



# ITEM NO. 1

Richard Williams <richard.williams@lacity.org>

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## LAPD BOARD OF RIGHTS CF 16-1331

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Anastasia Mann <anastasia@comiche.com>

Mon, Jan 9, 2017 at 3:39 PM

To: "richard.williams@lacity.org" <richard.williams@lacity.org>, Atziri Camarena <atziri.camarena@lacity.org>, Michael Espinoza <michael.espinosa@lacity.org>

Cc: David Ryu <david.ryu@lacity.org>, Nicholas Greif <nicholas.greif@lacity.org>, Daniel Halden <daniel.halden@lacity.org>

Hello Richard,

RE: CF 16-1331

FYI, I left you a phone message earlier.

I would like to submit a comment re tomorrow's city council discussion on the make up of the LAPD Board of Rights Panels. CF 16-1331

In addition to serving my community as president of the Hollywood Hills West Neighborhood Council since 2005, I am also a Civilian Hearing Examiner for LAPD & the LA Police Commission where I have been serving for approximately ten years. I own three businesses and have nearly 50 full time employees. My primary company is 30+ years old. I have managed hundreds of people over a 46 year career in senior management.

I'm primarily in travel & hospitality, a co-founder of the California Travel & Tourism Commission (now Visit Calif); chair of numerous boards and have received many honors and acknowledgments throughout my career.

My experience on the BOR panels has been very in depth. A great deal of time is spent searching for the truth, questioning witnesses and the defendant. And calling additional witnesses that in our opinion may have been overlooked by Internal Affairs during their initial investigations.

The cases have varied from the simplest of violations to extremely complicated ones, but always important as to the individual's ability to serve as an officer of our LAPD. MANY of these cases boil down to poor judgment or abusive behavior.

However, police policy, procedure, ethical standards, etc., play a vital role in not only determining ones guilt or innocence, but how to determine the penalty should an officer be found guilty.

The input from the senior officers serving on the panel is essential in relation to police practices and policies. While I have absorbed a great deal of knowledge over the years, I find it difficult to perceive of panels made up wholly of civilians. Many policies go back decades and a purely civilian panel would have to have volumes of information on hand throughout the proceedings, as well as continual access to higher police officials and the city attorney in order to be sure how we interpret evidence and police procedures.

I have never experienced any senior officer trying to influence me in any way regarding a defendants guilt. No one has pushed to "support" the Chief's recommendation and speed up the hearing. On the contrary, in most cases, we go into more depth than was anticipated and trials get extended as we seek the truth.

Every case has been given thorough examination and with fairness and full access to testimony and fact finding.

My string recommendation is that the panels remain as currently designed. In the worst case, the second option be a panel of two civilians and one senior commanding officer as well as the option of the current structure. But in no case, all civilians.

Thank you for including my comments in the council file.

Best regards,

Anastasia Mann  
7220 Outpost Cove Drive  
LA, CA 90068

310-753-9777

**Anastasia Mann**

*Chairman/CEO*



8721 W Sunset Blvd, Ste 200  
West Hollywood, CA 90069

[anastasia@corniche.com](mailto:anastasia@corniche.com)

**Main: (310) 854-6000**

**Fax: (310) 659-7441**

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