County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169

LEROY D. BACA, SHERIFF

March 13, 2012

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

Dear Supervisors:

30-DAY STATUS OF RECOMMENDATIONS MADE IN THE OCTOBER 18, 2011, BOARD OF SUPERVISORS' MEETING REGARDING THE MERRICK BOBB AND OFFICE OF INDEPENDENT REVIEW REGARDING THE JAIL SYSTEM

On October 18, 2011, your Board requested that the Sheriff's Department (Department) report back on the motion to immediately implement the recommendations previously made by Special Counsel Merrick Bobb and the Office of Independent Review. In addition, your Board requested the Department report back on deputy worn video cameras, the status of the Department's hiring practices, sting audits, a force rollout team, and the length of time deputies serve in the jails. Attached is an update on each recommendation from the February 14, 2012, response.

Should you have any questions or require additional information, please contact me or Assistant Sheriff Cecil W. Rhambo, Jr., at (323) 526-5065.

Sincerely,

LEROY D. BACA
SHERIFF

RECOMMENDATIONS BY MERRICK BOBB AND OFFICE OF INDEPENDENT REVIEW REGARDING THE JAIL SYSTEM

COUNTY OF LOS ANGELES - SHERIFF'S DEPARTMENT

The purpose of this document is to provide a status to the recommendations by date, title, prepared by Special Counsel Merrick J. Bobb, the Office of Independent Review, and the Board of Supervisors.

I. Install surveillance cameras at the Men's Central Jail, the Inmate Reception Center and the Twin Towers within 30 days and develop a plan to purchase and install surveillance cameras at the remaining jail facilities.

To date, the Department has installed a total of 705 cameras at the Men's Central Jail (MCJ), 19 at the Inmate Reception Center (IRC) and is projected to have a total of 705 cameras installed and operational at MCJ by the end of May 2012.

The attached document (Camera Project Status Report) depicts the Department's current status on camera installation and the projected total of cameras.

The installation crew has moved to Twin Towers to access cabling routes and begin installing conduit in preparation for the installation of new cameras.

Data Storage

As reported in the January 10, 2012, letter, new servers for storage of video data was installed on December 15, 2011. These servers will provide permanent storage for up to 25 months at MCJ and TTCF.

The Internal Services Division (ISD), with the assistance of the Chief Information Officer (CIO) has completed a successful bidding process for the network upgrade equipment and a Purchase Order was released January 24, 2012. We have received some of the equipment and anticipate that all of the equipment will arrive by mid March.

Policy

The Department has created new Custody Directive establishing procedures for the recovery of fixed infrastructure video surveillance.

Note: Any noteworthy incident is immediately copied to a permanent file for any investigative purpose.

II. Eliminate the use of heavy flashlights as batons to subdue inmates.

The Department and the Association for Los Angeles Deputy Sheriffs (ALADS) came to a mutual agreement regarding the use of flashlights in the jails. The Sheriff has directed and approved a new policy to limit the size and weight of the flashlight. The policy specifies that the flashlights shall not weigh more than 16 ounces, and shall not be more than 13 inches in length. Flashlights longer than 9 inches shall be of plastic or nylon composite material only. It is anticipated that the new policy will be implemented and effective May 1, 2012.

III. Eliminate the use of "steel-toe" shoes.

Recommendation implemented.

On October 24, 2011, the Department made revisions to the existing "Footwear" policy (3-03/225.00).

Research of existing personnel showed that Department personnel have never worn "steel toe" boots in any capacity; however, the Department formally revised the policy to strictly prohibit any use of "steel toe" boots.

IV. Revise the Policy on Head Strikes with Impact Weapons to forbid all head strikes, including, but not limited to, head strikes against fixed objects such as floors, walls or jail bars, unless the standard for lethal force has been met.

Recommendation implemented.

On October 10, 2011, the Sheriff initiated a new force prevention policy which provides directions for personnel relating to respect based treatment of incarcerated individuals. This policy was discussed with the ALADS working group and was redistributed to all personnel in the jails.

On October 26, 2011, the Department made additions to the existing "Unreasonable Force" policy to strictly prohibit head strikes against a hard object. The Custody Force Response Team (CFRT) responds to all force incidents where any head strike occurs, whether the strike is initiated by personnel, or by contact with floors, walls or other hard objects.

V. Rotate Jail Deputies between floors at Men's Central Jail and to other jail facilities at no less than six-month intervals.

Recommendation implemented.

In January 2011, Men's Central Jail began rotating their staff no less than every six months. After consulting with ALADS, a directive was disseminated to all custody facilities mandating rotation of line personnel every six months.

VI. Enforce the Anti-Retaliation Policy to prevent Sheriff's deputies from retaliating against inmates speaking with legal representatives or inmate advocacy groups or for expressing dissatisfaction with jail conditions.

Recommendation implemented August 2011.

In August 2011, the Department made revisions to the existing "Treatment of Inmates" (5-12/005.00) policy to prevent deputies from retaliating against inmates. All staff assigned to Custody and Correctional Divisions were provided a formal briefing of the revisions to the policy. The briefing began August 4, 2011, and continued for a two-week period. In addition, the Department redistributed the policy on October 25, 2011, for another two-week recurring briefing to ensure each staff member is fully aware of the expectations of the policy and has mandated quarterly recurring briefings be conducted.

The CMTF is working on a new policy to mandate that all complaints of retaliation be thoroughly investigated by Internal Affairs and reviewed by the Commanders in the CMTF. Pending the policy implementation, all retaliation cases are being reviewed by the CMTF and assigned to a lieutenant for a thorough investigation.

VII. Interviews of inmates who make claims of excessive force should not be conducted by, or in the presence of, the deputies or their supervising sergeant involved in the alleged use of force.

Recommendation implemented.

On October, 26, 2011, the Department made revisions to the existing "Use of Force Reporting and Review Procedures" policy ensuring privacy during force interviews.

VIII. Interviews of inmates alleging use of force and any witnesses must occur as soon as feasibly possible, but no later than 48 hours of the incident.

Recommendation implemented.

On October, 26, 2011, the Department made revisions to the existing "Use of Force Reporting and Review Procedures" policy directing supervisors to immediately conduct interviews.

IX. Develop a prioritization process for Use of Force Investigations to ensure that the most severe incidents are completed within 30 days and that all others are completed within 60 to 90 days.

Recommendation implemented.

As previously noted, the Department developed a CFRT Policy that established new criteria for force review in the jails. The new categories of force and the CFRT ensure that significant force cases, not handled by Internal Affairs, are externally evaluated and completed within 30 days. At that time, they are reviewed by the newly formed Custody Force Review Committee (CFRC), which consists of three Commanders. The first CFRC was conducted on February 16, 2012, and included oversight by the Office of Independent Review. The next CFRC is scheduled for ~~March 13, 20, 2012~~ March 20, 2012.

The Department continues to process the most severe incidents as Internal Affairs Investigations, which are generally completed within 90 days unless unexpected circumstances arise.

X. Develop a plan for more intense supervision that requires jail sergeants to directly supervise jail deputies, including walking the row of jail cells and floors and responding as soon as possible to any notification of interaction where force is being used on an inmate.

Recommendation Implemented at MCJ on November 6, 2011.

On October 27, 2011, the Department delivered a letter to the Chief Executive Officer requesting additional supervisory staff in the jails. However, the Department felt it was imperative to immediately increase staffing at MCJ.

Effective November 6, 2011, 19 sergeants were added to MCJ current staffing to ensure the appropriate supervision was in place. These items were removed from other critical areas within the Department and deployed to cover both Day and PM shifts. There are now 2 sergeants assigned to 2000, 3000, 4000, 5000, and 9000 floors, and a full-time sergeant dedicated to 1700/1750. All sergeants were briefed on the expectations to be visible and actively monitoring activity on the floor at all times. In addition, the Department is working on "duty statements" for all Custody personnel to ensure they have a full understanding of the expectations of their assignment.

XI. Immediately mandate that all custody medical personnel report all suspicious injuries of inmates to the Internal Affairs Unit or the Captain of the jail facility where the inmate is housed.

Recommendation implemented.

On October 26, 2011, the Department's Medical Services Bureau revised the "Injury/Illness Report Inmate" policy (M206.09) to include a provision requiring medical staff to advise the facility watch commander in the event an inmate reports/alleges that their injuries are the result of force used by a Department employee.

XII. Report back on the role of the new Jail Commanders and how they will be used to reduce jail violence.

Since the implementation of efforts by the CMTF to reduce jail violence and associated use of force incidents, total significant uses of force continue to decline. Two documents are attached relating to force incidents in the jails:

- *Force Used by Month – Significant force vs. Less significant force*
- *Force Year to date – 2007 to 2012*

The Jail Commanders continue to work with each custody unit to accomplish the goals set forth by the Sheriff.

The Jail Commanders oversee the operations of the CMTF, which is now comprised of 5 commanders, 8 lieutenants, 8 sergeants, and 4 support staff. The lieutenants, sergeants, and support staff are all items that were removed from critical units within the Department and deployed to this task force.

The CMTF Mission is to assess and transform the culture of the custody facilities in order to provide a safe, secure learning environment for our Department personnel and the inmates placed in the Department's care. The CMTF's purpose is to empower Department personnel to provide a level of professionalism and serve the needs of inmates consistent with the Department's "Core Values."

The CMTF's responsibilities and goals include promoting community trust, reducing jail violence by changing the deputy culture of the custody environment, encouraging respect based communications with inmates, reviewing and implementing new training for staff assigned to the jails, preparing and revising all directives/policies necessary to implement Special Counsel Merrick Bobb/Office of Independent Review recommendations, analyzing force incidents and developing and implementing a custodial career path.

The 8 lieutenants work directly in accomplishing the goals set forth by the Sheriff and Commanders. The 8 sergeants are comprised as a jail force "roll-out" team (CFRT) who oversee, mentor and review all significant force cases that meet a particular criterion, yet do not rise to the level of an Internal Affairs investigation.

XIII. Sheriff to work with the Chief Executive Office to immediately study the feasibility of purchasing Officer Worn Video cameras for all Custody personnel to use, to identify potential funding for this purpose, and develop appropriate policies and procedures for the use of these cameras. Policies should include a requirement that custody personnel record all interactions with inmates, including Title 15 checks, any movement throughout the jail facilities and any use of force. Each failure to record or immediately report any use of force against inmates must be appropriately disciplined.

The Department has received 30 cameras, (Personal Video Recording Devices) for the pilot program. The CMTF drafted a guideline, and conducted training for the volunteer deputies that will be involved in the program. The pilot program began on February 26, 2012. The cameras will be worn by deputies interacting with inmates with a history of mentally illness, violence, and hostile behavior toward jail staff.

The Department is conducting a six month "proof of Concept" in order to determine whether there is a practical use for PVRD in Custody Operations Divisions.

XIV. Consider the feasibility of targeted and random undercover sting operations performed in custody facilities to ensure deputies are working within policy.

The Sheriff discussed this motion during the November 1, 2011, closed session meeting.

XV. Consider a "roll-out team" to investigate when there is a use of force in a custody facility.

Recommendation implemented.

Beginning November 2011, the Department created the CFRT, comprised of 8 sergeants and a lieutenant, who are tasked with responding to custody facility force incidents.

The CMTF created a set of criteria that mandate facility watch commanders to contact the CFRT and request a response. The CFRT Sergeant will oversee and assist in the force documentation for the facility. In the course of reviewing the incident, the CFRT Sergeant shall give specific direction to the handling supervisor. If any policy violations are discovered, the CFRT will immediately assume responsibility of the force investigation and initiate an internal investigation.

All incidents requiring a CFRT response will be reviewed by a newly formed CFRC comprised of 3 Commanders assigned to Custody and Correctional Services Divisions. The CFRC has the authority to order additional investigation, make recommendations, or request an Internal Affairs investigation if there appears to be a possible violation of Department policy. Since the implementation of the CFRT, they have responded to 27 incidents.

XVI. Report back in 30 days on the hiring standards for deputy sheriffs and how they changed during the last hiring push.

Recommendation completed - A full report on the hiring standards was provided in the November 1, 2011, letter.

XVII. Consider a two-track career path for deputies, patrol deputies and custody deputies.

On December 16, 2011, members of the CMTF concluded an extensive two-month study which analyzed different methods of implementing a two-track career path within the LASD. Study results and CMTF recommendations have been presented to the Chief Executive Office (CEO), ALADS, PPOA, and the Public Safety Cluster Agenda Review meeting on February 8, 2012. The Department will be working with the CEO towards implementation of this proposal.

XVIII. Review existing policy of assigning new deputies to custody functions, specifically, the length of time spent in custody and the hiring trend as its primary determining factor, and revise the policy to reduce the length of time deputies serve in custody.

On October 28, 2011, the Department authorized custody personnel to initiate extensions if they desire to remain in their current assignment. To date, 280 deputies have taken advantage of this offer, which will ultimately cause a reduction of time that deputies will serve in a custody assignment.

As noted in the above item, recommendations for a two-track career path were presented to the CEO, ALADS, PPOA, and the Public Safety CARs meeting on February 8, 2012, which will reduce the length of time deputies serve in custody.

REVISED

CAMERA PROJECT STATUS REPORT
3/1/2012
MCJ

MEN CENTRAL JAIL	CAMERAS REQUIRED	INSTALLED	NEEDED
1750 FLOOR	42	42	0
2000 FLOOR	139	139	0
3000 FLOOR	146	146	0
4000 FLOOR	97	97	0
5000 FLOOR	42	42	0
9000 FLOOR	24	24	0
6000 FLOOR	25	25	0
7000 FLOOR	23	23	0
8000 FLOOR	29	29	0
PAROLE	36	36	0
OLD IRC	24	24	0
BASEMENT/KITCHEN	55	~~54~~ 55	~~1~~ 0
~~REPLACED ANALOG CAMERAS~~	~~52~~	~~52~~	0
VISITING	23	23	0
TOTAL:	705	705	0

CAMERAS RECORDING 300

TTCF

	CAMERAS REQUIRED	INSTALLED	NEEDED
TOWER 1			
LEVEL 1	47	0	4
LEVEL 2	36	0	36
LEVEL 3	52	0	52
LEVEL 4	52	0	52
LEVEL 5	52	0	52
LEVEL 6	52	0	52
LEVEL 7	52	0	52
TOWER 2			0
LEVEL 1	38	0	38
LEVEL 2	37	0	3
LEVEL 3	56	2	54
LEVEL 4	52	0	52
LEVEL 5	52	0	52
LEVEL 6	52	0	52
LEVEL 7	52	0	52
IRC			
LEVEL 1	47	17	30
LEVEL 2	45	0	45
TOTAL:	774	19	755

CAMERAS RECORDING 19

LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

FORCE USED BY MONTH SIGNIFICANT VS LESS SIGNIFICANT

2011

CUSTODY DIVISION	January 2011			February 2011			March 2011			April 2011			May 2011			June 2011		
	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total
CRDF	6	2	8	8	5	13	4	4	8	2	2	4	5	2	7	10	1	11
CST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EAST FACILITY	2	3	5	4	0	4	0	0	0	0	0	0	0	1	1	0	1	1
IRC	9	3	12	9	1	10	12	1	13	10	0	10	7	6	13	8	2	10
MEN'S CENTRAL JAIL	16	1	17	19	1	20	11	1	12	9	2	11	16	5	21	10	3	13
MIRA LOMA FACILITY	0	0	0	0	2	2	1	0	1	0	0	0	0	0	0	0	0	0
NCCF	6	6	12	1	3	4	5	2	7	2	1	3	2	3	5	7	4	11
NORTH FACILITY			0			0			0			0			0			0
SOUTH FACILITY	0	1	1	0	0	0	2	0	2	1	0	1	2	0	2	0	0	0
TWIN TOWERS	5	2	7	8	1	9	3	2	5	7	1	8	10	0	10	6	1	7
	44	18	62	49	13	62	38	10	48	31	6	37	42	17	59	41	12	53

CUSTODY DIVISION	July 2011			August 2011			September 2011			October 2011			November 2011			December 2011		
	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total
CRDF	7	2	9	6	2	8	6	1	7	3	1	4	4	4	8	2	4	6
CST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
EAST FACILITY	0	1	1	1	0	1	3	2	5	0	0	0	0	3	3	1	0	1
IRC	6	2	8	4	1	5	12	4	16	0	4	4	2	2	4	2	0	2
MEN'S CENTRAL JAIL	17	3	20	17	0	17	11	2	13	4	5	9	6	6	12	3	4	7
MIRA LOMA FACILITY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NCCF	5	3	8	5	1	6	2	3	5	4	1	5	3	3	6	2	4	6
NORTH FACILITY			0			0			0			0			0	0	0	0
SOUTH FACILITY	2	0	2	0	0	0	2	0	2	1	0	1	2	1	3	0	0	0
TWIN TOWERS	7	1	8	5	1	6	4	4	8	7	4	11	3	5	8	4	3	7
	44	12	56	38	5	43	40	16	56	19	15	34	20	24	44	16	15	31

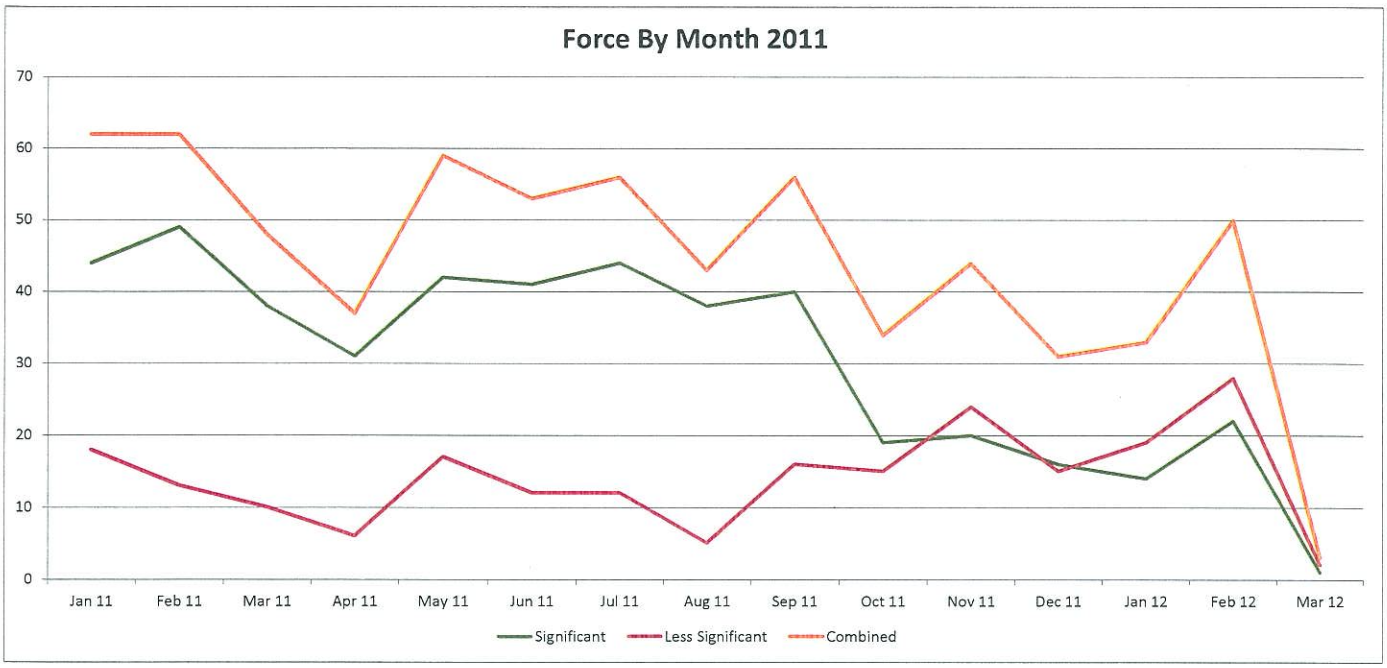
2012

CUSTODY DIVISION	January 2012			February 2012			March 2012			April 2012			May 2012			June 2012		
	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total
CRDF	2	6	8	1	5	6			0			0			0			0
CST	0	0	0	3		3			0			0			0			0
EAST FACILITY	0	3	3	1		1		1	1			0			0			0
IRC	1	3	4	1	5	6		1	1			0			0			0
MEN'S CENTRAL JAIL	7	3	10	11	9	20	1		1			0			0			0
MIRA LOMA FACILITY	0	0	0			0			0			0			0			0
NCCF	1	3	4	2	2	4			0			0			0			0
NORTH FACILITY	0	0	0			0			0			0			0			0
SOUTH FACILITY	1	0	1		2	2			0			0			0			0
TWIN TOWERS	2	1	3	3	5	8			0			0			0			0
	14	19	33	22	28	50	1	2	3	0	0	0	0	0	0	0	0	0

CUSTODY DIVISION	July 2012			August 2012			September 2012			October 2012			November 2012			December 2012		
	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total
CRDF			0			0			0			0			0			0
CST			0			0			0			0			0			0
EAST FACILITY			0			0			0			0			0			0
IRC			0			0			0			0			0			0
MEN'S CENTRAL JAIL			0			0			0			0			0			0
MIRA LOMA FACILITY			0			0			0			0			0			0
NCCF			0			0			0			0			0			0
NORTH FACILITY			0			0			0			0			0			0
SOUTH FACILITY			0			0			0			0			0			0
TWIN TOWERS			0			0			0			0			0			0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CUSTODY DIVISION	2011 Totals			2012 Totals		
	Sig Force	Less Sig Force	Total	Sig Force	Less Sig Force	Total
CRDF	63	30	93	3	11	14
CST	2	0	2	3	0	3
EAST FACILITY	11	11	22	1	4	5
IRC	81	26	107	2	9	11
MEN'S CENTRAL JAIL	139	33	172	19	12	31
MIRA LOMA FACILITY	1	2	3	0	0	0
NCCF	44	34	78	3	5	8
NORTH FACILITY	0	0	0	0	0	0
SOUTH FACILITY	12	2	14	1	2	3
TWIN TOWERS	69	25	94	5	6	11
	422	163	585	37	49	86

**Totals presented are as of 03/05/2012*



Reportable force is *less significant* when it is limited to any of the following and there is no injury or complaint of pain nor any indication of misconduct:

- Searching and handcuffing techniques resisted by the suspect,
- Department-approved control holds, come-along, or take down,
- Use of Oleoresin Capsicum spray, Freeze +P or Deep Freeze aerosols, or Oleoresin Capsicum powder from a Pepperball projectile when the suspect is not struck by a Pepperball projectile.

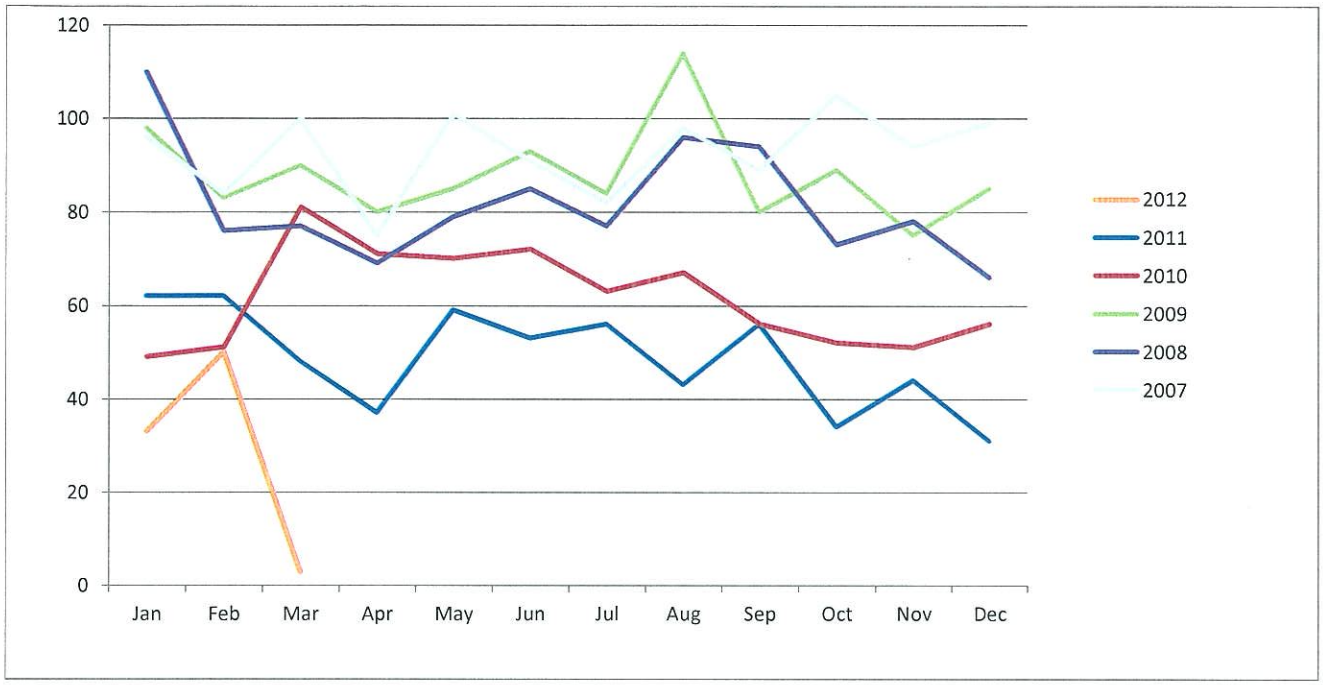
Reportable force is *significant* when it involves any of the following:

- Suspect injury resulting from use of force,
- Complaint of pain or injury resulting from use of force,
- Indication or allegation of misconduct in the application of force,
- Any application of force that is greater than a Department-approved control hold, come-along, or take down. This includes the activation of the electronic immobilization belt or the use of the Total Appendage Restraint Procedure (TARP).

**Totals presented are as of 03/05/2012*

LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

FORCE USED YTD 2007-2012



	2007	2008	2009	2010	2011	2012
Month	Total Incidents	Total Incidents	Total Incidents	Total Incidents	Total Incidents	Total Incidents
Jan	96	110	98	49	62	33
Feb	84	76	83	51	62	50
Mar	100	77	90	81	48	3
Apr	75	69	80	71	37	
May	101	79	85	70	59	
Jun	91	85	93	72	53	
Jul	82	77	84	63	56	
Aug	98	96	114	67	43	
Sep	89	94	80	56	56	
Oct	105	73	89	52	34	
Nov	94	78	75	51	44	
Dec	99	66	85	56	31	
Grand Total	1114	980	1056	739	585	86
Percentage Difference		***-12.03%***	***7.76%***	***-30.02%***	***-20.84%***	***-26.61%***

2012 Numbers reflect the difference between the same time span from 2011.

**Totals presented are as of 03/05/2012*