

REPORT FROM

OFFICE OF THE CITY ADMINISTRATIVE OFFICER

Date: January 20, 2015

CAO File No. 0220-03231-0049

Council File No. 14-1730

Council District: --

To: The Council

From: Miguel A. Santana, City Administrative Officer 

Reference: Transmittal from the Board of Police Commissioners dated November 21, 2014

Subject: **COMMUNITY POLICING DEVELOPMENT GRANT TO ADDRESS POLICE BIAS THROUGH COMMUNITY MEDIATION**

SUMMARY

The Los Angeles Police Department requests authority to accept the 2014 Leveraging Innovative Solutions to Enhance Neighborhoods Program (LISTEN) Community Policing Development (CPD) grant from the United States Department of Justice (DOJ), Office of Community Oriented Policing Services (COPS). The Grant award is \$99,962 with a term of October 1, 2014 through September 30, 2016. The grant will provide funding for work to be performed in partnership with the Office of the City Attorney and University of Southern California (USC) as part of the LISTEN program which has been developing a mediation approach to LAPD police bias complaints involving communities of color. The grant will provide \$68,278 for 50 percent of the salary for one Administrative Coordinator II in the Office of the City Attorney (CA) to process intake biased policing mediation referrals from the LAPD, schedule community meetings and related administrative tasks; \$25,062 for related costs; \$3,700 for LAPD consultants; and \$2,922 for supplies and other costs. No matching funds are required.

BACKGROUND

The COPS Community Policing Development program supports innovative community policing strategies, applied research, and development of guidebooks and best practices. The 2014 Community Policing Development solicitation was open to all public government agencies, for-profit and non-profit institutions, universities, community groups, and faith-based organizations. Accepted proposals were designed to innovatively advance the field, were cost effective in their approach, and demonstrated an understanding of the principles of community policing and the law enforcement audience. The COPS notified the LAPD on October 1, 2014 of the grant award.

The LISTEN program incorporates procedural justice and responsiveness principles to address police bias complaints, increase the City's ability to engage in community policing practices, enhance police-community relations, support enhanced understanding and behavioral changes by both officers and community members and optimize the mediation experience. Program goals include an expeditious and satisfying outcome for both the complainant and the police officer, with behavioral change occurring as both parties hear, clarify, and understand the issues from each other's point of view.

Over the last three years, community members filed 240 biased policing complaints that are taken and investigated. These complaints were made predominantly by African American males (45 percent of complaints) toward either Hispanic (34.8 percent) or White (29 percent) officers. Prior to implementation of the LISTEN project, all biased policing complaints were addressed in a quasi-legal, adversarial environment in which accused officers, represented by their attorneys, were questioned by the Internal Affairs Group (IAG) and community members were formally interviewed by IAG. In spite of the rigor of these investigations, there were few definitive outcomes, which dissatisfied both police officers and community member complainants. The mediation process is intended to improve this approach by allowing select complaints of biased policing to be mediated by a trained, neutral third party, providing a non-threatening, facilitated dialog to improve the understanding of each party toward the other and potentially repair their relationship.

The LAPD has assigned a full-time police sergeant and support personnel to implement the LISTEN program while the CA has provided trained volunteer mediators. In the first six months of the project, the LAPD received 93 biased policing complaints with 45 eligible for mediation services. To date, 11 cases have undergone mediation. The CPD grant will provide \$68,278 for the salary of one Administrative Coordinator II in the Office of the City Attorney to process intake biased policing mediation referrals from the LAPD, schedule community meetings and related administrative tasks. The remaining funding will cover related costs (\$25,062); \$3,700 for LAPD consultants; and \$2,922 for supplies and other costs. No matching funds are required. Further details on the grant are provided in the departmental report to the Board of Police Commissioners dated November 21, 2014.

RECOMMENDATIONS

That the Council, subject to the approval of the Mayor:

1. Authorize the Chief of Police, or designee, to:
 - a. Retroactively apply for and accept the grant award for the 2014 Leveraging Innovative Solutions to Enhance Neighborhoods Program (LISTEN) to Address Police Bias through Community Mediation Grant in the amount up to \$99,962, for the period of October 1, 2014 through September 30, 2016, from the Office of Community Oriented Policing Services, United States Department of Justice;

- b. Negotiate and execute the Award Agreement, subject to City Attorney approval as to form and legality;

2. Authorize the Los Angeles Police Department (LAPD) to:

- a. Spend up to the grant amount of \$99,962 in accordance with the grant award agreement;
- b. Submit grant reimbursement requests to the grantor and deposit grant receipts in Fund No. 339, Department No. 70;

3. Authorize the Controller to:

- a. Set up a grant receivable and establish an appropriations account, account number to be determined, within Fund No. 339, Department No. 70, for disbursement of the 2014 LISTEN Program to Address Police Bias through Community Mediation Grant in accordance with the grant award agreement;
- b. Transfer appropriations for the LISTEN Program to Address Police Bias through Community Mediation Grant as needed from appropriation account to be determined in Fund No. 339, Department No. 70, to the Office of the City Attorney Fund No. 100, Department No. 12, in the amount as follows:

Account No. 001010, Salary General \$ 68,278

- c. Transfer appropriation, as needed, within Fund No. 339, Department No. 70, to the City Attorney's Office Fund No. 100, Department No. 12, for fringe benefits in the amount as follows:

From:	Fund/Dept.	Account	Amount
	339/70	To be Determined	\$25,062

To:	Fund Dept.	Account	Amount
	100/12	Related Costs	\$25,062

- 4. Authorize the LAPD to prepare Controller instructions for any technical adjustments, subject to the approval of the City Administrative Officer, and authorize the Controller to implement the instructions.