



A note from the desk of...

LIZABETH RHODES, DIRECTOR
Office of Constitutional Policing and Policy

October 8, 2020

RE: REENVISION REPORT SUMMARY DOCUMENT

Commissioner Bonner,

As you know, starting in June of this year, the Department engaged in a Single Purpose Innovation Group (“SPIG”) to propose realignment of personnel based on budget cuts, the losses of sworn hiring, the impending loss of civilian personnel through Separation Incentive Program (SIP), and potential furloughs for civilians. Members of the SPIG then developed a website so that all employees (sworn and civilian) could submit ideas and recommendations. Additionally, the SPIG asked each command to submit their thoughts. The SPIG collected comments from July 1, 2020 to July 31, 2020.

The reenvision project received approximately 200 emails from individual Department employees from July 2 through July 31, 2020 as well as comments from every commanding officer. Thereafter, members of the SPIG put together a 46-page summary of the collective responses and presented it to the Chief of Police and his direct reports.

Several weeks ago, you asked me about the line in the reenvision compilation report that said “[s]ome employee responses, while well-intentioned, conflicted with laws, City regulations, and Memorandum of Understanding (MOU) agreements and were excluded for those reasons.” You wanted specific examples of what was left out of the summary.

Below are some of the comments received that were not put into the summary. We have organized them by topic:

Commissioners

- Require Police Commissioners to attend the 10-day citizen’s academy.
- Have the Police Commissioners use the FOS machine.
- Have the Police Commissioners go on ride-alongs in various divisions/bureaus.

Chief of Police

- The Chief of Police should not be appointed by the Mayor, but rather be an elected position to avoid political pressure from the Mayor, City Council, etc.
- Reduce the COP's salary.
- Limit the COP's term to 2-3 years so the position can act/speak freely and make choices that are in the best interest of the Department, instead of trying to appease City leaders.

Work Schedules

- Allow detectives/officers assigned to specialized units to work 3/12 schedules or allow them to telecommute.
- Allow all administrative positions to telecommute.
- Allow civilians to work a 3/12 schedule.
- Require Sworn who work administrative assignments take mandatory furloughs with Civilians.

Legal Changes

- Let LA residents carry guns to protect themselves. Start with allowing City employees to apply for CCW permits.
- Modify the City Charter to allow the LAPD to charge revenue-generating fees.
- Stop paying bogus lawsuits to citizens; hire better attorneys to defend officers.
- Stop hiring sworn during a civilian hiring freeze.
- Use social security numbers instead of names on all City of LA hiring applications to eliminate gender/ethnicity bias from the applications.
- Offer Sworn an early incentive retirement buy-out since more officers want to leave after not being supported by our leaders.

Organizational

- Phase out the Detective classification and have only Sergeants.
- Eliminate Assistant Chiefs, Deputy Chiefs and Commanders to make the Department less top heavy.
- Remove the paygrade from P-3s for those who are not training probationers (FTOs).
- Combine LAPD and LAFD into a combined public safety Department so that all employees are cross-trained in both professions.

Technology

- Install cameras at all major intersections to assist in crime investigations.
- Eliminate fax machines because they are archaic.
- Update computers regularly, use facial recognition for employees.

- Eliminate work cell phones for qualifying employees; give them a monthly stipend to help offset the cost of their own plan and phone.

Mayor and City Council

- We need to have our elected officials and command staff to put an end to false claims that law enforcement are “killers” or responsible for murdering people of color at genocidal rates. Our “leaders” are allowing false claims to go out over the airways and to be fed into the public consciousness without a public rebuttal.
- We should stop *providing protection details* to the Mayor or other special interests including Council members.

Thank you for your curiosity and please let me know if you would like additional information on this or anything else.

Very Truly Yours,



Lizabeth Rhodes
Director, Office of Constitutional Policing and Policy