

TRANSMITTAL

To:

THE COUNCIL

Date: 01/06/2016

From:

THE MAYOR

TRANSMITTED FOR YOUR CONSIDERATION. PLEASE SEE ATTACHED.



(Ana Guerrero)

ERIC GARCETTI
Mayor

LOS ANGELES POLICE COMMISSION

BOARD OF
POLICE COMMISSIONERS

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PRESIDENT

STEVE SOBOROFF
VICE PRESIDENT

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KATHLEEN KIM
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COMMISSION EXECUTIVE ASSISTANT II



ERIC GARCETTI
Mayor

RICHARD M. TEFANK
EXECUTIVE DIRECTOR

ALEXANDER A. BUSTAMANTE
INSPECTOR GENERAL

EXECUTIVE OFFICE
POLICE ADMINISTRATION BUILDING
100 WEST FIRST STREET, SUITE 134
LOS ANGELES, CA 90012-4112

(213) 236-1400 PHONE
(213) 236-1410 FAX
(213) 236-1440 TDD

January 5, 2016

BPC #15-0402

The Honorable Eric Garcetti
Mayor, City of Los Angeles
City Hall, Room 303
Los Angeles, California 90012

Attention Mandy Morales

Dear Honorable Mayor:

RE: DONATION OF SERVICES OF THE PEPPERDINE SCHOOL OF LAW, STRAUS
INSTITUTE FOR DISPUTE RESOLUTION, TO PRIVE LEADERSHIP AND SKILLS
TRAINING, VALUED AT \$50,000.00, FROM THE LOS ANGELES POLICE
FOUNDATION, FOR THE BENEFIT OF THE LOS ANGELES POLICE DEPARTMENT

At the regular meeting of the Board of Police Commissioners held Tuesday, January 5, 2016, the Board RECEIVED the Department's report relative to the above matter.

The Board requests, subject to your approval, that this matter be forwarded to City Council for their approval.

Respectfully,

BOARD OF POLICE COMMISSIONERS

A handwritten signature in cursive script that reads "Maria Silva".

MARIA SILVA
Commission Executive Assistant II

Attachment

c: Chief of Police
ASB

INTRADPARTMENTAL CORRESPONDENCE

3B

December 22, 2015
1.10

REVIEWED

TO: The Honorable Board of Police Commissioners

Richard M. Tejank 12/30/15
RICHARD M. TEJANK DATE
EXECUTIVE DIRECTOR

FROM: Chief of Police

RECEIVED

DEC 29 2015

SUBJECT: APPROVAL OF NON-MONETARY DONATION

POLICE COMMISSION

RECOMMENDED ACTION

1. That the Board of Police Commissioners APPROVE the Department's report and TRANSMIT to the Mayor and City Council for ACCEPTANCE of the services of the Pepperdine School of Law, Straus Institute for Dispute Resolution valued at \$50,000.00 for conflict resolution leadership and skills training.

DONOR INFORMATION:

ITEM:

AMOUNT/VALUE:

Los Angeles Police Foundation (#228-15) Ms. Cecilia Glassman, Executive Director 633 West 5 th Street, Suite 1210 Los Angeles, California 90071 (213) 489-4636	Dispute Resolution Training	\$50,000.00
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DISCUSSION

The donation is for the benefit of the Los Angeles Police Department (Department) as well as the City of Los Angeles. Pepperdine University School of Law will be utilizing its facility, faculty and expertise to provide 90 Department line supervisors with Dispute Resolution Training. Two four-day courses, consisting of 32 hours each, will be provided with the objective of assisting law enforcement personnel with managing conflict in the workplace. Such instruction has the potential to not only lead to a healthier work environment but to also provide law enforcement personnel with additional skills that can be utilized when serving the community.

No expressed or implied commitments or promises were made to the donor or representatives of the donor. The donor will not receive any preferential treatment, endorsement, or recommendation; and the donor is not allowed the use of any Department patents.

Administrative Services Bureau has reviewed the donation and determined that it has been submitted in accordance with Section 5.467 et seq. of the Los Angeles Administrative Code, which provides for the receipt and acceptance of donations to the Department.

The Honorable Board of Police Commissioners

Page 2

1.10

If you have any questions, please contact Sergeant Alora Perna, Commander's Aide,
Administrative Services Bureau, at (213) 486-7060.

Respectfully,

A handwritten signature in black ink, appearing to be 'C. Beck', with a long horizontal flourish extending to the right.

CHARLIE BECK
Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

October 28, 2015

14.1

TO: Chief of Police

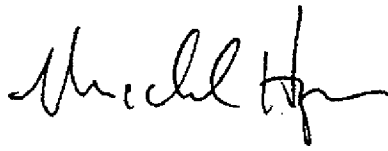
FROM: Director, Office of Constitutional Policing and Policy

SUBJECT: LOS ANGELES POLICE FOUNDATION GRANT REQUEST – DISPUTE
RESOLUTION FOR LAW ENFORCEMENT PERSONNEL

It is requested that the Office of Constitutional Policing and Policy grant request to the Los Angeles Police Foundation for \$50,000 in restricted funds be approved. The restricted funds provide for two courses by the Straus Institute for Dispute Resolution at Pepperdine University's School of Law.

The Dispute Resolution for Law Enforcement Personnel Grant is a solution that supports the Los Angeles Police Department's (Department) Risk Management and Harm Reduction Strategy. Approval of this grant will benefit the Department by offering Department personnel the knowledge and skill sets to address conflict in the workplace. The training will be carried out in an academic environment over four days at Pepperdine University by professors from the School of Law's Straus Institute for Dispute Resolution, the nation's leading dispute resolution program in higher education. The objective of this training is a healthier approach to workplace conflict.

If you have any questions regarding this matter, please contact Lt. Billy Brockway, at (213) 486-8730.



AR
ARIF ALIKHAN, Director
Office of Constitutional Policing and Policy

APPROVED



CHARLIE BECK
Chief of Police

Attachments

633 West 5th St., Suite 1210, Los Angeles, CA 90071
Phone: (213) 489-4636
Fax: (213) 489-4697
tracy@lapolicefoundation.org

**Los Angeles Police
Foundation**

Fax

RECEIVED
DEC 01 2015

#228-15

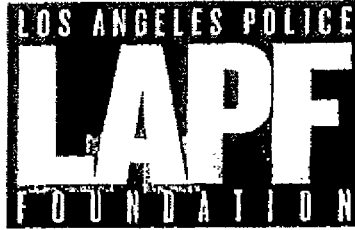
ASB - Operations

To: ASB	From: Tracy Szepeinski
Fax: 213-485-8125	Pages: 6 (includes Cover)
Phone: 213-485-3277	Date: December 1, 2015
Re: Grant Request #2015-080	CC:

Attached is the latest grant request.

Grant Application received: November 2, 2015
Grant Received from: Office of Constitutional Policing and Policy
Contact: Arif Alikhan
Phone #: (213) 486-8730
Grant Name: Dispute Resolution Training
Grant Amount: \$50,000

Please e-mail this information to Administrative Services Bureau
or if you have any questions, please contact us at 213-486-7060.
Thank you.



2015 GRANT APPLICATION

Grant Number 2015 - 080 (office use only)

Date: October 26, 2015

Amount Requested: \$50,000.00, restricted funds

Contact Name(s): Mr. Arif Alikhan

Department/Unit: Office of Constitutional Policing and Policy

Mailing Address: 100 W. 1st Street, Room 1061, Los Angeles, California 90012

Phone Number: (213) 486-8730

Fax Number: (213) 486-8727

E-mail Address: Arif.Alikhan@lapd.lacity.org

Name of Program/Equipment requesting funding for:

The name of the training program is Dispute Resolution for Law Enforcement Personnel, and it will be developed and delivered by the Straus Institute for Dispute Resolution at Pepperdine University's School of Law.

Provide a brief description and the need for the program/equipment (use additional paper if needed):

The restricted funds provide for two trainings by the Straus Institute for Dispute Resolution at Pepperdine University's School of Law. This training program will be carried out in an academic environment over four days at Pepperdine University. It will provide Los Angeles Police Department's (Department) line supervisors the opportunity to ascertain and enhance their skill set for managing conflict in the workplace. The course is designed and taught by professors from the Straus Institute for Dispute Resolution at Pepperdine University's School of Law, the country's recognized leader in academic education and training in alternative dispute resolution. Utilizing Pepperdine University's expertise, the course will be designed to address the particular needs of law enforcement personnel in the workplace.

Sworn personnel at the Los Angeles Police Department are exposed to conflict situations as the very nature of their job function. They are well versed in handling very fluid, dynamic, and life altering conflict situations tactically for the preservation of life. However, financial costs to the City of Los Angeles (City) and taxpayers associated with workplace issues, coupled with the growing number of workplace complaints suggests the conflict situations are not as successfully managed in the workplace. Between fiscal year 2009 through 2014, the City paid out \$50,954,839 a result of 99 employment-related lawsuits initiated against the Department. Approximately 400 workplace complaints were adjudicated by the Department's Professional Standards Bureau (PSB) from calendar year 2009 through 2014. Department personnel also sought other avenues of legal justice by filing approximately 120

complaints in multiple external government agencies. In February of 2015, with the aforementioned research in mind, the Department published a new Risk Management and Harms Reduction Strategy (Strategy) and amongst its multiple goals was the reduction of workplace conflict.

The Department's new Strategy is a thoughtful process with an objective of reducing the recurring and measurable physical, organizational and financial harms. The success of this strategy is dependent on the implementation of specific, data-driven solutions to reduce harms that cause physical, organizational, or financial injuries to the public, employees, and the Department. Evolving from the Strategy, this grant request is driven by the data and intended to reduce workplace conflict at its early onset. Indeed, the dedicated analysis of the data reveals an opportunity to intervene within this harm, by providing line supervisors with the skill sets to engage in difficult conversations ultimately resolving conflict.

Has this program/equipment previously been requested through the city budget? YES NO

If yes, please list the most recent date of submission and the result: Not applicable.

If no, please explain the reason why it was not submitted:

This program is a solution from the Department's Risk Management Strategy which was established in early 2015.

What objectives will be accomplished if the funding is granted?

The objective of the grant is to fund a total of two classes at Pepperdine University designed by the Straus Institute for Dispute Resolution at Pepperdine's School of Law. To measure success, a combination of data benchmarking and surveys will be utilized. The ultimate objective of the funding is to empower law enforcement personnel to engage conflict in a healthy and productive manner.

Moving forward, when funding is available, the goal is to provide for an additional two that will expose 90 more Department line supervisors to this training.

How many officers will be impacted with this grant?

This grant will train a total of 90 Department line supervisors. A total of two courses over four days will be delivered.

How will the community be impacted by this grant?

A healthier workplace where conflict is constructive will allow law enforcement personnel to spend more time on community issues realizing the utmost purpose of the Department, to protect and serve. Additionally, the skill sets that will be provided to law enforcement personnel serve as a foundation for other conflict situations that can arise in moments involving the community. The knowledge and application of these lessons will provide law enforcement personnel with another tool to use to best serve the community.

Describe the short term outcome and long term impact you anticipate within the Department and in the community it serves as result of this grant.

Short term outcome: This training seeks to provide law enforcement personnel with skills sets to improve their current workplace. Whether the environment is frustrated or not, the knowledge gained in this training will empower line supervisors to leverage conflict as an opportunity to address situations which would otherwise be left unaddressed and to de-escalate those moments that are negatively affecting the workplace. Ultimately, a healthier more productive workplace would evolve enabling personnel to have more time to focus on the Department's ultimate mission to protect and serve.

Long term impact: The long-term impact of this training would be the utilization of these skills sets beyond the workplace environment and ideally in those environments that engage the community. Additional coursework, when funds become available, will provide further direct exposure to Department line supervisors expanding the positive affect to the workplace.

How can the Foundation evaluate success if the funding is granted? (# of people served, objectives reached, surveys, etc.)

The following methods will be utilized to determine the success of this grant:

- Number of line supervisors trained;
- Pre-class survey, Post-class survey, 3 month and a 6 month follow-up;
- Data benchmarking (including usage of sick time);
- List of interested participants; and,
- Post-course qualitative data gathering by the Department's RMD problem solving team.

Please list or attach an itemized list for expenses or a quote from equipment manufacturer on vendor's letterhead.

(Attached)

Has your commanding officer approved this request? YES NO

Name of commanding officer: Arif Alikhan, Director, Office of Constitutional Policing and Policy

Signature of commanding officer: 

For questions, comments, or concerns, contact Tracy Szepeinski at (213) 489-4636 or email tracy@lapolicefoundation.org.

PEPPERDINE UNIVERSITY

School of Law

STRAUS INSTITUTE FOR DISPUTE RESOLUTION

Intent to Invoice

To: Mr. Arif Alikhan, Office of Constitutional Policing and Policy

From: Professor Stephanie Blondell, Pepperdine School of Law, Straus Institute for Dispute Resolution

The following is a letter of intent to invoice the Los Angeles Police Department \$50,000 for two training courses to be held during December of 2015 and March of 2016. The training will be conducted by faculty of the Pepperdine School of Law, Straus Institute for Dispute Resolution. Each Academy will consist of four days (32 hours total) of conflict resolution leadership and skills training. The fee is \$5,000 per day, \$20,000 for each four day Academy. There is an additional \$10,000 fee, for data collection, benchmarking, materials, and administrative costs.