

Training

Monrovia Police Department

By Alan Sanvictores

Chief of Police

Introduction to P.O.S.T.

- P.O.S.T. stands for **P**olice **O**fficer **S**tandards and **T**raining
- Established by Legislature in 1959 to set minimum selection and training standards for California law enforcement
- Funded by State Penalty Assessment Fund - penalty assessments on criminal and traffic fines
- Participation is voluntary
- Monrovia Police Department voluntarily agreed to abide by POST standards
- The mission of the (POST) is to continually enhance the professionalism of California law enforcement in serving its communities.



POST Services & Benefits

- Job-related assessment tools
- Research into improved officer selection standards
- Management counseling services
- Development of new training courses
- Quality leadership training programs
- Professional certificates
- Audits background files, training courses

POST Professional Certificates

Must have acquired the specified training and education points and/or college degree and the prescribed years of law enforcement experience to qualify to receive any of the following:

- POST Basic Certificate
- POST Intermediate Certificate
- POST Advanced Certificate
- POST Supervisory Certificate
- POST Management Certificate
- POST Executive Certificate
- POST Reserve Officer Certificate
- POST Public Safety Dispatcher
- POST Records Supervisor Certificate



Monrovia Police Personnel Education



44 Sworn Police Officers

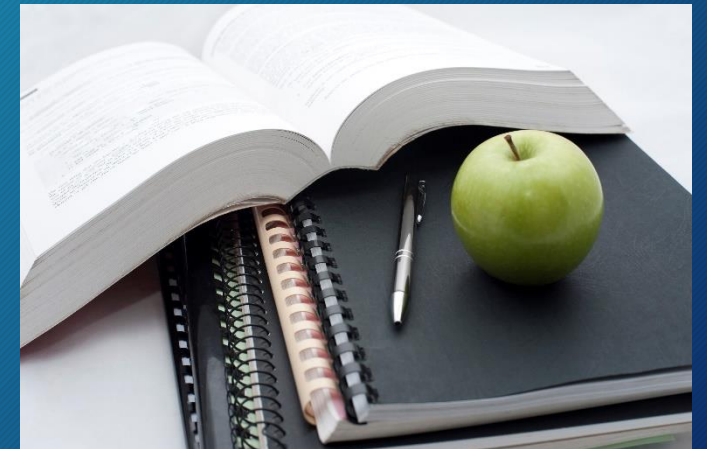
18% Masters Degree

36% Bachelors Degree

16% Associates Degree

29% No Advanced Degree

Several are working on degrees or have enough units to have an Associates Degree



POST Training Requirements for Police Officers

15 TRAINING
CLASSES

Course Title	Length	Authority	Definitions
Basic Academy	920hr	State Mandated/POST	Police Officer Academy
Field Training Program (New Officer)	700hr	State Mandated/POST	Police Officer in Field Training
Perishable Skills Training	14hr	State Mandated/POST	Arrest Control/Firearms/Drivers Training/ De-Escalation
Continuing Professional Training	10hr	State Mandated/POST	Online Courses Offered by the State
Racial & Cultural Diversity	4hr	State Mandated/POST	In Conjunction with Museum of Tolerance
Blood Borne Pathogens	8hr	State Mandated/POST	Occupational Diseases Training
Respiratory Protection	Annual	State Mandated/POST	Gas Masks Fitting & Inspection
Domestic Violence Training	2hr	State Mandated/POST	
First Aid and CPR	8hr	State Mandated/POST	
Agent-Additional Requirements			
Field Training Officer	40hr	State Mandated/POST	
Field Training Officer Update	24hr/3yr	State Mandated/POST	
Detective-Additional Requirements			
ICI Core Course	80hr	State Mandated/POST	Detective Course
Elder & Dependent Adult Abuse Investigation	2hr	State Mandated/POST	
Sergeant-Additional Requirements			
POST Supervisory Course	80hr	State Mandated/POST	
Lieutenant-Additional Requirements			
POST Management	104hr	State Mandated/POST	

MONROVIA-SPECIFIC OFFICER TRAINING REQUIREMENTS

29 TRAINING CLASSES

Course Title	Length	Authority	Definitions
Police Officer			
CLETS	2hr	DOJ	Dept of Justice Clearance Training
Less Lethal Munitions	2hr	MPD	Non-lethal Qualification course
Taser Training	3hr	MPD	
De-Escalation Training	4hr/Annual	State Mandated/MPD	Verbal De-Escalation
Harassment Training	8hr	MPD	
Traffic Collision Investigation	40hr	MPD	
DUI Breath Instrument Operator	4hrs	LA County	Breathalyzer Operator
DUI/SFST Investigations	24hr	MPD	Driving Under the Influence Class
Livescan	4hr	LA County	Finger Printing Operator
Racial & Cultural Diversity	4hr	State Mandated./MPD	In Conjunction with Museum of Tolerance
Mental Health Awareness	16hr	LACDA	
Workplace Harassment	2hrs	City	
Dealing Successfully with Customers	4hrs	City	
Radar/ Lidar	32hr	MPD	Traffic Investigation Training
Arrest & Control	8hr	MPD	
ARIDE	16hr	MPD	Advanced DUI Training
Report Preparation	Varies	MPD	
FEMA 100 & 700 (Disaster Preparation)	2hr	Federal Mandate	National Dept of Homeland Training
Youth Protection Training	2hr	Boy Scouts	Police Explorer Program
Community Policing-Additional Requirements			
Criminal Abatement Workshop	16hr	MPD	
School Violence Response Training	16hr	MPD	
Basic School Resource Officer Training	40hr	MPD	
Crime Prevention Through Environmental Design	40hr	MPD	
Detective-Additional Requirements			
Cognitive Interview & Forensic Analysis	Varies	MPD	
Investigative Interview Techniques	Varies	MPD	
Sergeant-Additional Requirements			
Internal Affairs Investigations	24hr	CSULB	
Officer Involved Shootings/ Supervisors	16hr	MPD	
Title 15	8hr	STC	Jail Training
Lieutenant-Additional Requirements			
CA LE Exec Seminar (LEEDS)	40hr	MPD	Management Course

POST & Monrovia PD Trainings

- A total of 44 training classes combined.
- These lists do not include training classes not required by the state or legislature.
- Officers continually attend trainings of various topics such as Principled Policing, Public Health Emergencies, etc.
- Next training topic for 2021 - Procedural Justice
 - The purpose of this course is to provide officers with the tools to respond safely and effectively to the community's needs by implementing the strategies of "Procedural Justice," "Implicit Bias," and "De-escalation" before, during, and after contacting members of the community they serve.

MPD In-House Training

- New Officers receive a two-week orientation before they start patrol
- Review the ACT (**A**chieving **C**ommunity **T**rust) video/program created by MPD
- Monrovia Police Community Activist Policing training
- Mental Health In-House Training with L.A. County Mental Health Clinician
- Training includes de-escalation scenarios with Tactical Communications Instructor and use of the Virtu-Com System (interactive mental crisis intervention)
- This is typically Day 1
- After two weeks new officers start Field Training, which is 16-20 weeks of evaluation and testing before they can patrol on their own. New officers are evaluated everyday.

MPD In-House Training Continued

- Types of Training
- POST Approved Additional Training
- State Legislation
- Applicable Federal Legislation (Ex. FEMA and OSHA)
- Daily Briefing Training Topic
- Quarterly Trainings
- Department Wide Trainings

- All training records tracked by the Personnel & Training Department

Diversity in Monrovia Police Department

- Total Monrovia Police Department Personnel **79**

	Totals	Sworn	Non Sworn	Part Time	Age 18-29	Age 30-39	Age 40-49	Age 50 +
Male	56%	48%	5%	3%	8%	16%	16%	15%
Female	44%	5%	32%	8%	11%	10%	11%	11%
White Female	27%	4%	20%	3%	6%	5%	5%	10%
White Male	25%	20%	4%	1%	1%	8%	9%	8%
Total White	52%							
Hispanic Male	22%	20%	0	1%	4%	8%	6%	4%
Hispanic Female	16%	1%	10%	5%	5%	5%	5%	1%
Total Hispanic	38%							
Asian/Pacific Islander - Male	8%	6%	1%	0	3%	1%	1%	3%
Asian/Pacific Islander - Female	1%	0	1%	0	0	0	1%	0
Total Asian/Pacific Islander	9%							
American Indian or Alaska Native	1%	1%	0	0	0	0	0	1%
Total Amer. Indian	1%							
Sworn	53%							
Non-Sworn	37%							
Part Time	10%							
Age 18-29	19%							
Age 30-39	27%							
Age 40-43	28%							
Age 50 +	27%							

Police Academy Recruits are non-sworn until they graduate.

Creating a Safe Environment for ALL

- How do you create a safe environment for marginalized employees? What sensitivity training do you have for your employees?
- The City requires new employees to take a Workplace Harassment Training at the beginning and every 2 years after. The PD requires new employees to acknowledge the PD Discriminatory Harassment Policy, including the entire PD Policy manual that also covers Hate Crimes and Standards of Conduct.
- **320.5.2 DISCRIMINATION, OPPRESSION, OR FAVORITISM** (MPD Policy)
- Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

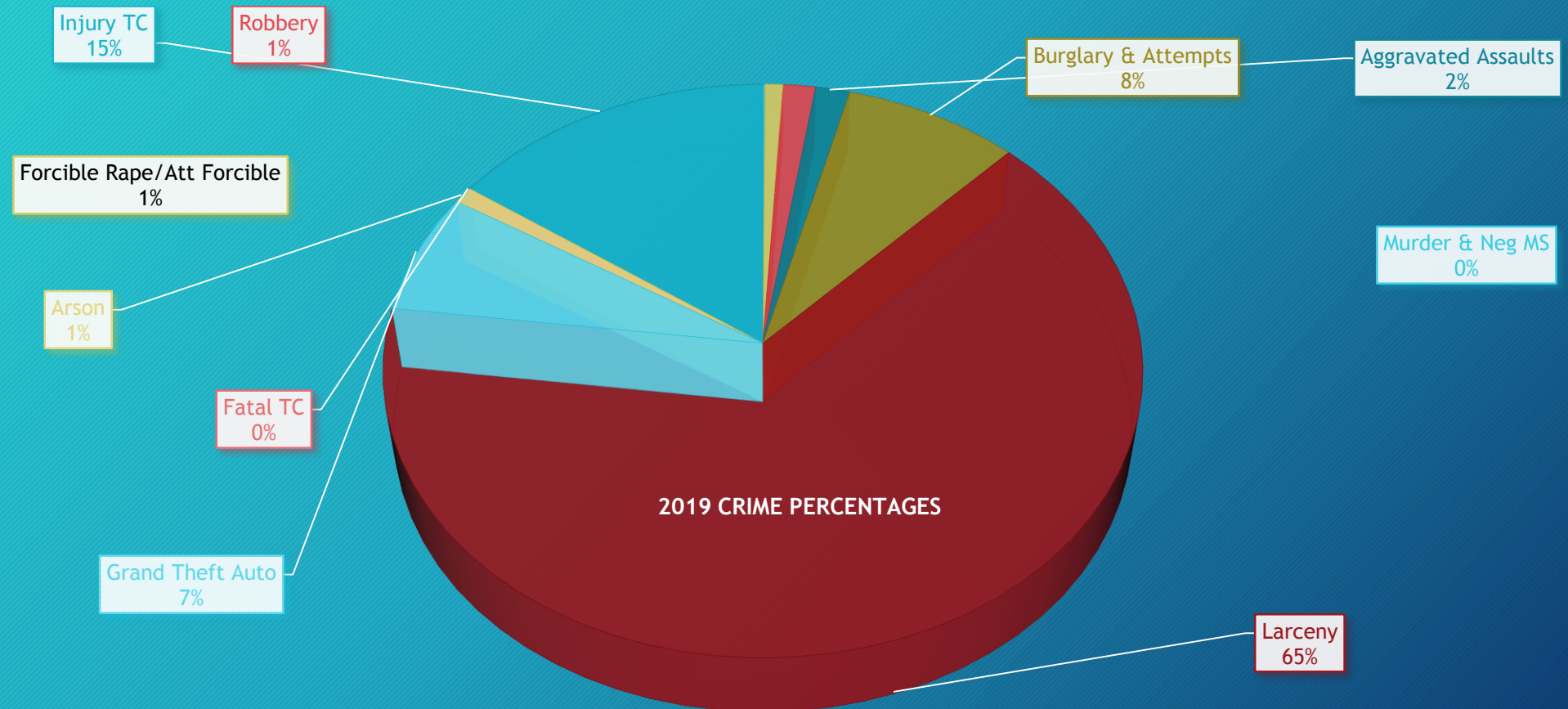
How does your department address the needs of marginalized groups (programs, policies, activities, etc.)?

- PROGRAMS - Community Policing Focused. MPD has won numerous awards for this program since 1995 from State and international associations.
- POLICIES- Discrimination, Hate Crimes, and Standards of Conduct policies as mentioned above.
- ACTIVITIES - CAP program oversees these activities:
 - SARB (Student Attendance Review Board)
 - CARY (Chaplains for At Risk Youth)
 - MAGIC (Monrovia Anti-Gang Intervention Committee)
 - Neighborhood Watch, National Night Out
 - Homeless Outreach Program

Monrovia Police Department

- Do you have any additional “boasts” or concerns of your department?
 - Our training is continually evolving due to the needs of the community.
 - Currently undergoing infrastructure upgrade to begin requirements for AB 953 (Racial and Identity Profiling Act).
- What recommendations do you have to make your department more diverse, equitable, and inclusive?
 - We are currently conducting employee recruitment at different locations and platforms. This includes Universities, Military bases, job fairs, etc.
 - We offer community members to experience MPD training simulators and ride patrol with a police officer to experience how we provide service to the community.

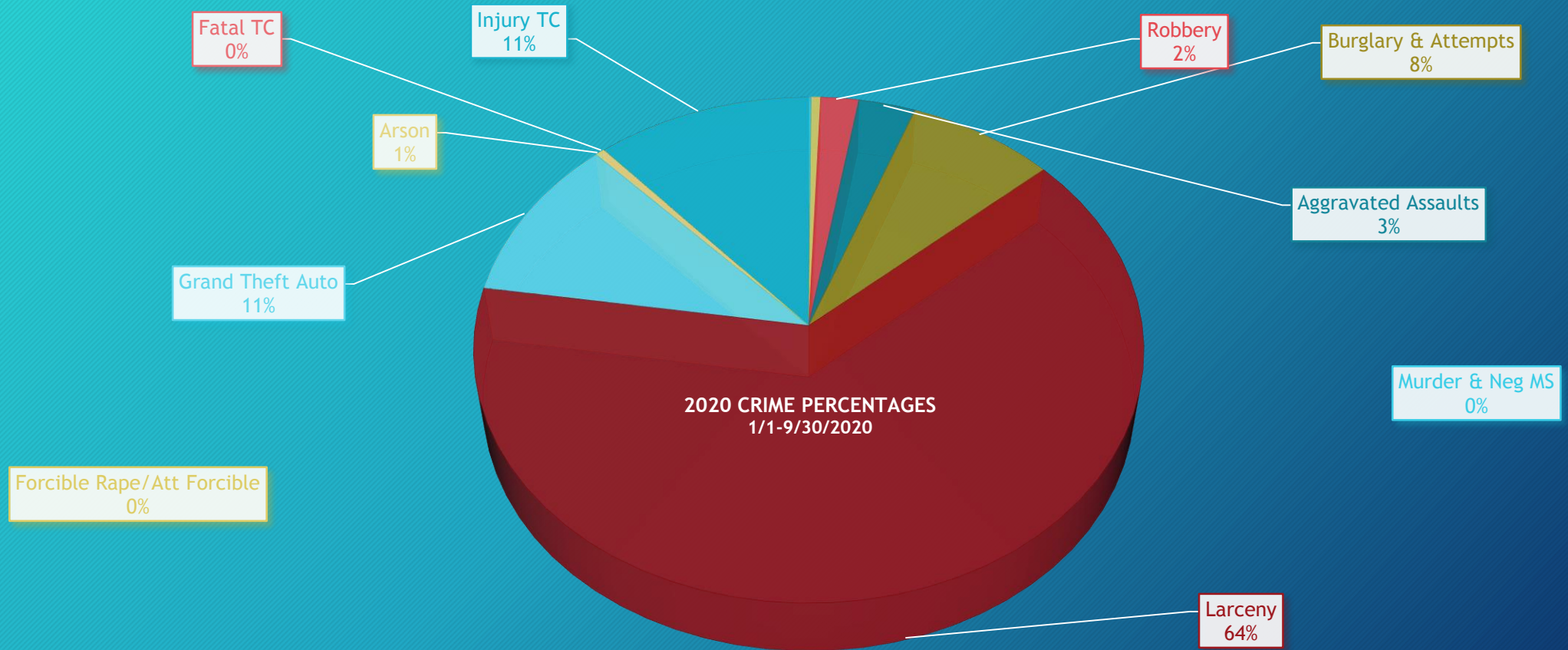
2019 Crime Statistics



2019 Crime Statistics

- Murder & Negligent Manslaughter: 1
- Forcible Rape/Attempt Forcible Rape: 9
- Robbery: 16
- Aggravated Assaults: 17
- Burglary & Attempts: 87
- Larceny: 686
- Grand Theft Auto: 72
- Arson: 10
- Fatal Traffic Collisions: 0
- Injury Traffic Collisions: 162

2020 Crime Statistics



2020 Crime Statistics

- Murder & Negligent Manslaughter: 1
- Forcible Rape/Attempt Forcible Rape: 4
- Robbery: 16
- Aggravated Assaults: 24
- Burglary & Attempts: 62
- Larceny: 507
- Grand Theft Auto: 84
- Arson: 4
- Fatal Traffic Collisions: 0
- Injury Traffic Collisions: 91

2020 Crime statistics are from January 1, 2020-September 30, 2020