactive Leadership
 3. Effective Management

XXIV. Crowd Control for Watch Commanders 1500-1600 (60 Min)

Instructional Goal: To provide supervisors the opportunity to review policy, procedures, and laws related to public assemblies. Provide supervisors with key considerations when deployed as a Mobile Field Force Leader and/or a Squad Leader.

- A. CROWD MANAGEMENT AND CONTROL**
 1. Introduction
 2. Crowd Management vs. Crowd Control
 3. Protection of first amendment
 - a. Obtain voluntary compliance
 - b. Minimize enforcement action
 - c. Reverence for human life
 - d. Restore and maintain order
- B. DISPERSAL ORDERS, LAWS, AND POLICY**
 1. Review of Dispersal Order
 - a. Unlawful Assembly 407 P.C.

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- b. Two or more persons assemble to do an unlawful act or to do a lawful act in a violent, boisterous or tumultuous manner.
- c. Dispersal Order Declaration is based on reasonable and articulable facts, that an unlawful assembly exists.
 - 1) Sound Truck, Bullhorn, P.A. System.
 - 2) Videotape, Signage, repeat multiple times (in English and other languages).
 - 3) Document the person, time, and location when the Dispersal Order was given.
- d. Review 409 P.C .and 416 P.C.

C. DOCUMENTATION/BWV

- 1. Review the Use of Force documentation on the ICS 2.14 form.
- 2. Document the Dispersal Order
- 3. BWV Narration
- 4. Less-Lethal

D. SUPERVISOR CONSIDERATIONS

- 1. Squad Leader considerations for MFF pre-deployment:
 - a. Review basic squad formations (skirmish line, blocking forces, arrest circles, mass arrest, and modified PAT).
 - b. Insure proper spacing amongst officers on the skirmish lines.
 - c. Pick the two tenured officers as your linebackers, they will make your job easier.
 - d. Review the Use of Force Policy, especially the Less-lethal Directives with your squad.
 - e. Review the minimal and maximum effective range with your officers. of the 40mm and 37mm.
 - f. Pick the right officers that are very familiar with the Use of Force Policy to be your Less-lethal officers.
 - g. Insure the Less-lethal Officers step in front of the skirmish line if they are deploying it at a suspect. Also make sure that their face shield is up, and they have proper eye pro, recently Less-lethal Officers with the 40mm have been striking their shields with the hammer.
 - h. Make sure the officers are aware of the target area, recently there has been several critical incidents where suspects were hit in the face and groin.
 - i. Make sure that the Officers narrate on their BWV each deployment of their Less-lethal and strikes/pushes. The BWV will really help the officers in possible complaints, critical incidents, and civil litigation.
 - j. Remind officers to give specific instructions to the protestors. It will help with civil litigation.
- 2. Squad Leader considerations once deployed:

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- a. Make sure you maintain Command & Control of your squad.
 - b. Make sure you have enough personnel to accomplish the mission, it's okay to redeploy your squad. Don't take on too much and become the problem.
 - c. Make sure officers are repeating the commands, the communication is key.
 - d. It's okay to question your MFF Leader in a professional way if the task is too much.
 - e. Make decisions out there, help the MFF Leader by looking ahead for example, conducting blocking forces up ahead. (Look for work)
 - f. Avoid staying stagnant, keeping officers in front of crowd for a long period with the indecision to push or arrest a crowd is not good.
 - g. Take care of your squad, get them relief.
 - h. Ask if less-lethal (37mm) is authorized via the radio.
3. Squad Leader considerations post-deployment:
- a. Unsure all your officers are okay, document any injuries to officers on IR's.
 - b. Make sure you document all the applications of force on the 2.14's. Any less-lethal, pushes, or strikes.
 - c. Make sure you document who authorized the 37mm on your 2.14.
 - d. Debrief with your squad and learn from the incident.

E. SQUAD FORMATIONS AND TACTICS

1. Squad Formations, Mass Arrest, Caravan Looting, and Mobile Tactics.
 - a. Squad formation reviews and hand signals.
 - b. Mass arrest considerations and responsibilities.
 - c. Caravan Looting review.
 - d. Mobile Tactics review.