



**KAREN L. FLETCHER**  
Interim Chief Probation Officer

# COUNTY OF LOS ANGELES PROBATION DEPARTMENT

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March 30, 2023

TO: Supervisor Janice Hahn, Chair  
Supervisor Hilda L. Solis  
Supervisor Holly J. Mitchell  
Supervisor Lindsey P. Horvath  
Supervisor Kathryn Barger

FROM: Karen L. Fletcher   
Interim Chief Probation Officer

SUBJECT: **ELIMINATION OF THE USE OF OLEORESIN CAPSICUM SPRAY: STAFF TRAINING ROLL OUT (SET ITEM NO. 1, AGENDA OF JUNE 25, 2019) 14<sup>TH</sup> QUARTERLY REPORT**

At the June 25, 2019, Board of Supervisors (Board) meeting, following the Probation Department's (Department) report on the Elimination of the Use of Oleoresin Capsicum (OC) Spray, the Board took various actions, including instructing the Chief Probation Officer to provide quarterly updates on the roll out of staff training; and on conducting exit interviews with staff after the training sessions to determine if the provided training was sufficient. In addition, on December 20, 2022, on motion of Supervisors Solis and Horvath, the Board directed the Department to update our quarterly reports, starting with the 13<sup>th</sup> report, to include the following:

- The number of staff that still need training
- The percentage of trained staff per unit
- Updated timeline on the elimination of OC spray at each facility
- The number of staff who still carry OC spray post-training and, for those who do carry it, how often it is used.

## **TRAINING PLAN**

In September 2019, the Probation Department began implementing two-week block training designed to assist staff in gaining a better understanding of the youth in our care; the secondary trauma that staff may experience; to help staff with practical skills in de-escalation and to create a trauma-informed system of care in their work locations. The training was suspended due to COVID-19 Public Health Orders that were established at the onset of the pandemic in March of 2020. The Probation Department resumed in-person cohort training

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for the Detention Services Bureau (DSB) staff on September 21, 2021. There is a continued focus to train all DSB staff, with a strong emphasis on those staff who have not received any portion of the 80-hour block curriculum.

### STAFF TRAINING DATA

As of March 24, 2023, the chart below illustrates the number of current DSB active line staff, by facility, that have received their entire 80 hours of block training, or that have received at least 40 hours, or that have not received any training. It does not take into account vacancies.

LOCATION	ACTIVE	INACTIVE	WEEK ONE	COMP. RATE	WEEK TWO	COMP. RATE
Barry J. Nidorf Juvenile Hall	213	141	213	100%	176	82%
Central Juvenile Hall	204	234	204	100%	134	65%
Transportation	80	41	42	52%	45	56%
<b>TOTAL</b>	<b>497</b>	<b>416</b>	<b>459</b>	<b>92%</b>	<b>355</b>	<b>71%</b>

Since February 17, 2023, there have been 41 new hires (Group Supervisor Nights or Detention Services Officers) that reported to the institutions. These newly hired employees will receive the established trainings to support the elimination of OC Spray.

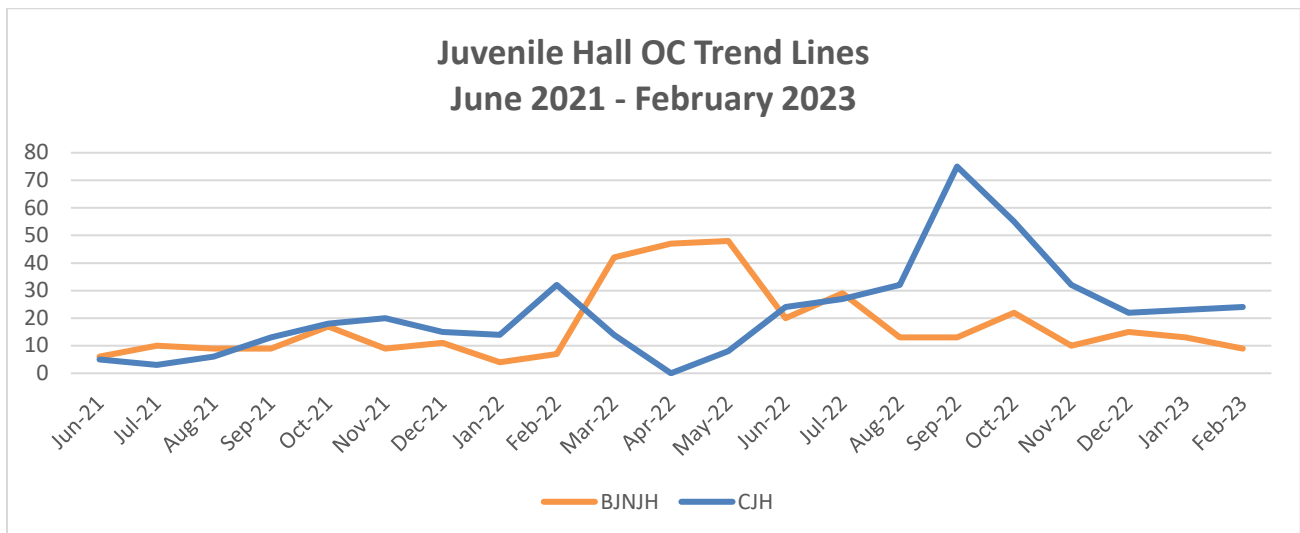
During this reporting period, DSB staff have attended on-site trainings that include Physical Intervention Policy Review, Basic Handcuffing and Supervision of Developmentally Disabled Youth that began in February 2023, to support the elimination of OC spray. As of March 3, 2023:

- There have been 443 employees trained in the Physical Intervention Policy Review training.
- There were 68 employees who received Basic Handcuffing training on-site at Central Juvenile Hall (CJH).
- There were also 52 employees who received the Supervision of Developmentally Disabled Youth training at CJH.
- De-escalation training has been provided in Cohort Week One and on-site at Central Juvenile Hall. Department-wide, there have been 532 employees trained in De-escalation Institutions training.

The chart below illustrates the DSB OC Spray Incident totals, by month, from June 2021 through February 2023.

2021 - 2023 DSB OC INCIDENT TOTALS			
JUNE 2021 - FEBRUARY 2023			
MONTH	BJNJH	CJH	DSB TOTAL
Jun-21	6	5	11
Jul-21	10	3	13
Aug-21	9	6	15
Sep-21	9	13	22
Oct-21	17	18	35
Nov-21	9	20	29
Dec-21	11	15	26
Jan-22	4	14	18
Feb-22	7	32	39
Mar-22	42	14	56
Apr-22	47	0	47
May-22	48	8	56
Jun-22	20	24	44
Jul-22	29	27	56
Aug-22	13	32	45
Sep-22	13	75	88
Oct-22	22	55	77
Nov-22	10	32	42
Dec-22	15	22	37
Jan-23	13	23	36
Feb-23	9	24	33

The chart below illustrates the OC spray trend lines for Central Juvenile Hall and Barry J. Nidorf Juvenile Hall (BJNJH) since June 2021.



The chart below illustrates the DSB combined total OC Spray trends for both juvenile halls since June 2021.



### PERCENTAGE OF TRAINED STAFF PER UNIT

Due to the current staffing shortages, it is not feasible to consistently assign staff to a specific unit as they are needed to support units that are understaffed throughout the facility. As such, staff are assigned to a unit based on the daily needs of the facility. Consequently, the percentage of trained staff per unit cannot be determined at this time.

### NUMBER OF STAFF CARRYING OC SPRAY POST-TRAINING & USAGE FREQUENCY

To date, there have been a total of 39 new hires that have been assigned between both juvenile halls who have not been issued OC Spray. Of those, 25 have been assigned to CJH and 14 have been assigned to BJNH.

Per the Board motion dated December 20, 2022, OC Phase Out is required in CJH units housing youth for the identified populations: Developmentally Disabled, Girls and Gender Expansive by February 27, 2023. At 10:00 p.m. on February 26, 2023, CJH began collecting OC Spray from the staff assigned to supervise youth that meet the aforementioned criteria. As of March 6, 2023, 60 staff at CJH have turned in their OC Spray, totaling 85 (41%) staff at CJH who no longer carry OC Spray and 14 (7%) staff at BJNH.

After a thorough assessment of the Department's resources is completed, we will be able to analyze the frequency of OC deployment by staff needed to better enable us to guide our phase out plan.

**UPDATED TIMELINE ON THE ELIMINATION OF OC SPRAY AT EACH FACILITY**

Below is a tentative timeline that has been provided to the Office of Inspector General (OIG) and the Probation Oversight Commission (POC) for inclusion in their report to the Board. A thorough assessment of the Department’s current resources is being completed to determine if it is feasible to phase out OC spray at both of the facilities as outlined below. If an updated timeline is required, it will be provided to the OIG and POC.

OC Spray was eliminated from the following units as of 10:00 p.m. on February 26, 2023:

- Boys Care
- Boys Enhanced Supervision Unit J
- Girls Enhanced Supervision/ Girls Care Unit O (formerly XY)
- AB (Developmentally Disabled)
- CD (Girls General Population)
- Unit W (Girls Intake)

**TENTATIVE TIMELINE**

This is a tentative timeline, subject to change, based on facility population and renovations for Homelike Improvements, Closed-circuit Television (CCTV), and the Wi-Fi project.

**CENTRAL JUVENILE HALL**

<b>Housing Units</b>	<b>Elimination Date</b>
• MOU	April 30, 2023
• P/Q	June 30, 2023
• R/S	August 31, 2023
• KL security and MC	October 31, 2023

**BARRY J. NIDORF JUVENILE HALL**

<b>Housing Units</b>	<b>Elimination Date</b>
• MOU	March 31, 2023
• L/M	April 30, 2023
• Q (Compound – Developmentally Disabled)	May 31, 2023
• G/H	June 30, 2023
• J/K	July 31, 2023
• N/O	August 31, 2023
• A/B	September 30, 2023
• T/V (SYTF)	October 31, 2023
• Y (will be X) W (SYTF)	November 30, 2023
• P (Overflow) X (will be Z) (SYTF)	December 31, 2023
• Security/MC	January 31, 2024

## **CONCLUSION**

The Probation Department remains committed to partnering with our stakeholders to promote a safe culture that supports staff and youth in a secure, stable, and healthy environment. In addition, the Department is committed to providing enhanced training to staff in our effort to discontinue the use of OC spray as instructed by the Board in February of 2019. We will continue to inform your Board of our training status and anticipate providing an update of any significant changes on a quarterly basis.

Please contact me if you have any questions, or your staff may contact Felicia Cotton, Interim Chief Deputy, Juvenile Services, at (562) 940-2526.

KLF:FC:LD

c: Honorable Akemi Arakaki, Presiding Judge of the Juvenile Court  
Fesia Davenport, Chief Executive Officer  
Celia Zavala, Executive Officer, Board of Supervisors  
Dawyn R. Harrison, County Counsel  
Christina R. Ghaly, Director, Department of Health Services  
Lisa H. Wong, Director, Department of Mental Health  
Barbara Ferrer, Director, Department of Public Health  
Max Huntsman, Inspector General  
Wendelyn Julien, Executive Director, Probation Oversight Commission  
Debra Duardo, Superintendent, Los Angeles County Office of Education  
Rene Philips, Acting Senior Manager, CEO  
Justice Deputies