Office of the Sheriff
County of Los Angeles
Hall of Justice
Alex Villanueva, Sheriff

April 5, 2022

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

REQUEST FOR THE BOARD’S APPROVAL OF ADDITIONAL FUNDS TO THE LOS ANGELES COUNTY SHERIFF’S DEPARTMENT IN FY 2021-22 TO SUPPORT THE MANDATED AND ESSENTIAL TRAINING NEEDS OF DEPARTMENT PERSONNEL

The Los Angeles County Sheriff’s Department’s (Department) recently submitted the FY 2022-23 Recommended Budget Request, which included and asked for enhanced training to address the in-service needs of Continuing Professional Training (CPT) in order to bring the Department into compliance with State Commission on Peace Officer Standards and Training (POST) minimum selection and training standards. Nearly 11,000 total staff, including sworn deputies, reserve officers, dispatchers, and academy trainees lack sufficient training in arrest and control techniques, strategic communications, driver awareness, firearms, and various certificates. In response to the Department’s submitted request, the Department was notified by the Chief Executive Office (CEO) on March 3, 2022, that the Department’s request was being deferred for consideration/final determination until the Final Changes phase of the County’s FY 2022-23 budget process.

As noted in our prioritized budget request (Priority Request #8), the increasingly diverse challenges and changing service demands confronting law enforcement require that the content and instructional methodologies of peace officer training be regularly evaluated and updated. POST requires current sworn personnel to attend CPT and Perishable Skills Program training every two years. This mandated training is a combined 24-hour course that requires deputies and sergeants, not assigned to Custody Division, to
attend in order to be compliant. By attending the trainings, this removes these personnel from their working assignments and as a result, requires these vacant (or impaired) items to be filled (or backfilled) with overtime personnel. As such, the Department’s prioritized budget request seeks funding to support the training-related backfill overtime needs of the Department in terms of both attendees/trainees and those providing the training.

Understanding that the CEO has deferred consideration/final determination of the Department’s prioritized training request until FY 2022-23 Final Changes and understanding the critical importance of appropriate and sufficient training for the men and women of the Department, I implore you to recommend that the CEO identify the modest amount of funds needed to fully fund this request. This investment in your County law enforcement workforce will not only ensure that they are properly trained and in adherence with POST mandated training requirements, but it will also help ensure that appropriate response tactics, techniques, and skills are utilized. Additionally, the residents of Los Angeles County would benefit from a properly trained Department. Furthermore, it cannot be disputed that your Board’s nominal, proactive investment in training for Department personnel will not only help preserve the public health and safety of Department members and the residents of Los Angeles County, but it will also help mitigate the extent of potential future settlements and/or judgments for damages related to the Department’s response to handling incidents in the field and calls for service.

As demonstrated over the last several years, the financial liability attributed to just one unfortunate incident could cost the County exponentially more than the funding request before you. One recent example of such an incident unfortunately involved the San Diego County Sheriff’s Department. In this particular case, a federal jury found that responding San Diego County Sheriff’s deputies used excessive force in a 2015 incident that tragically resulted in the loss of life. Along with noting that excessive force was used, the federal jury also found that the responding deputies were not trained properly. As a result of the federal jury’s findings, a total of $85 million was awarded to the family of the deceased.

In addition to the above incident, further proof or justification that your Board’s support of the Department’s $6.3 million training request is critically important is the POST Commission’s recent audit findings of training deficiencies within the Department. In their audit, the POST Commission found that more than 80 percent of the Department’s deputies and supervisors had not met at least one training requirement, including firearms competency and arrest tactics. In addition to the findings related to deputies and supervisors, the POST Commission also noted that more than half of the Department’s dispatchers did not complete some or all of their training.
While your Board’s support of funding for the Department’s training request will undoubtedly assist in ensuring that Department personnel receive the training required of them, it must be noted that successfully meeting essential training requirements and maintaining appropriate and essential staffing levels during all training initiatives is not possible without an adequate amount of available personnel. As noted above, when Department personnel are attending training, their posts/assignments must be backfilled with overtime. Unfortunately, Department personnel are needed to support a number of other responsibilities in addition to training-related impairments, these include, but are not limited to: budgeted position vacancies; impairments behind various leaves of absence including injuries on duty and family or military leave; and major critical incident response efforts.

To this end and in addition to the allocation of the $6.3 million to support the noted training needs of the Department, I once again respectfully urge you to instruct the CEO to ensure that a sufficient number of Deputy Sheriff Trainee academy classes are convened on an annual basis. These academy classes are essential to ensuring that the influx of new Deputy personnel is available to not only offset the amount of annual sworn attrition, but also available to staff, if applicable, budgeted position growth within the Department. As noted on several occasions, it must also be reiterated that by ensuring Deputy vacancies are immediately filled by deputies recently graduated from the academy (and not by more senior/tenured deputies via overtime whose earnings are higher), the overall salary and employee benefit costs incurred by the Department would be less.

Finally, while the Department continues to assess its training needs on an annual basis and the CEO is notified of any changes to the scope and/or financing needs related to our training requirements, I must take a moment to alert you to the internal efforts that we will be undertaking in terms of assessing our Crisis Intervention Training needs. As you recall, as part of the FY 2022-23 Recommended Budget, the CEO is recommending the removal of approximately $1.3 million and the deletion of 4.0 budgeted positions that were essential to the provision of Crisis Intervention Training within the Department. Given the present financial status of the Department’s budget and the understood fact that the extent of the Department’s operational needs far outnumbers the amount of financial resources allocated to the Department, we are unable to absorb this training obligation and its related cost. Given the nature of this training, I will be assessing both the financial and operational impact of restoring the training to Department personnel and will be sure to submit the related budget request to the CEO for their consideration in a future budget phase.
Should you have any questions or would like to discuss further, please feel free to contact me directly at [redacted].

Sincerely,

[Signature]

ALEX VILLANUEVA
SHERIFF
Hello Ma'am,

The letter has been sent and received.

Thank you,

Kristine Corrales, Deputy
Los Angeles County Sheriff's Department
Liaison to the Board of Supervisors
Hall of Justice
211 West Temple Street, 6th Floor

SharePoint Website

-----Original Message-----
From: Calderon, Angie M.
Sent: Tuesday, April 5, 2022 2:37 PM
To: BOS Liaison Team
Cc: Satterfield, John L.; Blanchard, Anthony L
Subject: FW: Scanned from a Xerox Multifunction Device
Importance: High

Good afternoon BOS Team,

Please the attached letter for your forwarding to the Board of Supervisors on today's date. The original will be in the pick-up tray located in the Sheriff's Office. Should you have any questions, please contact the Sheriff's Office.

Thank you,

Angie Calderon, Chief's Secretary
Office of the Sheriff

-----Original Message-----
From: AMCalder@lasd.org
Sent: Tuesday, April 5, 2022 2:31 PM
To: Calderon, Angie M.
Subject: Scanned from a Xerox Multifunction Device

Please open the attached document. It was scanned and sent to you using a Xerox Multifunction Device.

Attachment File Type: pdf, Multi-Page

Multifunction Device Location:
Device Name: [Redacted]

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