

# Training Bureau

The Training Bureau is responsible for the development, certification, and presentation of the vast majority of in-service training being delivered to both sworn and non-sworn members of this Department, as well as many participants from outside agencies.

The Bureau is additionally charged with oversight of all Recruit Academy training and the development of its P.O.S.T. mandated curriculum.

## Advanced Officer Training

Advanced Officer Training Unit (AOT) is responsible for the development, certification and presentation of the vast majority of in-service training which is presented to sworn members of the Department, as well as many officers from throughout the United States. The Advanced Officer Training Unit conducted 64 different training courses, consisting of over 192 classes, varying in length from four to 120 hours. These classes were presented to over 10,100 law enforcement officers in 1999. The Advanced Officer Training Unit taught over 6,700 Department personnel in mandated training, 3,300 Sheriff's personnel and other law enforcement agencies in Advanced Officer courses and over 1,200 outside agency personnel. The Unit currently has four POST certified Robert Presley Institute of Criminal Justice courses and nine POST Plan III courses. Tuition from out-of-county students and Plan III courses generated revenue exceeding \$121,900. Many of the courses use "experiential learning" techniques, including "Homicide and Death Investigation," "Post-Blast Investigation," and "Vehicle Theft Investigation for Patrol Officers."



With the Homicide and Death Investigation Course being converted to a POST Contract Plan IV Course, a significant increase in revenue return to our Department was realized. Also, by contracting with POST, the Department is one of three Homicide course presenters abridging the waiting time for investigators to attend this course. Previously, the waiting time, with the other two presenters combined, was over two years.

In addition to teaching 64 different training courses, the Advanced Officer Training Unit has recently been teaching Domestic Violence classes. Domestic Violence is taught in the Basic Academy, Patrol School, Sergeant Supervisory School, Field Operations School Sergeant/Lieutenant, C.P.T., Community Academy, and Dispatcher School.

Besides the training of law enforcement personnel, our P.C. 832 Arrest Course is being taught at the Los Angeles County Fire Department Basic Academy. Last year, 134 Fire Fighters were trained in this course which gives them limited peace officer powers. Additionally, the course is offered to L.A. County Fire Department Lifeguards, L.A. County Fire Department Forestry, Avalon Harbor Patrol, and Catalina Conservancy Rangers.

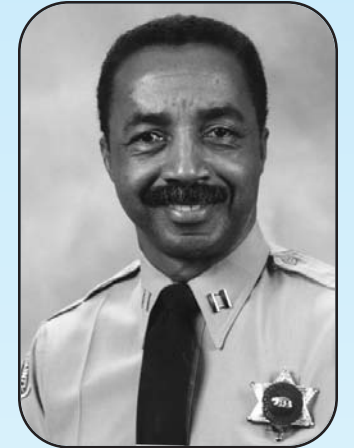
The latter part of last year, our P.C. 832 Arrest and Firearms Course was taught to the L.A. County Probation Department in their Arming Pilot Program. The L.A. County Probation Department is one of twenty (total of 57 in California) remaining Probation Departments whose specialized units are not armed. The Advanced Officer Training Unit was the main training provider for this program.

AOT personnel have long been part of the Department Honor and Color Guard and are routinely given notice for funerals and official ceremonies. Members of the Unit are assigned to various Committees, including Executive Risk Review; Hate Crimes, Drug Recognition Expert (DRE) Steering Committee; South East Police Training Association; POST Supervisory Presenters Committee; Training, Recruitment, Personnel and Training Committee. Collateral duties also include scheduling for the POST Sergeant Supervisory Leadership Institute (SLI), Middle Management Training, and Executive Audit.

Due to the Department's diversity, it became necessary for the AOT staff to translate and redevelop the Department's Sexual Harassment curriculum for the Department's Interim Workers who were Spanish speaking employees. Special needs within Custody Division's kitchen and laundry work force arose which necessitated teaching 80 workers, in their Spanish language, regarding the Department's Sexual Harassment Policy.

Unit personnel were directed by the County Hate Crime Task Force to develop a "Hate Crime - First Responder" course. An extensive 32-hour curriculum was developed and subsequently approved by the Department's Training Committee. POST has been so pleased with the curriculum that it will become the model for the state of California.

AOT assisted with the POST certification of a new 80-hour, \$890 tuition, Plan III, "Tactical Breaching" course presented by our Department's Special Enforcement Bureau and outside subject matter experts. Twenty-two (22) students successfully completed this course.



CAPTAIN  
Johnny Dredd  
Training Bureau

On page 134, images from the Training Bureau's curriculum include search and rescue, emergency preparation, graduation inspection and the arrest circle.

The course provides tactical team members with the skills and knowledge to safely execute forced entry techniques, using manual, mechanical, shotgun and surgical explosive breaching techniques.

#### **Civilian Training Unit**

The Civilian Training Unit presented classes on ten different subjects to non-sworn Department members during 1999. The classes varied in length from eight to 120 hours. The Unit experienced an expansion as it grew from a staff of four to nine. With this expansion, there was a 50 percent increase in the number trained, which included Departmental personnel and outside agencies. During this year, a new 40-hour course was introduced to the Law Enforcement Technician position, as well as a revision of the Civilian Orientation Seminar. The Civilian Orientation Seminar provided a more comprehensive orientation to the Department, as well as complying with mandated training requirements.

#### **College Affiliation Unit**

The College Affiliation Unit coordinates the Department's Community College Affiliation Program. This Program allows attendees of over 180 Sheriff's training courses to obtain college credit from three local community colleges. The magnitude of the tasks resulted in the addition of one staff member at the end of Fiscal Year 1998-99.

#### **Outside Training Unit**

Training Bureau's Outside Training Unit is comprised of a staff of 4 civilian employees and 2 student workers. Their responsibilities include:

- *All aspects of in-service training documentation, both Department-provided and outside vendor training, for all sworn and civilian Department personnel;*

- *Billing of outside agencies for Department-provided training;*

- *Central repository for all POST training documentation, from notification to POST of upcoming training to submission of completed rosters and student evaluations; and*

- *Processing POST certificate applications, advising sworn personnel of POST requirements, submitting applications to POST, and forwarding certificates to employee and Payroll.*

#### **Computer Training Center**

The Regional Law Enforcement Computer Training Center (CTC) provides training to those personnel and agencies involved in the Consolidated Criminal History and Reporting System (CCHRS), and the Los Angeles Regional Crime Information System (LARCIS) programs. In addition, the CTC provides Personnel Performance Index (PPI) training to LASD managers and executives.

The CTC assists California law enforcement and criminal justice personnel, sworn and civilian, in attaining microcomputer application skills and provides state-of-the-art microcomputer training for LASD and participating agency personnel.

The Computer Training Center (CTC) conducted 5 different computer courses for 1122 law enforcement personnel. Of those, 677 were civilian and 445 were sworn.

#### **Recruit Training Unit**

During 1999, the Recruit Training Unit faced many challenges that required its personnel to respond and adapt quickly. With the election of our new Sheriff, decisions were made that directly impacted this Unit. The Department embarked on an ambitious recruitment and hiring plan that required the Recruit Training Unit revisit its Basic Academy cur-

riculum. The staff carefully reviewed our Basic POST Academy curriculum to consolidate recruit training hours and to cut the traditional training period for a recruit class.

This curriculum change required the Recruit Training Unit's staff to consolidate its training curriculum from 919 hours to 720 hours, yet maintain the high quality in recruit training our Department has become nationally known for. The staff met this first challenge and successfully consolidated the curriculum to train a recruit class in eighteen weeks instead of the traditional twenty-three week training period. This revised curriculum also maintained the curriculum guidelines as required by POST.

The Recruit Training Unit was also required to add two sergeants and two complete training staffs to accommodate the Sheriff's hiring goals. This brought the Recruit Training Unit's staffing compliment up to five sergeants and twenty-eight staff instructors, with a civilian support staff of five personnel. This allowed the Recruit Training Unit to train five recruit classes simultaneously.

In August of 1999, the Recruit Training Unit opened a satellite Academy site at College of the Canyons. This was done in keeping with our Department's client centered philosophy to accommodate those individuals who reside in the northern portion of Los Angeles County and are interested in a career with our Department.

During 1999, the Recruit Training Unit was able to train and graduate 341 "off the street" recruits and 105 "Modified Deputies." Additionally, the Recruit Training staff trained and graduated 276 Custody Assistant recruits.



*Swearing in new deputies at graduation.*

#### **Video Production Unit**

The Video Production Unit creates training and informational videos for the Department, public service announcements and commercials for broadcast, and maintains the Department's training video library and archive. The Unit produced 43 original training and informational programs this year and distributed over 2000 videotapes Department-wide.

The Unit produced two recruitment commercials that aired on local networks and cable affiliates, and broadcast seven of our programs, through the POST satellite downlink, to law enforcement agencies statewide. Two of these productions captured Best of Show during the POST video review competition this year. In addition, nearly 5000 videotapes were circulated or duplicated through our video library.

The Video Unit will unveil a new online video distribution system this year that will eventually eliminate video tape and its associated high cost. This will streamline and standardize training throughout the Department and will serve as a model for law enforcement agencies across the country.

#### **Weapons Training Unit**

The Weapons Training Unit consists of the Biscailuz Center Range, the Pitchess Detention Center Range and eight mobile ranges. During 1999, the Department purchased three live-fire interactive video simulator

ranges. The Weapons Training Unit provides a wide range of firearms training courses that range from basic recruit classes to tactical courses with the AR15 rifle.

#### **Laser Village**

The Laser Village staff, comprised of one Sergeant and seven deputies, provides training to Department personnel and to officers from local, state, and federal agencies. The Laser Village staff provides advanced training techniques in building searches, containment, dangerous persons, vehicle stops and live-fire tactical training at the Pitchess Detention Center.

During 1999, the Weapons Team Engagement Trainer (W.T.E.T.) was installed at Laser Village. W.T.E.T. is a state-of-the-art interactive simulator that was developed by the Department of the Navy and a private vendor, with technical assistance from the Department.

#### **Emergency Vehicle Operations Center (EVOC)**

The EVOC staff, comprised of one Sergeant and eight deputies, provides both basic and advanced driver training to sworn and civilian personnel. EVOC is based at the County Fairgrounds in Pomona. Both pursuit driving and vehicle recovery (the Skid Pan) are taught in the parking lots of the fairgrounds. EVOC has a full compliment of interactive video driving simulators that teach driver awareness, vehicle control and hazard avoidance in a classroom setting.

*Health and safety concerns are part of a successful rescue.*

