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

LEROY D. BACA, SHERIFF

December 31, 2013

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

Dear Supervisors:

This letter is in response to the Board of Supervisors' (BOS) request for the Los Angeles County Sheriff's Department (Department) to report back regarding former employees of the Office of Public Safety (OPS). We were specifically asked five questions which will be addressed individually below.

1. *"Of the 290 former Office of Public Safety employees who are currently employed by the Sheriff's Department, how many hold sworn, custody assistant, or civilian positions?"*

   When the absorption was approved by the BOS, OPS had 395 sworn officers, of these:

   - 199 were hired as sworn personnel (191 remain employed)
     - 9 in supervisory positions (6 remain employed)
     - 190 as deputy sheriffs (185 remain employed)
   - 60 were hired as custody assistants (54 remain employed)
   - 7 were hired to civilian positions (6 remain employed)
   - 68 were deemed not qualified (50 hired by other County departments)
   - 45 retired
   - 16 refused positions with the Sheriff's Department (4 hired by other County departments)

   Note: Our previous report to the BOS indicated that 290 former OPS officers were approved for hire. Twenty-four of these candidates subsequently failed to successfully complete the final stages of the hiring process leaving the Department with a total of 266 former officers hired.

In regards to the 122 civilians employed by OPS at the time the absorption was approved:

- 106 were hired for professional staff positions
- 10 were deemed not qualified (hired by other County departments)
- 4 declined to participate in the background process
- 1 retired
- 1 was directly placed within another County department

2. *"How many have had performance/conduct issues since joining the Sheriff's Department?"*

   - Of the 199 former OPS officers who were hired for sworn positions, 28 have been the subject of administrative investigations. Twenty-three have had one investigation, three have had two investigations, and two have had three investigations. The dispositions included:
     - 13 founded cases (6 written reprimands, 5 short term suspensions (1-5 days), 1 medium term suspension (6-15 days), 1 employee retired in lieu of discipline)
     - 9 cases remain pending
     - 7 cases were unfounded
     - 2 cases were unresolved
     - 4 cases were inactivated

   - Of the 173 former OPS employees who were hired by the Sheriff's Department in civilian positions, four have been the subjects of administrative investigations. Three employees had one investigation each and one employee had two investigations. The dispositions included:
     - 2 cases were founded (short term suspensions)
     - 1 case was unresolved
     - 2 cases remain pending

3. *"How many of those identified having performance/conduct issues should not have been hired based on concerns raised during the background process, including prior disciplinary findings against them?"*

   Of those former OPS officers who should not have been hired, we have determined that one deputy resigned while facing possible disciplinary action and two custody assistants received short term suspensions.

4. *"What justification was included in the personnel file of each employee who was hired but did not meet the Sheriff's prevailing hiring standards?"*

   Each background file contained three documents which identified, in summary form, the reasons for which the candidate should be deemed qualified or disqualified for employment. These were accompanied by supporting documentation obtained by the background investigator. Also in the file was a signature page on which the Undersheriff indicated whether or not a candidate was approved for a sworn or professional staff position.

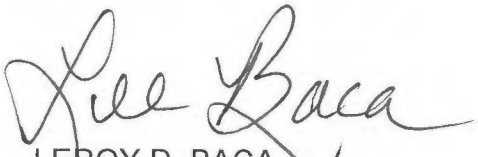
   There was no justification provided by the Undersheriff as to why he chose to hire the 84 who did not meet prevailing hiring standards.

5. *"What legal options are available to take against the person responsible even though he is no longer employed by the County."*

   We will defer to the advice of County Counsel.

Should you have any questions or require additional information, please contact Assistant Sheriff Todd S. Rogers at (323) 526-5115.

Sincerely,



LEROY D. BACA
SHERIFF