

INTRADEPARTMENTAL CORRESPONDENCE

July 19, 2023
14.2

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

SUBJECT: PEACE OFFICER STANDARDS AND TRAINING AUDIT 2022
(AD NO. 22-008)

RECOMMENDED ACTION

It is recommended that the Board of Police Commissioners REVIEW and APPROVE the attached Peace Officer Standards and Training Audit 2022.

DISCUSSION

Audit Division conducted the Peace Officer Standards and Training Audit 2022 to evaluate the performance of the Department relative to selected mandated training.

If additional information regarding this audit is required, please contact Police Administrator Sharon Sargent, Acting Commanding Officer, Audit Division, at (213) 486-8480.

Respectfully,



MICHEL R. MOORE
Chief of Police

Attachment

PEACE OFFICER STANDARDS AND TRAINING AUDIT
Conducted by Audit Division
2022

OVERVIEW

In accordance with the Los Angeles Police Department (Department) 2022 Annual Audit Plan, Audit Division conducted a Peace Officer Standards and Training (POST) Audit. The purpose of the audit was to evaluate the performance of the Department relative to selected mandated training for sworn employees.

The Department's compliance rates are as follows:

- The Field Training Officers (FTOs) who were actively training probationary officers completed the FTO Basic Course 100 percent of the time [*Objective No. 1(a)*]; and,
- The FTOs who were actively training probationary officers completed the FTO Update Course 97 percent of the time [*Objective No. 1(b)*].

BACKGROUND

In 1959, the California Legislature established the Commission on POST to set minimum selection and training standards for California law enforcement. The POST regulates education and training to foster professionalism and competence of law enforcement officers.

SCOPE AND METHODOLOGY

Auditors assessed the FTO requirements to evaluate the Department's completion of the required training. To verify POST compliance of the FTO Basic Course and FTO Update Course as of June 2022, Areas provided Department rosters of FTOs who were actively training Police Officer (PO) Is. Auditors tested the total population of 414 for Objective No.1(a). For Objective No. 1(b), FTOs that completed the FTO Basic Course less than three years ago were removed from the population resulting in a population of 267.

Table No. 1 – Summary of Findings by Objective

Objective No.	Objective	Number Meeting Standard/ Evaluated	Percent Meeting Standard
1	Field Training Officers' Training Completed		
1(a)	FTO Basic Course	414/414	100%
1(b)	FTO Update Course	260/267	97%

DETAILED FINDINGS

Objective No. 1 – Field Training Officers' Training Completed

The Department's Field Training Program is a mandated POST certified course for FTOs. Certified PO IIIs are responsible for training and evaluating probationary officers. Following

their appointment, FTOs are required to take a 40-hour POST Certified FTO Basic Course, and a 24-hour FTO Update Course every three years thereafter.

Police Officer IIIs with FTO assignments who are on loan, on leave, or have assignments other than training probationary officers, are exempt from the FTO Update Course.

Objective No. 1(a) – FTO Basic Course

Criteria

California Code of Regulations, Title 11, “Law,” Division 2, “Commission on Peace Officer Standards and Training,” Article 1, “General,” Section 1004, “Field Training Program,” states:

(d) Field Training Officer (FTO) Training Requirements

(1) Every newly appointed FTO shall:

(A) Successfully complete a POST-certified Field Training Officer Course (as set forth in Commission Procedure D-13) prior to training new officers.

Audit Procedures

Auditors reviewed the Training Evaluation and Management System (TEAMS) II to verify if active FTOs completed the required 40 hours FTO Basic Course.¹ If the training records exhibited the completion of the FTO Basic Course, then the Department met the standard for this objective.

Findings

Each of the 414 PO IIIs (100 percent) assigned as FTOs to train probationary officers met the standard for this objective.

Objective No. 1(b) – FTO Update Course

Criteria

California Code of Regulations, Title 11, “Law,” Division 2, “Commission on Peace Officer Standards and Training,” Article 1, “General,” Section 1004, “Field Training Program,” states:

(d) Field Training Officer (FTO) Training Requirements

(1) Every newly appointed FTO shall:...

(B) Complete 24-hours of update training every three years following completion of the Field Training Officer Course. The update training shall be satisfied by:

¹ The TEAMS II provides Department employees with various personnel information.

1. Completing a POST-certified Field Training Officer Update Course (as set forth in Commission Procedure D-13); or,
2. Completing 24-hours of department-specific training in the field training topics contained in the Field Training Officer Update Course (as set forth in Commission Procedure D-13).

Audit Procedures

Auditors reviewed the TEAMS II to verify if active FTOs completed the required FTO Update Course. If training records exhibited completion of the FTO Update Course within three years of completing the FTO Basic Course, then the Department met the standard for this objective.

Findings

A total of 260 of the 267 PO IIIs (97 percent) assigned as FTOs to supervise probationary officers met the standard for this objective.

The seven PO IIIs assigned as FTOs that did not meet the standard are listed in Table No. 2.

Table No. 2 – Objective No. 1(b) Findings by Area

Area Assigned	Findings
Mission Area	2
Hollenbeck Area	4
Foothill Area	1
Total	7

RECOMMENDATION

It is recommended that the Office of Operations take the necessary steps to ensure that PO IIIs with FTO assignments who lack the Basic FTO and/or FTO Update Course requirements are not allowed to oversee and evaluate probationary officers. Those PO IIIs should get up-to-date with the appropriate training courses or deselected from their position.

ACTIONS TAKEN/MANAGEMENT'S RESPONSE

The audited entities were in general agreement with the findings and submitted a 15.2 response, which is attached as an addendum to this report.

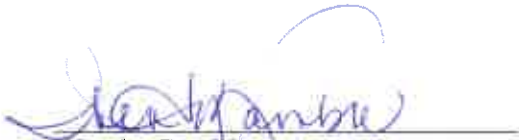
Five of the seven PO IIIs assigned as FTOs have completed the FTO Update Course. The remaining two FTOs have promoted to Sergeant I and no longer require the FTO Courses for their current position.

APPENDIX I

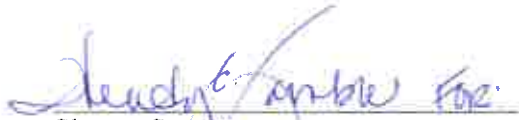
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Joel Cortez
Project Manager, Audit Division
Police Performance Auditor III



Wendy Gambie
Officer-In-Charge, Audit Division
Police Performance Auditor IV



Sharon Sargent
Acting Commanding Officer
Audit Division

INTRADEPARTMENTAL CORRESPONDENCE

May 2, 2023
11.2

TO: Commanding Officer, Audit Division

FROM: Assistant to the Director, Office of Operations

SUBJECT: 2022 PEACE OFFICER AND STANDARDS TRAINING AUDIT RESPONSE

Audit Division (AD) conducted a Peace Officer and Standards and Training (POST) Audit to evaluate the performance of Department policies and procedures relative to selected Department-wide mandated trainings for sworn employees.

This audit examined the POST's requirement to complete Field Training Officer (FTO) Basic Course and FTO Update Course (every three years subsequently) prior to actively training probationary officers. The population of FTO's examined in this audit was compiled from FTO's lists maintained by each of the 21 Area Training Units as of June 2022.

After review of the draft report, it was determined that the Office of Operations is in general agreement with AD for Objectives No. 1(a) and No 1(b).

Table No. 1 – Summary of Findings (Department-wide)

Objective No.	Objective	Met Standard	Percent Meeting Standard
1	Field Training Officers' Trainings Completed		
1(a)	FTO Basic Course	414/414	100%
1(b)	FTO Update Course	265/272	97%

Auditors identified a total of 7 of 272 Field Training Officers who did not meet the standards of taking the FTO Update course prior to continuing to train probationary officers in the field. Each of the respective training units advised that 5 of the 7 FTO's have since completed the FTO Update Course and are now in compliance with POST requirements. The remaining 2 of 7 FTO's have since promoted to Sergeant 1 and no longer require the FTO Courses for their current roles.

If you should have any questions regarding this correspondence, please contact Police Performance Auditor IV Yadira Huerta, Inspections Unit, Office of Operations, at (213) 486-6960.



STACY D. SPELL, Commander
Assistant to the Director, Office of Operations