

**LOS ANGELES POLICE COMMISSION**

**P.O.S.T. REFRESHER  
TRAINING AUDIT**



Conducted by the

**OFFICE OF THE INSPECTOR GENERAL**

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**TABLE OF CONTENTS**

PURPOSE.....1

BACKGROUND .....1

SCOPE AND METHODOLOGY .....2

OBJECTIVES AND RELATED COMPLIANCE RATES .....2

    Objective Nos. 1 and 2: Compliance for Perishable Skills and Refresher Training.....2

    Objective No. 3: Non-Compliance for First Aid and CPR Refresher Training.....3

AUDIT CONCLUSION .....3

DEPARTMENT RESPONSE.....3

RECOMMENDATIONS .....3

  

APPENDIX A: POST-Required Content in Perishable Skills .....a

APPENDIX B: Department Response to OIG Audit .....b

# OFFICE OF THE INSPECTOR GENERAL POST REFRESHER TRAINING AUDIT

## **PURPOSE**

The Office of the Inspector General (OIG) has completed an audit of the Commission on Peace Officers Standards and Training (POST) refresher training requirements (Audit). The purpose of the Audit was to evaluate compliance of the Los Angeles Police Department (Department) with POST refresher training requirements pertaining to perishable skills, communications, high-speed vehicle pursuits, first aid, and cardiopulmonary resuscitation (CPR).

## **BACKGROUND**

POST was established by the California Legislature in 1959 to set minimum selection and training standards for California law enforcement officers. POST is a voluntary program that requires member organizations to provide their officers with introductory as well as refresher training on a variety of law enforcement related skills. In exchange for compliance with these training standards, the member organization can avail itself of the following POST programs and resources: (1) job-related assessment tools, (2) research into improved officer selection standards, (3) management counseling services, (3) new training courses, (4) reimbursement for training, and (5) leadership training programs.

POST currently requires that certain officers receive a minimum of 14 hours of refresher training every two years in the following four categories: 1) arrest and control (4 hours); 2) driving (4 hours); 3) tactical firearms (4 hours); and 4) tactical or interpersonal communications (2 hours).<sup>1</sup> These requirements are designed for officers who routinely effect arrests and are not middle managers or above.

In addition to the above training requirements, POST requires these same officers receive refresher training in the specific areas of high-speed vehicle pursuits, first aid, and CPR. These particular training requirements are designed to satisfy specific statutory requirements.<sup>2</sup>

Although a department may provide their own course of instruction in these areas, POST provides many of the required courses of instruction to its members. For example, the Department uses POST's two-hour video course of instruction for high-speed vehicle pursuits to provide its officers with the necessary training.

The OIG conducted this audit to determine the Department's compliance with the POST refresher training requirements and state law. During this audit, the OIG determined that the Department does not currently provide the required refresher training on CPR and First Aid.

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<sup>1</sup> See <http://post.ca.gov/basic-course-training-requirements.aspx>. The Department-issued Personnel and Training Bureau Notice, dated May 18, 2012, mirrors these POST requirements. See Appendix A for course content.

<sup>2</sup> See Cal. Penal Code § 13519.8 (high speed vehicle pursuits); and Cal. Penal Code § 13518; Cal. Health & Safety Code § 1797.183; and Cal. Code of Regulations, Title 8, Div. 9, Ch. 1.5 (each addressing CPR and First Aid).

## **SCOPE AND METHODOLOGY**

The OIG first determined the number of Department personnel who would require refresher training. There are a total of 3,739 total officers, comprised of Police Officers (II & III) and Sergeants (I & II), who require this refresher training.<sup>3</sup> From this population, the Audit randomly selected a sample of 163 officers for testing. The Audit examined the officers' TEAMS II reports for evidence of the training received during the two-year period from January 1, 2011, through December 31, 2012.<sup>4</sup> The Audit determined whether the sampled officers received the required minimum training hours in POST-approved courses.<sup>5</sup>

The OIG conducted the Audit in accordance with generally accepted government auditing standards.<sup>6</sup>

## **OBJECTIVES AND RELATED COMPLIANCE RATES**

| OBJ. NO. | OBJECTIVE DESCRIPTION  | COMPLIANCE RATE | # COMPLIANT/<br># IN SAMPLE |
|----------|--|-----------------|-----------------------------|
| 1        | Determine if the sampled officers received the required POST perishable skills training for:                   |                 |                             |
| a        | Arrest and Control   | 98%             | 160/163                     |
| b        | Driving  | 97%             | 158/163                     |
| c        | Tactical Firearms  | 96%             | 156/163                     |
| d        | Communications   | 96%             | 156/163                     |
| 2        | Determine if the sampled officers received the mandated refresher training for High-Speed Vehicle Pursuits.    | 93%             | 152/163                     |
| 3        | Determine if the sampled officers received the mandated refresher training for First Aid and CPR. <sup>7</sup> | <b>0%</b>       | <b>0/163</b>                |

### **Objective Nos. 1 and 2: Non-Compliance for Perishable Skills and High-Speed Vehicle Pursuit Refresher Training**

The compliance rates for Objective No. 1 ranged from 96% for Tactical Firearms and Communications (7 non-compliant officers for each) to 98% for Arrest and Control (3 non-compliant officers). The compliance rate for the Objective No. 2 was 93% (11 non-compliant officers). The OIG provided the names of the non-compliant officers to LAPD management for follow up.

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<sup>3</sup> Numbers based on 2013 POST ID list. The Audit did not test new officers recently graduated from the Academy.

<sup>4</sup> TEAMS is an acronym for Training Evaluation and Management System

<sup>5</sup> The Audit received from the Department the current list of POST-approved courses for each topic.

<sup>6</sup> These standards require that the Audit is adequately planned, performed, and supervised and that sufficient, competent, relevant evidence is examined to provide a reasonable basis for the results and conclusion. The Audit consulted with the POST Bureau Chief for the State of California, considered by the OIG to be the subject matter expert on POST refresher training requirements.

<sup>7</sup> Although recruits receive First Aid and CPR training in the Academy, the Metropolitan Division officers are the only LAPD sworn officers who receive the mandated First Aid and CPR refresher training. No Metropolitan Division officers were included in the Audit's randomly selected sample of 163 officers.

### **Objective No. 3: Non-Compliance for First Aid and CPR Refresher Training**

POST mandates that refresher training for First Aid and CPR must consist of either a 12-hour retraining course or a competency-based written and skills pretest that includes any new developments in First Aid and CPR. The retraining course or pretest must occur at least once every three years.

In 2012, the Los Angeles County Department of Public Health (DPH) conducted a medical evaluation of the Department's Temporary Holding Facilities (THF). The Department has 22 THFs, one in each Area station and one additional at Valley Traffic. The THFs are designed to temporarily hold arrestees while they are pending either bail release or transport to a full Type I jail facility, such as the Metropolitan Detention Center.

The DPH's evaluation included testing Department THFs personnel for compliance with the POST-mandated First Aid and CPR refresher training requirements. The evaluation reported that "The absence of refresher training for all officers . . . is unacceptable and is a continued deficiency since the last medical inspection." The DPH report further noted that most THF personnel reported not receiving any refresher training since graduation from the Academy. Moreover, the report discussed the Department's continued deficiency in failing to provide the refresher training, even after being given notice in past DPH evaluations.

### **AUDIT CONCLUSION**

The Audit showed that the Department performed well in providing required POST refresher training for perishable skills and high-speed vehicle pursuits. However, the Department had not provided mandated refresher training requirements for First Aid and CPR for first responder personnel.

### **DEPARTMENT RESPONSE**

This Audit was presented to the Department for its review. The Department generally agrees with the Audit results and provided the OIG with its written response addressing Objective 3, which is attached as Appendix B.

### **RECOMMENDATIONS**

The Department has recently structured a training program to bring itself into compliance with the statutory requirements for First Aid and CPR training. The OIG believes that the Department's program will fully address the issues identified within this Audit.

## APPENDIX A

### **POST-Required Content in Perishable Skills**

**Arrest and Control:** POST requires safety orientation and warm ups, class exercises, student evaluation/testing, search exercises, control/take-down exercises, equipment/restraining exercises, verbal command exercises, use of force considerations, body physics and dynamics (suspect responses to force), body balance/stance movement pattern exercises, policies and legal issues.

**Driving Training:** POST requires psychomotor aspects, judgment/decision making in driving, agency policies, scenario practices, driving attitudes, and exercises to determine effectiveness of learning. In addition, the course must include one or more of the following instruction methods: actual behind-the-wheel driving, a driving simulator, and classroom interactivity.

**Tactical Firearms:** POST requires judgment and decision making exercises, student evaluation and testing, safety guidelines/orientation, slight alignment, trigger control, accuracy, target recognition and analysis, weapons clearing, live fire tactical/or simulations tactical, policies and/or legal issues, use of force considerations, and moral obligations. In addition, the course must include one or more of the following instruction methods: tactical situations, judgments, and applications.

**Communications - Tactical:** POST requires officer-to-officer/suspect/citizen/victim/officer-safety communication elements, questioning techniques, intentional/unintentional contact escalation vs. de-escalation, inappropriate language, class exercises, student evaluation, and testing.

**Communications - Interpersonal Communication:** POST requires officer-to-officer/suspect/citizen/victim communication elements, listening skills, dealing with difficult/dominating people, persuasion, inappropriate communication, class exercises, student evaluation, and testing.

## **APPENDIX B**

### **Department Response to OIG Audit**

There has been substantial and meaningful action taken by the Department over the last several years with regard to first aid, cardiopulmonary resuscitation (CPR), automatic electronic defibrillators (AED) and care under fire (tactical) issues. These efforts and their progress include:

- Development, certification and presentation of a 16 hour course of instruction entitled "First Aid for First Responder-Intermediate and or Tactical Emergency Casualty Care (TECC) Course."
- Submittal of a grant funds request for approximately \$350,000 to the Police Foundation to purchase updated trauma kits to include combat tactical tourniquets, pressure bandages and updated occlusive dressings,
- Submittal of a grant request for approximately \$100,000 to the Police Foundation to support Department-wide training efforts.
- Certification of 60 personnel to teach first aid, CPR and AED.
- Continued training and certification of recruit police officers in first aid, CPR and AED.
- Certification and recertification of Emergency Medical Technicians (EMT) deployed throughout the Department.

### **Tactical Emergency Casualty Care**

Approximately three years ago, personnel from Metropolitan Division, in collaboration with Police Training and Education, developed and implemented a 16 hour course entitled "First Aid for First Responder-Intermediate and or Tactical Emergency Casualty Care (TECC) Course." The course provides instruction in "care under fire" meaning application of first aid concepts during tactical events. Students are taught how to properly conduct victim rescues, evacuations, triage and critical thinking during operations. Students are certified in first aid, CPR and AED including the application of tourniquets, upon completion of the class. 275 people have been certified to date. Implementation is on-going.

### **Department-wide Training Plan**

Training and certifying the entire field contingent of the Department is an extraordinarily expensive and labor-intensive undertaking. Recognizing that, the Office of Administrative Services (OAS) developed what is believed to be a workable solution. The goal of the training plan is to certify all field personnel in first aid, CPR, AED and tactical care in 18 months. After that training is completed, the Department intends to implement a training cycle that will recertify field personnel every three years.

The training delivery will be achieved via a decentralized plan partially delivered via the POST on-line learning portal and partially by certified trainers. To accomplish this, the Department has arranged with the Los Angeles Sheriff's Department (who is authorized to "train the trainer") to

certify 60 persons to instruct, test and certify officers in first aid, CPR and AED. Those personnel will typically be Area Training Coordinators (ATCs).

The concept is that field personnel will participate in the POST on-line learning first aid, CPR and AED class. Upon completion of that class, personnel will then participate in the “skills application and testing” portion of the class by demonstrating and being tested on first aid, CPR and AED skills by their ATCs. Once complete, the ATC will enter the successful completion of the class in the student’s TEAMS record.

The Department is in the process of developing a schedule to achieve full certification in 18 months. Because of limited manpower, coupled with limited bandwidth, it is important to ration the taking of the on-line class. Therefore, it is anticipated that one division per bureau will be participating in the first aid class at any one time.

First aid training requires significant resources to complete. The Department has applied for a \$100,000 grant from Motorola, via the Police Foundation, to purchase first aid and CPR mannequins for each division, consumable training items and items to support the TECC. Approval for those items is pending. Implementation commences January 2014.

### **Trauma Kits**

In 1998, Officer Phil Cuesta was mortally wounded by gunfire. At that incident, an officer removed her shirt to use as a bandage to stop the bleeding. After that incident, the Los Angeles Police Foundation developed and purchased “Trauma Shooting Kits” for issuance to all officers on the Department. The trauma kit consisted of large wound bandages, sheers, gloves, adhesive tape and occlusive dressings. Those items were contained in a black nylon pouch. Those same kits have been issued to recruits since 1998.

Since the development of the original trauma kits, medical technology has vastly improved. Combat operations in Iraq and Afghanistan have advanced medical technology to enhance the survivability of people who have been severely wounded. Specifically, all branches of the United States military now deploy what are known as Individual First Aid Kits (IFAK). Those kits include occlusive dressings, small bandages, adhesive tape and sheers similar to what are contained in the original trauma kits issued to officers. IFAKs also contain modern (advanced) tourniquets and compression bandages to control arterial bleeding in extremities. Previously, the medical community discouraged the application of tourniquets; however, research has proven they can be lifesavers. Most recently, the bombing at the Boston Marathon proved that lives were saved due to the impromptu application of makeshift tourniquets.

According to Supply Division, there are less than 400 original trauma kits remaining in stock. Because the Department hires approximately 400 officers per year, it is anticipated there will be no trauma kits for issuance in approximately one year. Further, OAS determined that 40% of all officers do not have their issued trauma kits. In light of new equipment needs and the state of trauma science, it is time to issue new trauma kits.

Last month, the Department submitted a grant request to the Police Foundation for approximately \$350,000 to purchase new IFAKs. Those IFAKs will include:



- 1 SOF Tactical Tourniquet
- 1 Olas modular (compression) bandage
- 1 face shield (for CPR)
- 1 pair nitrile gloves
- 1 roll 2 inch adhesive tape
- 1 pair trauma sheers.
- 1 occlusive dressing (Fox seals)

The first aid training provided to all Department personnel will include how to properly use these items. When personnel complete their training and are certified, they will receive a new IFAK. Because the Department will recertify personnel every three years, the IFAKs can be inspected and upgraded at that time. Implementation commences January 2014.

### **Status of Recent Graduates**

The OIG's data sample apparently did not include any graduates from the academy in the last three years. All recruits receive 24 hours of first aid, CPR and AED training and are certified when they graduate from the academy. That certification is valid for a period of three years. Implementation on-going.

### **Jail Operations**

By statute, jailers must be certified in first aid, CPR and AED every two years. Recently, six jailers were trained by the LASD to train and certify jail staff in first aid, CPR and AED. The command at Jail Division has indicated they are currently in compliance with the two year mandate and will remain so in the future. Implementation on-going.

### **Training Scenarios**

Very soon, all field personnel will undergo refresher training in crowd control tactics, mobile field force tactics and MACTAC tactics (Multiple Assault Counter Terrorism Action Capabilities). A large portion of the training will be scenario-based. A portion of those scenarios will include a requirement for personnel to apply first aid concepts.

In addition, Training Division has been directed to include first aid scenarios, including dealing with officer down rescues, application of tourniquets, chest seals, etc. in tactical scenarios. Implementation September 2013

Finally, the Department is re-editing and revising the Trauma Kit instructional video which accompanied the 1998 Trauma Kit introduction. That video demonstrates the proper usage of the various Trauma Kit components. The Department will be adding instruction on the application of tourniquets, pressure bandages and occlusive dressings. The video will also include proper methods to transport injured persons during tactical events. Implementation December 2013.