

LOS ANGELES POLICE DEPARTMENT
Supervisory Course LAPD Specific
1850-00400
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 Footnotes¹

I. USE OF FORCE REVIEW (4 hours)

- A.** Review force classifications per Department Policy
 1. Level I
 2. Level II
 3. Level III
 4. Non-Reportable

- B.** Review on Scene Responsibilities
 1. Identify Immediate concerns and correct
 - a. Positional Asphyxia
 - b. Rescue ambulance for injury or complaint of injury

¹ LAPD Special Order No. 29: Officer-Involved Shootings, In-Custody Deaths, or Injury Confidential Reports
LAPD Special Order No. 4: Policy on the Use of Force-Revised SB 392
LAPD Special Order No. 23: Policy on the Use of Force-Revised SB 230
LAPD Directive 16: Tactical De-Escalation Techniques, October
LAPD Training Bulletin: Volume XLVII, Issue 4, Command and Control

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- c. Additional resources
- 2. Identify involved and not involved employees
- 3. Independent interviews
- 4. Identify concerns or tactical issues
- 5. Canvass for witnesses and evidence (CCTV)

- C.** Learning Activity: Practical Application, "MAKE A DECISION"
The instructor will divide the class into small groups. The entire class will watch police incidents that capture a use of force. The videos are from outside agencies' Body Worn Video. Each group will then make supervisory decisions and report to the class.
- 1. Is this a reportable use of force?
 - 2. Classify the level of force as I, II, or III
 - 3. Identify who was involved and who the witnesses were (Officers and Supervisors)
 - 4. Identify tactical concerns
 - 5. Identify any force used that was out of policy

II. 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

III. 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

IV. LABOR RELATIONS (1 hours)

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

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2. During a labor related incident
 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

V. 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

VI. MEDIA RELATIONS (1 hour)

- A. Role of media**
1. Public's right to know , amplifying message
 2. Transparency, CPRA-releasable information
 3. Community trust
- B. Department policy**
1. Legal right for media presence, SB 98, 409.7 PC
 2. Interaction with the media
 3. Safety and access for media
- C. Al Crespo v. City of Los Angeles Overview²**
1. Under the rights guaranteed by the First Amendment of the United States Constitution, it is not uncommon for large numbers of people to assemble for the purpose of demonstrating their opinions.

² Al Crespo V. City Of Los Angeles, Federal Case No. Cv 00-08869

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- a. At such demonstrations, it is the Police Department's obligation to protect individuals' First Amendment rights, maintain order, and protect lives and property. Occasionally, demonstrations become unlawful.
 - b. In such circumstances, pursuant to California Penal Code, sections 407 and 409, an assembly may be declared unlawful, and all persons present, except members of the news media, may be lawfully ordered to disperse. The law provides that police officers may use reasonable force to disperse an unlawful assembly and to effect the arrest of law violators. Senate Bill 98 (effective Jan 1, 2022) created 409.7 PC which allows media to stay in the closed area of a demonstration or protest.
 - c. The Department's Use of Force Policy applies to such actions.
 - d. The Department's policies concerning interaction with the news media are described in the relevant provisions in Volume 1 of the Department Manual, the Department's Emergency Operations Guide, and the Department's Media Guide.
 - e. When the LAPD develops an Operations Plan for an event that involves a public assembly, LAPD, where practicable, will designate an area outside of the anticipated impacted area, but within reasonable viewing distance and audible range of the event in which members of the media may assemble.
 - f. To the extent possible, the LAPD will try to prevent the news media viewing area from becoming part of any area impacted by an unlawful assembly declaration and order to disperse.
 - g. The risk of continued coverage by the news media after an event has been declared an unlawful assembly, remains the responsibility of each individual reporter making the decision.
 - h. The selection of a news media viewing area will take into consideration public and officer safety, police tactics, input provided by the news media, if any, and the ability of the Department to prevent the location from becoming part of the impacted area. The final selection of the viewing location will be made by the IC.
2. Senate Bill 98 – Media Access during public demonstrations -Effective January 1, 2022
- a. Intent to achieve parity with CA Penal Code 409.5
 - b. Media access to emergency field command posts, police line, or rolling closure
 - c. Police cannot intentionally assault, interfere, or obstruct members of the media

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- d. Members of the media cannot be cited or arrested for failing to disperse but subject to arrest for other crimes
- e. Arrests for 148 PC
- f. A detained member of the media shall have ability to talk to a Dept supervisor if so requested
- g. What is a duly authorized member of the media?
- h. LAPD still issues News Media Identification cards (press passes), although not required to be recognized as a member of the media.

Note: This should be a point of discussion when planning to disperse a crowd.

- a. If due to changing conditions the initial area no longer affords the news media a reasonable view of the event or becomes a tactical concern for the IC, the IC will relocate the news media area.
- b. This will be done to the extent reasonably possible without compromising police tactics or public safety.
- c. The Department IC will designate an information officer, or multiple information officers to be the media team, as part of the Incident Command System in order to facilitate interaction with the news media.
- d. The information officer will be clearly identified at the scene. Also, after declaring an unlawful assembly, Department personnel will designate a dispersal route for all persons present, excluding members of the media, to use when evacuating the area
- e. The Department understands that a well-informed public is essential to the existence of a democratic society. The members of the media provide vital information to the public, and the Department has an obligation, within legal limits, to accommodate the media as they perform this task.

VII. 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

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VIII. RISK MANAGEMENT ISSUES (2 hours)

- 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

IX. 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

X. AIR SUPPORT DIVISION (1 hour)

- A.** Mission of ASD
 - 1. Availability
 - 2. Communication

- B.** Considerations
 - 1. Crime involved
 - 2. Weather
 - 3. Federal regulations

XI. MENTAL EVALUATION UNIT (2 hours)

- A.** Functions
 - 1. History

 - 2. When deployed
 - 3. Benefit to patrol units

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- B.** Partnerships
 - 1. Integration with Department of Mental Health
 - 2. Liaison with hospitals, housing, and social services.

XII. 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.

XIII. Ride Alongs (16 hours)

- A.** Field deployment
 - 1. Mentorship by current supervisors
 - 2. Familiarization with field activities
- B.** Administrative functions
 - 1. Administrative duties
 - 2. Timelines

XIV. 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

XV. LGBTQ / HATE CRIMES (1 hour)

- A.** LGBTQ

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1. Terms and explanation of terms
2. Department expectations

- B. Hate Crimes**
1. Documentation
 2. Investigations

XVI. COUNTER TERRORISM (2 hours)

- A. Terrorism**
1. Defined
 2. Current trends

- B. Procedures**
1. SAR report
 2. Investigations

XVII. 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

XVIII. Diversity Equity Inclusion (1 hour)

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

XIX. Field Training Officer Program (1 hour)

- A. Overview**
1. Current program
 2. Recent changes and considerations related to probationary officers
- B. Supervisor's Duties**

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1. Sergeant's Weekly Report
2. Assist in ensuring on-going progress

XX. 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
 2. Procedures
- E. Workplace**
 1. Common issues
 2. Procedures
- F. Alternative Complaint Resolution**
 1. When applicable
 2. Procedures

XXI. 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

XXII. RIDE ALONG DEBRIEF AND LOGS (2 hours)

- A. Ride Alongs**
 1. Debrief
 2. What was learned?
- B. LOGS**

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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.

XXIV. METRO K-9 (2 hours)

- A.** History
 1. Why developed.
 2. Successes and lessons learned.
- B.** Operations
 1. When deployed.
 2. Available resources.

XXV. 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.

XXVI. 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.

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XXVII. LIEUTENANTS PANEL (1.5 hours)

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

XXVIII. LEADERSHIP VS. MANAGEMENT (2 hours)

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

XXIX. COURSE DEBRIEF AND EVALUATION (2 hours)

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