



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

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DAVID E. JANSSEN
Chief Administrative Officer

March 14, 2006

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

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Dear Supervisors:

**IMPLEMENTATION OF THE SHERIFF DEPARTMENT'S ENHANCED
FIELD TRAINING OFFICER PROGRAM
(3 - VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the implementation of an Enhanced Field Training Officer (FTO) Program in the Sheriff's Department.
2. Adopt the accompanying ordinance amending Title 6 of the Los Angeles County Code to implement the changes recommended herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Your Board approved final changes to the FY 2005-06 Adopted Budget to include the Sheriff's Department's request to fund a critical need for an enhanced FTO program. The Sheriff's Department proposes implementing the program effective March 1, 2006. The attached ordinance provides the authority to compensate staff consistent with provisions of the program.

Implementation of Strategic Plan Goals

This action supports the County's Strategic Plan Goal of Workforce Excellence by implementing a program that enhances the training, knowledge and skill of Deputy Sheriffs.

FISCAL IMPACT/FINANCING

Funding for an enhanced FTO program is provided in the Sheriff's FY 2005-06 Adopted Budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The responsibilities of Field Training Officers to train, develop and mentor new patrol officers have become increasingly more demanding. Effective March 1, 2006, the proposed program and attached ordinance will provide skill pay enhancements to Deputy Sheriffs to retain proven leaders to train and mentor new patrol officers.

The enhanced program provides additional compensation to FTOs and establishes a Master Training Officer at each Sheriff Patrol station. Deputy Sheriffs with one (1) year as an active FTO will receive additional compensation of 11% of their base salary. Upon completion of 18 months as an active FTO and appointment to a Master Field Training Officer assignment, a Deputy Sheriff shall receive additional compensation equivalent to 16.5% of their base salary. Appointed Master Field Training Officers will, after completion of 12 months as an active Master Field Training Officer, receive additional compensation equivalent to 22% of their base salary.

The Sheriff has placed a high priority on implementing an enhanced FTO program. Adoption of the attached ordinance will allow the Sheriff to immediately implement the program. The County has met and conferred with the affected labor unions on the mandatory subjects of negotiation, and continues to meet with unions on non-mandatory subjects.

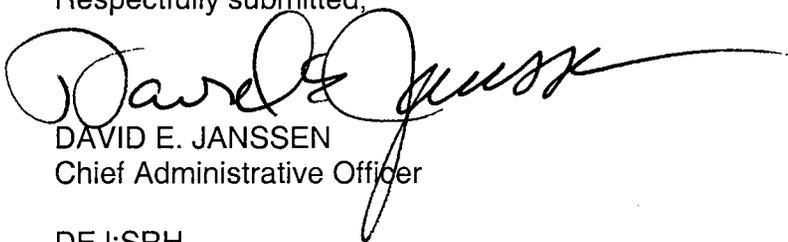
IMPACT ON CURRENT SERVICES (OR PROJECTS)

Adoption of this program will result in well trained patrol officers who will better be able to successfully serve and protect the public.

CONCLUSION

The accompanying ordinance has been approved as to form by County Counsel.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:SRH
JA:PDC:rlid

- c: County Counsel
- Executive Officer, Board of Supervisors
- Auditor-Controller
- Director of Personnel
- Sheriff