

LASD Compliance with CC 6.144.90

- Internal Discipline
- Secret Societies
- Transparency
- Hiring
- Harassment

Internal Discipline

10/32/18: Request for full PRMS access



COUNTY OF LOS ANGELES
OFFICE OF INSPECTOR GENERAL

312 SOUTH HILL STREET, THIRD FLOOR
LOS ANGELES, CALIFORNIA 90013
(213) 974-6100
<http://oig.lacounty.gov>

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MAX HUNTSMAN
INSPECTOR GENERAL

CONFIDENTIAL

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The PRMS profile for an employee who is the subject of one of these invisible cases will neither show the case nor indicate that there even exists a case which is hidden from view. Only after our inquiry were we told that these cases are made invisible by the selection of a "Private to IAB" feature. The selection of this feature makes the case invisible to all except specially designated personnel.

The PRMS profile for an employee who is the subject of one of these invisible cases will neither show the case nor indicate that there even exists a case which is hidden from view. Only after our inquiry were we told that these cases are made invisible by the selection of a "Private to IAB" feature. The selection of this feature makes the case invisible to all except specially designated personnel.

When the Memorandum of Agreement to Share and Protect Confidential LASD Information was negotiated I was informed that executive level access was the most complete access to PRMS available (then known as the Personnel Performance Index). That the very existence of internal investigations and the resulting disciplinary actions can be concealed from the Office of Inspector General was not contemplated by and is contrary to the intent of our MOA.

I request that you provide the Office of Inspector General complete and full access to PRMS records of all internal investigations and disciplinary cases, including those designated as "Private to IAB." My work reviewing the Department's internal investigations is time sensitive. Thank you for your timely consideration.

Sincerely,

MAX HUNTSMAN
INSPECTOR GENERAL

MH:DWB

I request that you provide the Office of Inspector General complete and full access to PRMS records of all internal investigations and disciplinary cases, including those designated as "Private to IAB." My work reviewing the Department's internal investigations is time sensitive. Thank you for your timely consideration.

Internal Discipline

2/13/19: Request to Identify Unfair
Discipline Cases



COUNTY OF LOS ANGELES
OFFICE OF INSPECTOR GENERAL

312 SOUTH BEHRE STREET, THIRD FLOOR
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MAX HUNTSMAN
INSPECTOR GENERAL

February 13, 2019

Sheriff Alex Villanueva
Los Angeles County Sheriff's Department
Hall of Justice
211 W. Temple Street
Los Angeles, California 90012

Dear Sheriff Villanueva:

You have made reference to a number of Internal Affairs cases that may have been compromised and are currently under review by the Department. These references were made during presentations to the Civilian Oversight Commission on January 22, 2019, the Board of Supervisors on January 29, 2019, the State of the Department press conference held on January 30, 2019 and during a NBC interview on February 3, 2019.

We are concerned anytime there is an allegation that a Department procedure has been compromised specifically dealing with disciplinary processes.

Based on these concerns, we are requesting that you provide us with the names and employee numbers of the six department staff members that may have been treated unfairly as referenced during the public meetings outlined above, which are currently under review. Additionally, if there are other cases under review in addition to the six, we would make the same request.

We look forward to working with Department in reviewing these matters to insure that the disciplinary process is fair and uncompromised.

Respectfully,

MAX HUNTSMAN
Inspector General

By

Daniel W. Baker
Chief Deputy

Internal Discipline/Hiring/Secret Societies

Truth and Reconciliation Access Denied



COUNTY OF LOS ANGELES
OFFICE OF INSPECTOR GENERAL

312 SOUTH HILL STREET, THIRD FLOOR
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INSPECTOR GENERAL

HAND DELIVER

December 4, 2018

Alex Villanueva
Sheriff, County of Los Angeles
211 West Temple Street, 8th floor
Los Angeles, CA 90012

Dear Sheriff Villanueva:

Congratulations on your election as Sheriff of Los Angeles County. What a challenging undertaking you have before you. If I can be of any assistance to you please do not hesitate to call on me. I am looking forward to an amiable and productive relationship.

At your swearing-in ceremony I was pleased to hear your emphasis on transparency and community policing. I agree that the best way to form policy is by engaging the public and deputies together to find what will benefit both. The *status quo* has given us a discipline system that often fails due to understaffing, a lack of transparency that leads to distrust between the public and deputies, and paralysis that has led to fifty years of growing influence by secret societies. It's time for secrecy to be put behind us for the good of the police and the policed. Upcoming legal changes will make that a reality and I look forward to working with you and the Civilian Oversight Commission to make the transition a smooth one.

I have heard and read media reports that you have many ideas for changes to the Department's policies, procedures and practices. During your transition and going forward, I request that you provide the Office of Inspector General the text of proposed changes, additions or deletions to Department policies, practices or procedures at the time such proposals are submitted to whatever approval process you put in place. I would also appreciate receiving approved policy, practice and procedure changes, additions and deletions at the time those changes are communicated to your command staff.

Also, if the media accounts are correct regarding your intention to form a truth and reconciliation committee to meet and review prior disciplinary actions of the Department, I request that you advise me of the committee's members and provide me advance notice of the committee's meetings so that my office may monitor the process and report on it.

12/26/2017

Page 2

Best wishes for every success in the task ahead of you.

Sincerely,

MAX HUNTSMAN
Inspector General

c: Board of Supervisors
Sheriff's Civilian Oversight Commission
Sachi Hamai, Chief Executive Officer
Mary Wickham, County Counsel
Celia Zavala, Executive Officer

No Response from
the Department

From: Campos, Esther
Sent: Thursday, January 31, 2019 9:15 AM
To: Rachel Johnson
Cc: Agosto, Anna B.; Niwa, Stephen; Vasudevan, Kriththika; Kase, Elliot; Gilligan, John
Subject: Meeting re Truth and Reconciliation - Mandoyan

Good morning Ms. Johnson,

Stephen Niwa would like to schedule an one hour meeting with Sheriff Alex Villanueva to discuss the Truth and Reconciliation process on the Mandoyan case.

Does the Sheriff have any availability on the following dates/times:

Thursday, February 14, 2019 – Between 1:00 p.m. to 5:00 p.m.

Friday, February 15, 2019 – Between 1:00 p.m. to 5:00 p.m.

Kriththika Vasudevan and Elliot Kase from our office will also be attending the meeting.

Thank you,

Esther Campos
Office of Inspector General
312 South Hill Street, Third Floor
Los Angeles, CA 90013
Phone: 213.974.6100
Fax: 213.974.9346
ecampos@oig.lacounty.gov

Re-scheduled interview with Sheriff canceled

From: Agosto, Anna B. <abagosto@lasd.org>
Sent: Tuesday, March 19, 2019 10:50 AM
To: Campos, Esther <ECampos@oig.lacounty.gov>
Cc: Rachel Johnson <rjohnso@lasd.org>
Subject: Meeting w/Sheriff

Hi Esther:

Per our earlier phone conversation, today's 2:30 pm. meeting with the Sheriff has been canceled.

Sorry for any inconvenience.

Thank you,
Anna
(213) 229-3005



COUNTY OF LOS ANGELES
OFFICE OF INSPECTOR GENERAL

315 SOUTH HILL STREET, 21ST FLOOR
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INSPECTOR GENERAL

February 13, 2019

Sheriff Alex Villanueva
Los Angeles County Sheriff's Department
Hall of Justice
211 W. Temple Street
Los Angeles, California 90012

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We are concerned anytime there is an allegation that a Department procedure has been compromised specifically dealing with disciplinary processes.

Based on these concerns, we are requesting that you provide us with the names and employee numbers of the six department staff members that may have been treated unfairly as referenced during the public meetings outlined above, which are currently under review. Additionally, if there are other cases under review in addition to the six, we would make the same request.

We look forward to working with Department in reviewing these matters to insure that the disciplinary process is fair and uncompromised.

Respectfully,

MAX HUNTSMAN
Inspector General

By 

Daniel W. Baker
Chief Deputy

No Response From
the Department

Settlement Agreement executed to bring Mandoyan back to work lacks a signature from County Counsel. Lastly, the telephone transcript discussed above clearly establishes Mandoyan's

Despite the OIG's specific request to be provided advance notice of the Truth and Reconciliation Panel's meetings in order to monitor the process and report on it, the Department proceeded with the reinstatement of Mandoyan without affording the OIG an opportunity to review the process. The OIG has since reviewed all available documentation in drafting this report; however, without full cooperation from the Department, the OIG is unable to answer the fundamental question of how and why the Department elected to reinstate, or as the Department now argues, re-hire Mandoyan.

¹³⁹ For a list of some of the questions that remain unanswered about the Truth and Reconciliation process please refer to the OIG's Letter requesting information regarding the process used to re-evaluate the Mandoyan case, dated March 5, 2019, that was sent to the Department at Exhibit 41.



COUNTY OF LOS ANGELES
OFFICE OF INSPECTOR GENERAL

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INSPECTOR GENERAL

March 5, 2019

To: Authorized Representative of the Los Angeles Sheriff's Department

The Office of Inspector General is conducting a review of the *ad hoc* discipline re-evaluation process in the case of Caren Mandoyan under Internal Affairs Bureau case number IV 2383392 (Mandoyan case).

Thank you for your help with the following questions. A response within ten (10) working days of this request is very much appreciated.

1. How was the Mandoyan case selected as the first case for re-evaluation?
2. Why was the Mandoyan case re-evaluated before the Department had drafted and/or implemented a policy outlining the Truth and Reconciliation process?
3. Why was the re-evaluation of the Mandoyan case initiated before the hearing date on Deputy Mandoyan's writ of mandate that was calendared for January 31, 2019?
4. Sheriff Villanueva stated that he gave the Mandoyan case to then Commander Steven Gross for re-evaluation during the first week of his administration. What was the date on which the Sheriff formally assigned the Mandoyan case to then Commander Gross for re-evaluation?
5. How was the assignment of the Mandoyan case to then Commander Gross memorialized? Please provide a copy of the assignment.
6. Who assigned Lt. Roberta Granek to produce the December 13, 2018 correspondence to Acting Chief Gross with the subject heading of "Analysis of Administrative Investigation II" 2383392 – Deputies Caren Mandoyan and Amber Taylor" (Granek Memorandum)?
7. What guidance and/or instructions were given to Lt. Granek, or any involved members of the Professional Standards Division, as to the preparation of the Granek Memorandum?
8. What was the deadline by which time Lt. Granek was expected to submit the memorandum to Chief Gross? Who gave Lt. Granek (or her team) the deadline?

9. Please identify all persons that assisted Lt. Granek in the preparation of the December 13, 2018 Granek Memorandum and include a description of what they contributed to the process of creating the Granek Memorandum.
10. Other than the materials identified in the first paragraph of the December 13, 2018 Granek Memorandum, please list any additional materials reviewed in the preparation of the December 13, 2018 Granek Memorandum.
11. Please describe any further investigation conducted during the preparation of the Granek Memorandum, identifying any new documents created and listing the employees that conducted the further investigation.
12. After the Granek Memorandum was completed, what actions related to the Mandoyan case were taken by the Department prior to the *ad hoc* Truth and Reconciliation Panel meeting on December 21, 2018?
13. How were the members of the *ad hoc* Truth and Reconciliation Panel selected?
14. Who selected the members of the *ad hoc* Truth and Reconciliation Panel?
15. In addition to the *ad hoc* Truth and Reconciliation Panel members, were any other current and/or former Department members involved in the re-evaluation or the selection of the Mandoyan case for re-evaluation?
16. In addition to the *ad hoc* Truth and Reconciliation Panel members, were any other current and/or former Department members asked to be involved in the re-evaluation of the Mandoyan case?
17. When were the *ad hoc* Truth and Reconciliation Panel members notified that they would be on the Panel?
18. When were the *ad hoc* Truth and Reconciliation Panel members notified that the Mandoyan case, in particular, had been selected for discipline re-evaluation?
19. How were the *ad hoc* Truth and Reconciliation Panel members notified that the Mandoyan case, in particular, had been selected for discipline re-evaluation?
20. Please describe the guidance and/or instructions given to the *ad hoc* Truth and Reconciliation Panel members on how to proceed with the re-evaluation of the Mandoyan case?
21. Who provided the *ad hoc* Truth and Reconciliation Panel members with guidance and/or instructions on how to proceed with the re-evaluation of the Mandoyan case?
22. When the *ad hoc* Truth and Reconciliation Panel convened on December 21, 2018, where did it meet?
23. What guidance was provided to the *ad hoc* Truth and Reconciliation Panel as to how to conduct the meeting and the process(es) to be followed in re-evaluating the Mandoyan case?
24. Please describe the process(es) followed during the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting.

25. Please list all the materials that the *ad hoc* Truth and Reconciliation Panel used in preparation for and during the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting.
26. How did the December 21, 2018 *ad hoc* Truth and Reconciliation Panel consider Deputy Mandoyan's possible membership in the Lennox/South Los Angeles Station "Reapers" clique, as reported by Deputy Taylor, in its re-evaluation of the Mandoyan case?
27. Who assisted the *ad hoc* Truth and Reconciliation Panel members in preparing for the December 21, 2018 Truth and Reconciliation Panel meeting? Please list all individuals that helped the *ad hoc* Truth and Reconciliation Panel members prepare for the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting.
28. How long did the *ad hoc* Truth and Reconciliation Panel meet on December 21, 2018?
29. What was the standard of proof the *ad hoc* Truth and Reconciliation Panel used in its re-evaluation of the Mandoyan case?
30. What notes and/or minutes were taken at the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting? Please provide any notes/minutes memorializing the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting.
31. Please list all persons present and the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting.
32. What were the results of the vote taken during December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting regarding the re-evaluation of the Mandoyan case?
33. Who was the ultimate decision maker at the December 21, 2018 *ad hoc* Truth and Reconciliation Panel meeting?
34. Who assigned Chief Elizer Vera to produce the December 27, 2018 correspondence to Sheriff Alex Villanueva with the subject heading of "Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (*sic*) Matter" (Vera Memorandum)?
35. Please identify all persons that assisted Chief Vera in the preparation of the December 27, 2018 Vera Memorandum, identifying the persons by name and describing what they contributed to the process of creating the Vera Memorandum.
36. Please list all materials reviewed in the preparation of the December 27, 2018 Vera Memorandum.
37. Please describe any further investigation conducted during the preparation of the Vera Memorandum, identifying any new documents created and listing the persons that conducted the further investigation.
38. Sheriff Villanueva has stated that an outside attorney had been retained to advise on the Mandoyan case.
 - (a) Who was the outside attorney[s] retained by the Department for the Mandoyan case?
 - (b) When was the attorney[s] retained?

- (c) What services were provided by this attorney[s]?
 - (d) On what dates were these services provided?
 - (e) How was the outside attorney[s] paid for his/her services?
 - (f) What input, comment, and/or advice did the outside attorney[s] provide with respect to the Mandoyan case?
39. Did the outside attorney[s] provide any input, comments, and/or advice about the settlement agreement or settlement negotiations? If so, what was the input, comment and/or advice provided?
 40. What is the current status of the Truth and Reconciliation policy?
 41. What is the current status of the Truth and Reconciliation discipline re-evaluation process?
 42. Sheriff Villanueva has stated that there are at least six other cases that he would like to see go through a discipline re-evaluation process.
 - (a) What are the names of the six cases?
 - (b) Have any of the six cases referred to by the Sheriff been reviewed by the Department?

No Response from
The Department

Hiring

5/22/19: Request for Review of
Hiring Packets

From: [Lacey, Frederick](#)
To: [Matthew Burson](#)
Cc: [LASDAccessRequest: OIG Request for Access: jmmcbri@lasd.org](#)
Subject: RE: LASD Hiring Process
Date: Thursday, May 30, 2019 7:22:48 AM

The OIG would like to continue monitoring the Department's hiring process and review the applicant files for the next incoming class. Our understanding is that a brand new class has been established and set to start at the Academy in June 2019. As part of our monitoring process, the OIG is requesting to review all personnel and background files of all Deputies (both rehires and new applicants) for the June 2019 incoming class. Given the confidential nature of these files, we are happy review the files in your office.

Sent: Wednesday, May 22, 2019 4:30 PM
To: jmmcbri@lasd.org
Cc: Lacey, Frederick <FLacey@oig.lacounty.gov>
Subject: LASD Hiring Process

Dear Captain John McBride,

In 2015, shortly after the Department presented its budget request to the Board of Supervisors along with a hiring and recruitment plan, the Office of Inspector General began to monitor the Department's hiring process. As part of our monitoring process, the OIG had the opportunity to review applicant files and attend the 3 Lieutenant review process where the panel determined whether an applicant would move forward, needed further examination, or would be disqualified.

The OIG would like to continue monitoring the Department's hiring process and review the applicant files for the next incoming class. Our understanding is that a brand new class has been established and set to start at the Academy in June 2019. As part of our monitoring process, the OIG is requesting to review all personnel and background files of all Deputies (both rehires and new applicants) for the June 2019 incoming class. Given the confidential nature of these files, we are happy to review the files in your office.

Please let us know if we can set this up for the first week of June.

Please let us know if we can set this up for the first week of June. I will be out of the office until June 3, 2019 and hope to begin our review when I get back that week. In my absence, please respond to my colleague, Frederick Lacey, to confirm which days and times are available the week of June 3,

Hiring

11/01/19: Request for HIPAA Waiver
Cited by LASD

From: [Williams, Dara](#)
To: JMcBrid@lasd.org
Cc: [Niwa, Stephen](#); [Lacey, Frederick](#); [OIG Request](#)
Subject: Waiver
Date: Friday, November 1, 2019 1:01:52 PM

Captain McBride,
Prior to our meeting on November 15th, would it be possible for you to send us the HIPAA waiver that the applicants sign with regard to their medical records?
Dara

Dara Williams, Assistant Inspector General
Los Angeles County Office of the Inspector General
312 S. Hill Street, 3rd Floor, Los Angeles, CA 90013
(T) 213-974-6100
(F) 213-680-1406

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Transparency

6/10/19: Request for LASD Directives to
Employees re: OIG Cooperation




From: [InspectorGeneral](#)
To: [Alex Villanueva](#); [Timothy Murakami](#); [Lawrence Delmese](#); [Robert Olmsted](#); [Maria Gutierrez](#); [Robin Limon](#)
Cc: [Matthew Burson](#); [Kimberly Unland](#); [Garcia, Roel D.](#); [Johnson, Scott E.](#); [Gage, Scott W.](#)
Subject: Request per LAC Code 6.44.190
Date: Monday, June 10, 2019 11:47:12 AM
Attachments: [6.44.190 Office of Inspector General.pdf](#)

Good morning,

Please provide to the Office of Inspector General at this email address or at the address below the contents of all correspondence by and between department executives and managers (i.e. rank of captain and above), in whatever form (i.e. email, unit order, directive, bulletin, et al), which occurred on or after December 3, 2018, and which contains direction or instruction regarding providing department information to the Office of Inspector General.

Thank you for your prompt attention. Please do not hesitate to contact us if you have any questions.

Daniel W. Baker
Chief Deputy, Inspector General
Los Angeles County Office of Inspector General
312 S. Hill St. 3rd floor
Los Angeles, CA 90013
(213) 974-6100



Harassment/Secret Societies

11/25/19: Request re: Harassment
Complaints

From: [Williams, Dana](#)
To: [Steven Gross](#)

The Sheriff's Civilian Oversight Commission requested that LASD *"initiate a formal investigation of alleged harassment occurring at the East Los Angeles and Century Sheriff stations associated with the families of those who have died as a result of a Deputy Involved Shooting."* The Office of Inspector General requests that LASD additionally investigate any allegations set forth in the attached letter dated November 18, 2019 from the Centro Community Service Organization, Black Lives Matter Los Angeles, and the ACLU of Southern California. With regard to the

Additionally, please provide OIG with any and all documents and records pertaining to the following:

- harassment complaints by family members of a person shot by an

in the attached letter, please provide the OIG with real time updates as these investigations move forward.

Officer or by any other member of the Department.

Finally, we renew our request of December 4, 2018 for the text of all proposed changes, additions or deletions to LASD policies, practices, and

Finally, we renew our request of December 4, 2018 for the text of all proposed changes, additions or deletions to LASD policies, practices, and procedures. As an adjunct to that request, given that there have likely

Los Angeles County Office of the Inspector General
312 S. Hill Street, 3rd Floor, Los Angeles, CA 90013
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- a. Complaints received by LASD are logged and tracked within the WCSCR process listed above. No distinction is made within our tracking as to allegations involving "harassment" stemming from critical incidents involving family members of suspects shot by

deputies. As such, this request is overly board and not something LASD can provide at this time.

actions, including all interactions with the public. This commitment is grounded in LASD's Professional Conduct policy (3-01/000.10) as well as the department's Code of Ethics. Both of these policies are attached for your review. They are also published on the department's public website.

4. Review of past alterations of LASD policies, etc.:

- a. LASD currently has many reference materials available for review by the public within the department's website. Source material can be researched under the "Public Data Sharing" portal.
- b. Policy updates are a constant, ongoing process within the department. Numerous revisions take place as policies are placed under management review. Any request for "revisions made" is once again overly broad and would require extensive working hours to produce such a request.
- c. Plans are continuing as to the way in which source material is supplied to the public including the addition of policy revision dates, however, a date of completion is not

revisions take place as policies are placed under management review. Any request for "revisions made" is once again overly broad and would require extensive working hours to produce such a request.

Lieutenant William Jaeger

*Office of the Undersheriff
211 W. Temple St., 8th Floor
Los Angeles, CA 90012
(213) 229-3079 – Office
(323) 240-9924 - Cell*



OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES

HALL OF JUSTICE

ALEX VILLANUEVA, SHERIFF



August 23, 2019

Mr. Max Huntsman

In regards to the Department, you were already made aware of a recent notice to all employees, Policy #3-01/050.83, agreed upon by the unions, where the Sheriff has made it clear "any group that violates the rights of others..." will be referred to the Los Angeles County District Attorney's Office. Furthermore, the RAND Corporation is

response to your statements, in italics, taken from the Board of Supervisors transcript dated July 23, 2019 (Board of Supervisors Transcript, pgs.112-138):

You begin your introduction by stating:

[W]e were hired five years ago or so to speak truth to power...

Because I think we are at crossroads now where this [subpoena power] is critical.

Every deputy employed today joined LASD when it already had secret societies. They didn't have a choice. Those secret societies exist in numbers because for 50 years LASD management has purposefully not investigated them, leaving deputies and the public to fend for themselves. Sherman Block, many years ago, [set] a code of silence in place by ignoring allegations, that the Vikings were using gang signs and gang terms and instead of investigating, not evidence of a gang inside the department, but individual misconduct alone. This blueprint has been followed ever since with results that have been well publicized.

You have stated here and elsewhere, in other forums, that the Sheriff (past or present) does not investigate alleged "gang" activity inside the Los Angeles County Sheriff's Department (Department). Yet you fail to acknowledge how these cases where allegations of employees carrying out non-authorized conduct violating Department policy, or any alleged criminal conduct, would in fact be successfully handled. To begin with, since you have access to all information the Board of

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

A Tradition of Service
Since 1850

OPINION

Editorial: The Sheriff's Department's disciplinary system is a mess. Villanueva made it worse.



Villanueva put an end to discipline investigations of dozens of deputies and threw out the code of conduct that McDonnell had established. He ridiculed rules that reduced jail violence and called for the return of the metal flashlights that deputies once wielded as

Los Angeles County Sheriff's Deputy Caren Carl Mandoyan, left, looks on as Alex Villanueva prepares to take the oath as Los Angeles County sheriff on Dec. 3, 2018. (Los Angeles Times)

By THE TIMES EDITORIAL BOARD

DEC. 30, 2019
3 AM

What the Times was referring to:

In early February 2019, we observed a sharp increase in the number of administrative investigations that the Department was inactivating. Upon inquiry to the Department, we were told that a Department directive had been issued in mid-December 2018 instructing chiefs, directors, and captains to re-evaluate all open administrative investigations to determine whether any of them should be inactivated.² On February 20, 2019, we asked the Department for copies of any such directive or guideline but, to date, have received no response.



LA County Sheriffs  @LASDHQ · Jan 3

CLAIM: "Villanueva put an end to discipline investigations of dozens"

THE FACTS: Policies were introduced to strengthen investigative integrity, ban the formation of subgroups/cliques, improve accountability, all while honoring

THE CLAIM: "Villanueva put an end to discipline investigations of dozens of deputies"

THE FACTS: The disciplinary system, long a source of contention between the department and the unions representing the rank-and-file members, is now a model of reform. Policies were introduced to strengthen investigative integrity, ban the formation of subgroups and cliques, and improve accountability, all while honoring due process and procedural justice for the workforce.

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20-03

-		3-01/050.75 - Firearms and ID Card
-		3-01/050.80 - Grooming and Dress Standards
-		3-01/050.84 - Fraternalization and Prohibited Associations
-		3-01/050.85 - Fraternalization
-		3-01/050.86 - Prohibited Associations
-		3-01/050.87 - Guidelines Governi
		Revised: 09/25/2019
		rams