

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

INSTRUCTIONAL GOAL: To provide the student with a working knowledge of the Watch Commander's role in patrol assignments at a geographic area.

PERFORMANCE OBJECTIVES: Using lecture, group discussion, and learning activities the students will develop the skills and gain an understanding of:

- How our Department's guiding value of Reverence for Human Life is the moral and ethical foundation of de-escalation, tactics, reasonable force, and Officer safety relates to their role as an area Watch Commander.
- The Watch Commander daily, weekly and monthly expectations while conducting divisional operational duties.
- The Watch Commander Log and notification format and practices.
- The Watch Commander's role and responsibility with TEAMS errors and actualization.
- The Watch Commander's responsibilities prior to, during, and after a pursuit;
- The Pursuit Adjudication process after a pursuit.
- The Watch Commander's response to a critical incident and demonstrate proficiency of the Watch Commander's responses during situational scenarios.
- The Watch Commander's responsibilities and responses to crowd management and crowd control, legal aspects, and resources during Mobile Field Force occurrences.
- The Watch Commander's responsibility and role in personal complaints and personnel issues.
- The Watch Commander's role, responsibility, and reporting during a categorical use of force (CUOF) and officer involved shootings (OIS).
- The Watch Commander's responsibilities during a SWAT callout including criteria for tactical disengagement.
- The Watch Commander's resources and criteria for missing persons investigations and missing or abducted children.
- The Watch Commander's responsibilities, resources, and necessary reporting when handling juvenile arrests.
- Resources available from the Department during an employee or employee's family member in the event of an injury or death.
- The Watch Commander's responsibilities, reporting, and notification for an employee who goes on a long-term absence or returning from a long-term absence.
- The resources available from the Department when handling Worker's Compensation and Sick issues.
- The resources and reporting available from the Department's Employee Representation Unit when handling negative performance issues.
- COMPSTAT reporting including preparation, presentation, and strategies.
- The Watch Commander's responsibilities and reporting during Critical Incident Management, review the basic ICS command structure, demonstrate practical knowledge of the functions and principles of the ICS system, and how to achieve and maintain situational awareness during situational exercises.
- Understand the considerations before a critical incident occurs and immediate actions after the critical incident
- Know the history, policy, and procedures of the Los Angeles Mayors' Crisis Response Team (CRT). Also, utilize other resources available in your network to assist.

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- Know the history, policy, and procedures of the Los Angeles Mayor's Gang Reduction and Youth Development Team (GRYD). Also, utilize other resources in your network to assist.
- Understand normal reactions/responses to critical incidents from Community and City personnel.
- Understand the duties of the Watch Commander that afford their unique responsibilities with regard applying and developing appropriate Critical Stress Management Strategies and Interventions after a critical incident.
- The Watch Commander's responsibility and expectations from a Commanding Officer from a geographical area.
- The Watch Commander's responsibility when handling and advising on laws of arrest and search and seizure contacts.
- The Watch Commander's insight and reporting regarding the Department's body worn video (BWV).

This course provides updated legislative content of Penal Code Section 835a

References: Instructors, facilitators and training supervisors shall ensure that current references are utilized.

I. EXPECTATION, LEADERSHIP AND DECISION MAKING (120 min)

A. Introductions

1. Facilitator Introduction
2. Video presentation, "America Going Blue"
3. Student Introduction

B. Leadership

1. Effectiveness
2. Expectations

C. Learning Activity, Tabletop exercise

1. Group discussion
2. Prioritizing and presenting the top 5 Watch Commander responsibilities and objectives prior to roll call.

D. Roll Call

1. Preparation
2. Conducting

E. Learning Activity, Tabletop exercise

1. Group discussion
2. prioritizing and presenting the top 5 Watch Commander responsibilities and objectives for the duration of the shift.

F. Watch Commander reporting

1. Considerations
2. Methods and techniques

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- G. Watch Commander Troubles/Difficulties
 - 1. Responses
 - 2. Notifications

- H. Watch Commander Decision Making
 - 1. Learning Activity, Tabletop exercise - Case studies
 - 2. Video Presentation, "Case Study, NCUOF" (LAPD BWV)

II. WATCH COMMANDER LOGS AND NOTIFICATIONS (60 min)

- A. Log Overview
 - 1. Purpose
 - 2. Notification Formats/Best Practices

III. TEAMS PERSONNEL DEPLOYMENT (60 min)

- A. Planning
 - 1. Errors
 - 2. Minimum Staffing

- B. Actualizing
 - 1. When to do it
 - 2. What to keep in mind

IV. WATCH COMMANDER PURSUIT INSIGHT (30 min)

- A. Watch Commander's Role
 - 1. Prior to the pursuit
 - 2. During the pursuit
 - 3. After the pursuit

V. PURSUIT ADMINISTRATIVE REVIEW (30 min)

- A. Pursuit Adjudication ^{1 2}
 - 1. Who and who does not receive a pursuit adjudication?
 - 2. Who does not Administrative approval
 - 3. Out of policy and administrative disapproval

- B. References used:
 - 1. OCOP Notice, Vehicle Pursuit Harm Reduction Strategies
 - 2. OO Notice, Review of Request to Cancel a Vehicle Pursuit
 - 3. PTB Notice, Prohibited Practice "Leapfrogging"
 - 4. RMG Notice, Clarification of 23103(a) VC – Reckless Driving
 - 5. RMG Notice, Inclusion of Reckless Driving Roll Call Training
 - 6. Special Order 1, Vehicle Intervention Techniques

¹ Department Manual Volume I Section 555, Pursuit Policy

² Department Manual Volume I Section 205, Vehicle Pursuit Procedures

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7. Special Order 5, Admin Review and Adjudication of a Vehicle Pursuit
8. Special Order 8 SWAT Pursuit Interdiction Established
9. Special Order 13, Code-Three Response Policy

VI. WATCH COMMANDER DUTIES AND NON-CATEGORICAL USE OF FORCE (60 min)

A. Instructional Overview

1. Introduce instructor(s)
2. Brief overview

B. Policy Review ^{1 2 3}

1. Non-Reportable Force
 - a. Special Orders
 - b. Use of Force-Tactics Directives ⁴
2. Non-Categorical Use of Force Reporting ^{5 6}
 - a. Level III ^{7 8}
 - b. Level II
 - c. Level I
3. Gauge Understanding and Learning
 - a. Verbal quiz to reinforce key learning points
 - b. Student questions
 - c. Instructor clarification

C. Demonstration of Knowledge...” Make a Decision”

1. Group Activity, procedures: Divide the class into equivalent groups; watch all videos consecutively, allow time for small group discussion. Instructor can allow each group to document their answers on paper and have a presenter give responses, OR the instructor may choose individuals from the group to answer each question.
 - a. Learning activity, videos
 - 1) Group 1, Body Worn Video #1, (Outside Agency),
 - 2) Group 2, Body Worn Video #2, (Outside Agency),
 - 3) Group 3, Body Worn Video #3, (Outside Agency),
 - 4) Group 4, Body Worn Video #4, (Outside Agency),
 - 5) Group 5, Body Worn Video #5, (Outside Agency),
 - 6) Group 6, Body Worn Video #5, (Outside Agency),
 - b. Identify the force used as reportable or non-reportable force.
 - c. Classify the Use of Force Investigation as Level I, II, or III.
 - d. Identify all force types as In Policy or Out of Policy.

¹ Department Manual Volume I Section 556.10, Policy on the Use of Force

² LAPD Training Bulletin, Volume XLVII, Issue 4, Command and Control

³ TacOps Issue 11, Requirement to Intercede

⁴ Use of Force Tactics Directive, Directive no. 1.3, Use of Force Policy

⁵ OCOP Special Order No. 3, Complaint Related to a Non-Categorical Use of Force

⁶ OCOP Special Order No. 13, Non-Categorical Use of Force Reporting - Revised

⁷ OCOP Special Order No. 6, Levels of Review

⁸ OSS Notice 1.3, Level III Non-Categorical Use of Force Clarification

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- e. Provide a recommendation for force in your Insight.
- f. Identify any tactical deviations.
 - 1) Substantial deviation with justification
 - 2) Substantial deviation without justification
- g. Provide a recommendation for tactics in your insight

D. Other references used:

- 1. OCOP Special Order No. 25, Positional Asphyxia
- 2. Training Bulletin, Volume LI, Issue 1, Encounters with Suicidal or Self-Mutilating Subjects
- 3. Training Bulletin, Volume LI, Issue 2, Handcuffing

VII. GENERAL WATCH COMMANDER RESPONSES TO CRITICAL INCIDENTS (60 min)

A. Expectations

- 1. Response
- 2. Command and Control ¹
- 3. Tactical Disengagement ²
- 4. Officer Involved Shootings (OIS)
- 5. Vehicle Pursuits, Foot Pursuits, and Perimeters ³

B. Video presentation, "Vehicle Pursuit".

- 1. Discussion:
 - a. Watch Commander actions
 - b. Command and Control issues
 - c. Tactical disengagement?

VIII. WATCH COMMANDER CRITICAL INCIDENT SITUATIONAL SCENARIOS (30 min)

A. Learning Activity, Table top exercise - Case Studies

- 1. Case Study 1 – Brush Fire
- 2. Case Study 2 – Foot Pursuit
- 3. Case Study 3 – Back-up Request
- 4. Case Study 4 – Protests
- 5. Case Study 5 – Advice

B. Items to explore

- 1. Explain what situation you have
- 2. Show your actions.
- 3. Outline your objectives.
- 4. Choose your resources.
- 5. Compose your notifications.
- 6. Describe your role in the ICS and explain your responsibilities.
- 7. Identify media considerations.

¹ Training Bulletin, Volume XLVII Issue 4, Command and Control

² Training Bulletin, Volume XLVIII Issue 5, Tactical Disengagement

³ Department Manual Volume I Section 555.10, Initiation of a Vehicle Pursuit

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IX. CLOSING (30 min)

1. Review
2. Questions and answers

DAY 2

X. USE OF FORCE OVERVIEW AND DE-ESCALATION (60 min)

- A. Policy on the Use of Force ^{1 2}
 1. Use of Force – Deadly
 2. Rendering Aid ³
 3. Requirement to Report
 4. Requirement to Intercede ⁴
 5. Expectations, misconceptions and influences
 6. Use of Force Year End Review
- B. Changing Expectations
 1. Pillar 1: Building Trust and Legitimacy
 2. Pillar 2: Policy and Oversight
 3. Pillar 3: Technology and Social Media
 4. Pillar 4: Community Policing and Crime Reduction
 5. Pillar 5: Training and Education
 6. Pillar 6: Officer Wellness and Safety
- C. Command and Control
 1. Video presentation, “LAPD Central Area/SWAT OIS”
- D. Mitigating Higher Levels of Force⁵
 1. De-escalation Policy
 2. Reverence for human life
 3. P.A.T.R.O.L
- E. 835(A) California Penal Code
 1. Respect for human rights and dignity and for the sanctity of every human life
 2. In defense of human life
 3. Totality of the circumstance
 4. Vulnerable populations
 5. Effect arrest, prevent escape, overcome resistance
 6. Deadly force against a person who poses a danger to themselves
 7. Need not retreat

¹ Department Manual Volume I Section 556.10, Policy on the Use of Force

² Use of Force Tactical Directive No. 1.3, Use of Force Policy

³ Training Bulletin Volume XLIX, Issue 8, Rendering Medical Aid

⁴ TacOps Issue 11, Requirement to Intercede

⁵ Use of Force Directive No. 16, Tactical De-Escalation

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- F. Force Options¹
 - 1. Less than lethal options
 - 2. Lethal options

- G. Objectively Reasonable Standard
 - 1. Reasonableness
 - 2. Graham v. Conner

- H. Rendering Aid ²
 - 1. Definition
 - 2. Protocol
 - 3. Duty to continue care
 - 4. Consent, implied, expressed, or refusal
 - 5. Documentation
 - 6. Immunity from liability
 - 7. Responsibilities

- I. Strategic Disengagement
 - 1. Video presentation, Suicidal Subjects
 - a. Group discussion
 - 1) Considerations
 - 2) Available resources
 - 2. Suicide and Law Enforcement
 - a. Criminal?
 - b. Duty to take action
 - 3. Legal Considerations
 - a. Court cases
 - 1) Adams v. Fremont (1998)
 - 2) Graham v. Connor (1989)
 - 3) Deorle v. Rutherford (2001)
 - 4) Hayes v. San Diego (2013)
 - b. How they affect modern policing
 - 4. Strategic Disengagement
 - a. Learning activity, Group discussion, examples of Strategic Disengagement
 - b. Considerations
 - 1) Continued contact may increase risk
 - 2) Crime?
 - 3) Suspect or subject?
 - 4) Imminent danger
 - 5) Public location or residence
 - 6) Mental illness

- J. Administrative Reflections

¹ Department Manual Volume I Section 573, Use of Less-Lethal Control Devices

² Training Bulletin Volume XLIX, Issue 8, Rendering Medical Aid

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1. Development process and current status
2. Expected benefits
3. Immediate action needed vs. disengagement
4. Disengagement may improve officer safety, mitigate threats, reduce injuries, build trust, and preserve life.

K. Vulnerable Populations

1. Children
2. Pregnant people
3. Elderly
4. Physical disability
5. Mental disability
6. Developmental disability

L. Review and Adjudication of Non-Categorical UOF Incidents

1. Process
2. What are expectations
3. What to keep in mind

XI. MOBILE FIELD FORCE (MFF) FOR SUPERVISORS (90 min)

A. Review of Past "Tactical incidents"

1. Proactive
2. Reactive

B. Crowd Management vs. Crowd Control

1. Command and Control
2. Supervisor Challenges
3. Supervisor Considerations

C. Types of Crowds

1. Classifications

D. Unlawful Assembly Penal Code Sections

1. 407 PC, Unlawful Assembly
2. 409 PC, Remaining present
3. Media
 - a. SB98
 - 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

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- 7) What is a duly authorized member of the media?
- 8) 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.

- 9) 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.
 - 10) This will be done to the extent reasonably possible without compromising police tactics or public safety.
 - 11) 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.
 - 12) 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
 - 13) 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.
- b. Credentialing
- c. *Crespo v. City of Los Angeles*¹
- 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) 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.
 - 3) 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.

¹ *Al Crespo V. City of Los Angeles*, Federal Case No. CV 00-08869

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- 4) The Department's Use of Force Policy applies to such actions.
- 5) 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.
- 6) 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 or the event in which members of the media may assemble.
- 7) 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.
- 8) 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.
- 9) 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.

4. Tactical De-escalation

E. Use of Force Policy ¹ Review

1. Policy
2. Video presentation, "LAPD BWV"
 - a. discuss
3. Less Lethal
 - a. Using less lethal for crowd control
 - 1) Crowd dispersal
 - 2) Target specific
 - 3) Objectively reasonable
4. Review AB 48 ²
 - a. Use of kinetic energy projectiles
 - b. Use of Chemical Agents
 - c. Requirements
5. Dispersal Orders
 - a. Dispersal order including less lethal admonition
 - b. Requirements for admonition
 - c. Medical Treatment

F. Mobile Field Force Tactics

1. Video presentation, "Crowd Control Tactics"

¹ Department Manual Section 1 Volume 556.10, Policy on the Use of Force

² Assembly Bill No. 48 Chapter 404

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2. Mobile Field Force Configurations

XII. PERSONAL COMPLAINTS AND PERSONNEL ISSUES (90 min)

- A. Department Overview
 1. Misconduct defined
 2. Public complaint defined
 3. Adjudicating
- B. Classifications of Disciplinary Complaint
 1. Unfounded
 2. Exonerated
 3. Not resolved
 4. Sustained (and Sustained NP)
 5. IETA
 6. Withdrawn by COP
 7. Duplicate
 8. Other judicial review
- C. Biased Policing Complaint
 1. Know the biased policing questions for your field supervisors
 2. Ensure the questions pertain to the allegation
 3. Review the complaint intake and ensure it is a biased policing complaint and if it could be closed out as Demonstrably False (DF)
 4. Chain of Command notifications
- D. Internal Affairs Callouts
 1. Employee arrests
 2. Notifications

XIII. CATEGORICAL USES OF FORCE AND OFFICER INVOLVED SHOOTINGS (120 min)

- A. Video presentation
 1. "LAPD UOF Investigations"
 2. Discuss Force Investigation Division's role and responsibilities
- B. Categorical Use of Force Incident
 1. CUOF defined
- C. Incidents handled by FID ¹
 1. All Officer Involved Shootings (OIS)
 2. Animal shootings and Non-Tactical Unintentional Discharges
 3. All Carotid Restraint Control Holds (CRCH)

¹ Office of the Chief of Police, Special Order 29 - Officer Involved Shootings, etc.

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4. In Custody Deaths (ICD)
5. Law Enforcement Related Injuries (LERI) requiring hospitalization
6. Head Strikes with impact weapons (ASP, flashlight, radio, etc..).
7. K9 contacts requiring hospitalization
8. Similar incidents involving LAFD, USC, UCLA, Port and LAWA Police
9. Any other incident at the discretion of the Chief of Police

D. Command and Control

1. Video Presentations
 - a. "LAPD Life on the Beat UOF"
 - b. "LAPD Body Worn Video, UOF 1"
 - c. "LAPD Body Worn Video, UOF 2"
 - d. "LAPD Body Worn Video, UOF 3"
 - e. "LAPD Body Worn Video, UOF 4"
2. Discuss, group presentations
 - a. Identify when a CUOF has occurred
 - b. Identify what resources you need and what notifications need to be made

E. Management of a Categorical Use of Force

1. Responsibilities
 - a. Supervisory
 - 1) Active Incident
 - 2) After Incident
 - b. Watch Commander Responsibilities
 - c. Individual Officer Responsibilities

F. Public Safety Statement ¹

1. Type of force used
2. Direction and number of shots fired
3. Location of each involved employee when he/she fired their weapon
4. Location of any injured persons and persons requiring medical treatment
5. Suspect's information
6. Description and location of victims and witnesses
7. Location of evidence
8. Other information to ensure public safety and assist in the apprehension of suspects

G. Crime Scene

1. Crime Scene Protection
2. FID Arrival
3. Investigations
 - a. Administrative
 - b. Criminal (Department Personnel)
 - c. Criminal (Arrestee)
4. Public Safety Statement

¹ Administrative Order No. 21 - Public Safety Statement

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5. Officer Scene Walk-through
 6. Weapon Exchange
 7. Officer Transportation
 8. Officer Interview
 - a. Lybarger / Garrity Admonition
 9. Return to Duty Policy
 10. Timeline
 11. Executive Brief
 12. Administrative Report
 13. Criminal (JSID) Report
 14. UOF Review Board
- H. Learning Activity – Table Top Exercise – You are the supervisor arriving at the scene of an OIS. The Officers tell you that they can identify the suspect. Several suspects are detained.
1. Discussion points (not limited to but may include the following):
 - a. Can you conduct a field show-up?
 - b. Do you question the suspects as to their involvement?
 - c. Do you move cars or view video?
 - d. Can one supervisor obtain more than one PSS?
 - e. Who will handle the pursuit?
 - f. Who will handle the traffic collision?
 - g. Can you detain witnesses to the incident?
 - h. If the incident was captured on a personal recording device, can you seize it?
- I. Force Investigation Division
1. CUOF Protocol: Objectives and considerations
 2. Senate Bill 1421¹
 3. Supervisor Logs
- J. Court cases
1. Graham V. Connor ²
 2. Hayes V. San Diego ³
- K. Video Presentation, “LAPD OIS 1”.
1. Learning Activity – Table Top Exercise
 - a. Discuss the video from different roles (i.e. WC, IC, FID).
- L. Video Presentation, “LAPD OIS 2”.
1. Learning Activity – Table Top Exercise
 2. Discuss the video from different roles (i.e. WC, IC, FID)

¹ Senate Bill 1421, Skinner. Peace officers: Release of records

² Graham v. Connor: United States Supreme Court No. 87-6571, 490 U.S. 386 (1989)

³ Hayes v. County of San Diego, United States Court of Appeals, Ninth Circuit (2013)

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XIV. TACTICAL DISENGAGEMENT AND SWAT OVERVIEW CRITICAL INCIDENTS (90 min)

- A. Policing Today
 - 1. Community Expectations
 - 2. Courts and Legal Expectation

- B. Case Studies
 - 1. Graham v. Connor (1989)
 - 2. Hayes v. San Diego (2013)
 - 3. Adams v. Fremont (1998) ¹
 - 4. Deorle v. Rutherford (2001) ²
 - 5. AB 392
 - 6. Video presentation
 - a. Video presentation, "OIS 1"
 - b. Video presentation, "SB 320 COP"
 - c. Video presentation, "OIS 2"
 - 7. Discuss
 - a. Type of crime
 - b. Police actions

- C. Incident Commander Responsibilities
 - 1. Note who and where your people are
 - 2. Request resources
 - 3. Staging concerns
 - 4. Assign an Information Officer
 - 5. Notifications

- D. SWAT Criteria
 - 1. Suspect is probably armed;
 - 2. Suspect is a potential threat
 - 3. Suspect is in a position of advantage
 - 4. Suspect refuses to submit

- E. Suicidal/Mentally Ill Subjects
 - 1. Video presentation, "OIS 3".
 - 2. Discuss
 - a. Type of crime
 - b. Police actions

- F. De-escalation and Strategic Disengagement
 - 1. Definition and legal considerations
 - a. Training Bulletin - Tactical Disengagement
 - b. LAPD UOF Directive - Tactical De-escalation Techniques ³

¹ Adams v. City of Fremont, California Court of Appeals, Nos. A074965, A075279 (1998)

² Deorle v. Rutherford, United States Court of Appeals, Ninth Circuit (2001)

³ Training Bulletin, Volume XLVIII, Issue 5, Tactical Disengagement

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- c. LAFD Training Bulletin 159 – Response to Suicide Jumper ¹
- 2. Challenges to implementation
 - a. Video presentation, “OIS 4”.
 - 1) Discuss type(s) of crime and police actions

XV. CLOSING (30 min)

- A. Review
- B. Questions and answers

DAY 3

XVI. MISSING PERSONS AND CHILD ABDUCTION (60 min)

- A. FBI Behavioral Analysis Units
 - 1. Units Overview
 - a. Available resources
 - 2. Understanding Missing Person Investigations
 - a. Overview
 - 1) Threat Landscape
 - 2) Law Enforcement Considerations
 - 3. FBI Response to Missing Children
 - a. Response Considerations
 - 1) Resource Review
 - 4. Los Angeles Police Department Overview
 - a. Missing Person Review
 - 1) Watch Commander Role

XVII. JUVENILE DIVERSION AND JUVENILE PROCEDURES (120 min)

- A. Missing Persons
 - 1. Watch Commander Responsibilities²
 - a. Reporting
 - b. Notifications
- B. Juvenile Procedures ³
 - 1. Watch Commander Responsibilities
 - a. Release/Detention options ^{4 5}
 - b. SB 439 ⁶
 - c. Juvenile Diversion procedures ⁷

¹ Los Angeles Fire Department Training Bulletin, TB 159, Fire Department Response to Suicide Jumper

² OCOB Special Order No. 2, Custody of Juveniles - Revised

³ LAPD Field Notebook Divider 18.50.00, Juvenile Detention Procedures

⁴ Non-Secure Juvenile Detention Log Form 09.06.00

⁵ Secure Juvenile Detention Log Form 09.05.00

⁶ Senate Bill No. 439, Juvenile Arrest Procedures

⁷ Juvenile Arrest Diversion Program Referral Form 09.13.00

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d. Juvenile arrest cite back and release/detention protocols ¹

C. Table Top Exercise

1. Acting as a Watch Commander, review and identify errors and violations in a Juvenile arrest.

D. Additional Resources used:

1. Special Order No. 1, January 2021, Interrogation of Suspects

XVIII. WELLNESS COORDINATOR, EMPLOYEE ASSISTANCE UNIT, AND MEMORIAL FOUNDATION (60 min)

A. Wellness

1. Mission
2. Role
3. Purpose

B. Employee Assistance Unit

1. Purpose
2. Response Criteria

C. Memorial Foundation

1. Mission
2. Purpose

XIX. RETURN TO WORK (30 min)

A. Long Term Absences

1. Employee responsibilities
2. Department responsibilities

B. Reintegration/Restoration

1. Special Order 10, 2014
 - a. Separated for more than 1 year
 - b. Cannot return to the field until they have completed
 - c. Process includes:
 - 1) Paperwork – Background check
 - 2) MSD Evaluation
 - 3) 2-week training

C. Restriction Requests

1. Temporary
2. Permanent

D. My Voice LA

1. Purpose

¹ Juvenile Arrest Supplemental Report Form 04.02.06

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2. Function

XX. WORKER'S COMPENSATION AND SICK ISSUES (30 min)

- A. California Worker's Compensation
 - 1. What is it?
 - 2. What it does
- B. Third-Party Administrator
 - 1. Intercare Holdings Insurance Services, Inc
 - 2. Elite Claims Management
- C. Benefits
 - 1. Medical treatment
 - 2. Salary continuation
 - 3. State rate
 - 4. Permanent disability
 - 5. Supplemental job displacement voucher
 - 6. Death Benefits pay benefits to dependents
- D. Forms
 - 1. DWC-1
 - 2. Additional IOD forms
- E. Learning Activity – Table Top Exercise
 - 1. Discussion
 - a. What should the supervisor do?
- F. Employee Responsibilities
 - 1. Labor Code 233
 - 2. Covid-19 payroll variation codes

XXI. EMPLOYEE REPRESENTATION UNIT (90 min)

- A. Grievances
 - 1. Defined
 - 2. What is not grievable
 - 3. What is grievable
 - 4. Grievance procedures flowchart
- B. Downgrades and administrative transfers
 - 1. Considerations
- C. Administrative appeals
 - 1. Witness for the Department
 - 2. Hearing Officer
- D. Sick Letters

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1. Considerations prior to issuing a sick letter
2. When a sick letter can be issued

E. Acting Pay

1. Sworn
2. Civilian

F. Working out of Classification

1. Sworn
2. Civilian

G. Bonding Leave

1. How long an employee is entitled
2. Time frame leave may be taken

XXII. CRIMES STRATEGIES AND COMPSTAT PREPARATION (60 min)

A. Purpose

1. What is the purpose

B. Reporting

1. What is needed
2. How information is reported

C. Roles and Responsibilities

1. What is your role as a Watch Commander
2. What is your role as a Supervisor

D. Presentation

1. What to expect during a COMPSTAT meeting
2. What may be asked during a COMPSTAT meeting

XXIII. CLOSING (30 min)

A. Review

B. Questions and answers

DAY 4

XXIV. CRITICAL INCIDENT MANAGEMENT (120 min)

A. Introduction

1. Name and assignment; experience; ESD Major Incident Response Team (MIRT)
2. Overview of training schedule
3. MIRT functions

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- B. Review of the Incident Command System
 - 1. FEMA/NIMS
 - 2. Past events
 - 3. Watch Commander expectations responding to significant expanding consequences
 - 4. Presidential Directive #5 ¹
 - 5. Unified Command with City and County partners
 - 6. Successful management and resolution of an incident

- C. ICS Form 201
 - 1. Distribute blank ICS Form 201
 - 2. Review elements
 - 3. When mandated to use the form
 - 4. Provide examples (events vs. incidents)

- D. ICS Form 214 and ICS Form 221
 - 1. Distribute completed ICS Forms 214 and 221
 - 2. Discuss new columns specific to LAPD
 - 3. Overtime Calculations
 - 4. Demobilization
 - 5. Need for accurate completion of ICS Form 221

- E. Review of Department Reference Guides and Policies
 - 1. Divisional Standing Plans
 - 2. Emergency Operations Guide - Overview
 - 3. Inclusionary Standard Operating Procedures (SOP)
 - 4. Tactical Alert
 - 5. After Action Reports
 - 6. Minimum Operation Force
 - 7. Command and Control Move Up
 - 8. Mobilization

- F. Learning Activity – Table Top Exercise
 - Boston Bombing Incident Command Exercise – Power Point Presentation
 - 1. Work together to manage the evolving critical incident
 - 2. Develop objectives based off the critical incident management priorities
 - 3. Develop command structure
 - 4. Discuss resource requests and needs based on mission specific
 - 5. Discuss
 - a. Unified Command
 - b. Single point ordering
 - c. Staging area
 - d. Force protection
 - e. Decontamination
 - f. Bomb Squad response issues
 - g. Degradation of communication vs FBI response protocols

¹ Presidential Directive #4 2003 Homeland Security, Management of Domestic Incidents

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- h. Ingress/Egress
- i. Management of a complex incident vs. separate incidents

G. Learning Activity – Table Top Exercise

Selecting a Command Post (CP) - The good, the bad, the ugly

- 1. Group led discussion
 - a. The Space Shuttle
 - b. Power House Fire
 - c. Who is in charge?
 - d. How to establish your CP in a hurry
 - e. Unified Command Post vs. Incident Command Post
 - f. Who needs to be in your CP?
 - g. Are we done when the bad guy is in custody?
 - h. Briefing location
 - i. Be prepared
 - j. What materials are available to you
 - k. Preparation of the troops
 - l. Have a plan
 - m. What are you missing?

H. Closing

- 1. Understand Critical Incident Management
- 2. Demonstrate practical knowledge of ICS functions and principles
- 3. Articulate
- 4. Understand the Department's SOP's and Incident Management Resource

XXV. CRITICAL INCIDENT MANAGEMENT PRACTICAL EXERCISE (300 min)

A. Review Incident Command Structure (ICS)

- 1. Supervisors may manage Command Posts on incidents or events and should check for ICS structure compliance
- 2. Supervisors may be tasked with any number of positions within the ICS structure
- 3. The ICS system provides a uniform command structure for any number of agencies to work together
- 4. Use of the ICS 201 forms can improve and make incident management easier for the supervisor

B. Learning Activity 1 – Practical Application

Officer Needs Help Call

- 1. Distribute
 - a. ICS Form 201
 - b. Map
 - c. Tools needed to manage the incident

C. Learning Activity – Practical Application

459 PC Suspects

- 1. Distribute

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- a. ICS Form 201
 - b. Map
 - c. Tools needed to manage the incident
- D. Exercise Debrief
- 1. LAPD and the Incident Command System
 - 2. Review of ICS Form 201
 - 3. Review the Incident Command System
 - 4. Review of the Incident Command Staff
 - 5. Review of the Incident Command Staff supporting positions
 - 6. Review of the purpose of the ICS Form 214
- E. Explain the:
- 1. Who monitors the radio as an incident progresses?
 - 2. When should you assign an Operations Section Chief?
 - 3. What are some considerations for Command Post locations?
 - 4. Who authorized demobilization?

XXVI. CLOSING (60 min)

- A. Review
- B. Questions and answers

DAY 5

XXVII. AFTER THE CRITICAL INCIDENT (120 min)

- A. Introduction and Overview
 - 1. Name, assignment and experience
 - 2. Course Overview
 - a. Nature of a Crisis Overview before and after the critical incident
 - b. Critical Incidents: What are they?
 - c. Crisis Response Team (CRT) and Gang Reduction and Youth Development (GRYD) Policies and Procedures
 - d. Critical Stress Management
 - e. Practical Application
- B. Discuss notifications and response protocols before incident.
 - 1. Ensuring planned procedures are in place for notifications by the command staff.
 - 2. Establish relationships and direct lines of communication with key leaders.
 - 3. Have a list of key community leaders ready with cell numbers.
 - 4. Include a media plan on major incidents designating a Public Information Officer (PIO) and understanding duties regarding effective media relations.
- C. Discuss notification and response protocols after incident.

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1. Ensure Watch Commander is on scene receiving information immediately as it is being received. Have a field Sergeant sit in to receive direction if possible.
 2. Brief Community leaders and ask for help defusing community tensions while getting accurate information.
 3. Engage public officials (GRYD, CRT, Media Etc.) and community leaders to agree on a unified message that presents a transparent and cooperative process.
 4. If possible, explain the investigative process if possible that the public may not understand to reduce distrust and tensions.
- D. Los Angeles Mayor's Crisis Response Team (CRT) and Gang Reduction and Youth Development (GRYD) history, policies and support.
1. History and functions of CRT.
 - a. CRT established in 1998 to respond to homicides, suicides, death notification assistance, OIS, D/V violence support, infant deaths, and serious traffic collisions.
 - b. CRT is a volunteer organization who received extensive training in crisis care, and intervention.
 - c. CRT provides immediate comfort and ongoing support to begin a path to recovery.
 - d. Statistical data and response by CRT.
 2. History and functions of GRYD.
 - a. GRYD established in 2007 to address gang violence in a comprehensive and coordinated way throughout the City.
 - b. GRYD missions and Goals.
 - c. GRYD Programming
 - d. GRYD violence interruption goals are to facilitate communication and responses to gang violence and to educate the community. (Rumor Control)
 - e. Statistical data and response by GRYD.
- E. Critical Stress Management, managing stress by community and Department personnel after a critical incident.
1. Establish meetings with community regarding critical incident.
 - a. Brief community members and ask for their assistance in defusing community tensions.
 - b. Establish an immediate community meeting to explain the Departments handling or if applicable, the investigation process.
 - c. Develop strategy for releasing public information regularly using social media. (Nixle.com, etc.)
 - d. Requesting assistance from community groups (Churches, Council District Office, GRYD, CRT, and other that may be able to assist with inter-group conflict assessment and conciliation moving forward.
 - e. Relationship building and transparency with Community. Survey Community to learn about their concerns with the police or department operations.

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- f. Utilize Department Personnel (CRO, CSP, SLO, etc) to assist with de-escalation process.
 - 2. Establish meetings with Department Personnel after a critical incident.
 - a. Anticipate and take precautions to prevent new incidents of confrontations.
 - b. Debrief of entire incident and engage personnel to address any concerns regarding decisions made by Incident Commander.
 - c. Educate personnel the importance of community-based policing during and after a critical incident and the long-term effects it will have to calm tensions and trust with the Department. (CSP Mission)
 - d. Transparency and trust in leadership.
 - e. Employee wellness is critical.
- F. Learning Activity, Tabletop exercise - After a Critical Incident debriefing scenario.
- 1. Scenario Handouts
 - a. Multiple Homicide scene of several gang members,
 - b. OIS where suspect dies,
 - c. Officer killed in the line of duty/ambush,
 - d. Mall shooting with multiple casualties of innocent victims.
 - e. Death investigation of family member.
 - 2. Discussion points:
 - a. Proper planning before a critical incident occurs begins with relationship building with the community.
 - b. Preparing and planning to minimize tensions after a critical incident.
 - c. Know the amount of resources available in every situation.
 - d. Constant roll call training with personnel regarding community policing and the positive effect each can have on every incident.
 - e. Watch Commander commitment to leadership.
 - f. Situational awareness and employee wellness.
 - g. Keeping our Officers and Community safe.

XXVIII. COMMAND PANEL (60 min)

- A. Introduction
- B. Questions and answers

XXIX. WATCH COMMANDER IN-BOX EXERCISE (60 min)

- A. Situational Exercise regarding expectations from Commanding Officer
- B. Discussions

XXX. LAWS OF ARREST AND SEARCH AND SEIZURE UPDATE (120 min)

- A. The 4th Amendment - Learning Activity – Facilitated discussion ¹

¹ Ker v. California, 374 U.S. 23, 32-34 (1963)

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1. Discuss 4th Amendment protection
 2. Explain court cases defining reasonableness and necessary
- B. Determining Reasonableness - Learning Activity – Facilitated discussion ¹
1. Explain reasonableness
 2. Discuss procedural justice
- C. SPICE and PePPER Chart - Learning Activity – Facilitated discussion
1. Explain SPICE and PePPER chart
 2. Recall what each letter of the acronym “SPICE” represents
 - a. Search Warrant
 - b. Probable cause vehicle exception
 - c. Incident to arrest
 - d. Consent
 - e. Exigent circumstances
 - f. Patdown
 - g. Parole/Probation
- D. Search Warrants - Learning Activity – Facilitated discussion
1. Discuss – legal justification to search a location cause to arrest
 2. Discuss – elements of probable cause to search
 3. Discuss – where officers can search
- E. Probable Cause Vehicle Exception - Learning Activity – Facilitated discussion ²
1. Explain – exceptions to the search warrant requirement.
 2. Discuss the legal justification to search:
 - a. a vehicle without a warrant
 - b. Legal access to the vehicle
 - c. Four flat tires
 - d. Private property
 - e. Impounded
- F. Searches Incident to Arrest - Learning Activity – Facilitated discussion ³
1. Search Incident to Arrest of a Person
 2. Search Incident to Arrest inside a Residence
 3. Search Incident to Arrest of a Vehicle
- G. Consent Searches - Learning Activity – Facilitated discussion
1. Consensual encounters
 2. Consent searches
 3. Administrative Order No. 22 – November 2020 – Consent to Search
- H. Exigent Circumstances - Learning Activity – Facilitated discussion
1. Video Presentation – “Shots fired call”

¹ Illinois v. Rodriguez, 497, U.S. 177, 185-86 (1990)

² Florida v. Meyers, 466 U.S. 380 (1984)

³ Atwater v. City of Lago Vista (2001) 532 US 318, 354 & Virginia v. Moore (2008) 553 U.S. 164

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2. Discuss and develop an investigative response
- I. Patdown Searches – Learning Activity - Learning Activity – Facilitated discussion
 1. Video Presentation – “Santa Ana Officers”^{1 2 3}
 2. Group discussion
 - a. Watch Commander responsibilities
 - b. Lawfulness of the search
 - c. Applicable charges that may be applicable
 - d. Conditions that a pat down may be conducted
 - e. Pat down of object that is not a weapon but illegal in nature
 - f. Pat down of persons they intend to transport
- J. Plain View Seizures and Vehicle Inventories - Learning Activity – Facilitated Discussion
 1. Requirements for a plain view seizure
 2. Group Discussion
 - a. Ultimate responsibility of an arrestee’s vehicle⁴
 - b. Scope of the vehicle inventory⁵
 - c. Illegal items recovered during a vehicle inventory
- K. Conclusion
 1. Group discussion – one thing they learned and thought important
 2. Group discussion – 4th amendment and the Department’s mission, vision, and values.
 3. Additional resources

XXXI. BODY WORN VIDEO (BWV) REVIEW (60 min)

- A. Department Use of BWV⁶
 1. Promote accountability and trust with the community
 2. Assist officer completing reports and provide testimony in court
 3. Collect evidence during a criminal investigation
 4. Deter criminal activity and uncooperative behavior during police-public contact
 5. Protect the officer from demonstratively false complaints
- B. Requirement to activate the BWV
 1. Vehicle stops
 2. Pedestrian stops
 3. Calls for service
 4. Code 3 response

¹ LAPD Manual Volume 4/216, Taking Persons into Custody

² Illinois v. Wardlow 528 U.S. 119 (2000)

³ LAPD Manual Volume 4/216.23, Mandatory Pre-Booking Evaluation

⁴ LAPD Traffic Manual Volume 3/1501

⁵ LAPD Manual Volume 4/222.59, 222.60 and 222.61

⁶ OCOP Special Order No. 12, Body Worn Procedures - Established

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5. Foot pursuit
 6. Searches
 7. Arrests
 8. Use of force
 9. In-custody transports
 10. Witness and victim interviews
 11. Officer's judgment where a video would assist in the investigation
- C. When not required to activate BWV during an encounter
1. Police Roll Call, restroom, or Police facilities
 2. Witness or victim refuses to provide a statement if recorded
 3. The recording may be inappropriate
 - a. Because of a witness or victim's physical condition
 - b. Emotional state
 - c. Age
 - d. Other sensitive circumstances (i.e. victim of rape, or other forms of physical assault)
 - e. Hospital, rape treatment center, or other healthcare facility
 - f. Situations where recording would risk the safety of a confidential informant, citizen informant, or undercover officer
- D. When can and officer review the video
1. When writing the report
 2. Prior to documenting all police activity
- E. Use of Force with BWV
1. Supervisor shall ensure that recording has stopped, and BWV is off
 2. Supervisor shall take possession of an officer's BWV
 3. Supervisor shall prevent the officer from reviewing his or her BWV until authorized by Force Investigation Division (FID)
 4. Ensure that the officer reviews their BWV prior to being interviewed.
- F. Additional Resources Used:
1. OCPP Notice 1.14, Procedures regarding authorized access by Department personnel to body worn and digital in-car video recordings
 2. PSB Notice 13.5, Guidelines for reviews of body worn and digital in-car video recordings
 3. OCOP Notice 1.11, Body worn video procedures for uniformed overtime details involving Police lieutenants and below
 4. OO Order No. 3, Procedures for deployment and usage of body worn video during transition period

XXXII. CLOSING (60 min)

- A. Review
- B. Questions and answers

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- C. Course evaluations
- D. Certificates