

# LOS ANGELES POLICE COMMISSION

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June 9, 2006

BPC #06-0167A

The Honorable Ad Hoc on Gang Violence  
& Youth Development Committee  
c/o City Clerk's Office  
City Hall, Room 395  
Los Angeles, CA 90012

Attn: Alan Alietti

Dear Honorable Members:

RE: FOLLOW UP INFORMATION RELATIVE TO YOUTH GANG PREVENTION, INTERVENTION,  
AND SUPPRESSION PROGRAMS IN CITY (COUNCIL FILE NO. 05-2348)

At the regular meeting of the Board of Police Commissioners held Tuesday, June 6, 2006, the Board AMENDED the Department's report by the following motion:

Commissioner Ordin moved, seconded by Commissioner Freeman, to AMEND the Department's report by DELETING "an all-encompassing" in the first sentence of the last paragraph on page one; and ADDING verbiage to the first sentence of the last paragraph on page one, as follows: The term "good moral character" is used in the Explorer program as a term to specifically reference the honesty, integrity, personal ethics and good citizenship of its youth participants, **\*prohibiting discrimination based on race, gender, religion, and sexual orientation.**

Unanimously APPROVED \*AS AMENDED.

This matter is being forwarded to you, per your request.

Respectfully,

BOARD OF POLICE COMMISSIONERS



JULIE WALTERS  
Commission Executive Assistant

Enclosure

c: Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

May 25, 2006  
8.3  
OCOP #2005-11-01

RECEIVED

MAY 31 2006

TO: The Honorable Board of Police Commissioners

REVIEWED COMMISSION

FROM: Chief of Police

*Richard M. TeFank*  
RICHARD M. TEFANK  
EXECUTIVE DIRECTOR

5/31/06  
DATE

SUBJECT: REQUEST FOR FOLLOW-UP INFORMATION RELATIVE TO THE YOUTH GANG PREVENTION, INTERVENTION AND SUPPRESSION PROGRAMS REPORT

RECOMMENDED ACTIONS

1. That the Board review and accept this report relative to the clarification of the wording "good moral character" in the Department's report on Youth Gang Prevention, Intervention and Suppression Programs to the City Council Ad Hoc Committee on Gang Violence and Youth Development.
2. That the Board review and accept the one-page overview of the Department's Prevention and Intervention Youth Programs.
3. That the Board review and accept this report relative to the Board's assistance in furthering the juvenile prevention programs.

DISCUSSION

In correspondence dated November 1, 2005, the City Council's Ad Hoc Committee on Gang Violence and Youth Development requested a report on the Los Angeles Police Department's youth gang programs.

On May 2, 2006, the Board of Police Commissioners reviewed the Department's report, dated March 3, 2006, relative to the Youth Gang Prevention, Intervention, and Suppression Programs.

The Board requested the following three items:

1. Provide an explanation of the term "good moral character" used to describe the criteria for the Explorer program's stringent selection process.

The term "good moral character" is used in the Explorer program as ~~an all-encompassing~~ term to specifically reference the honesty, integrity, personal ethics and good citizenship of its youth participants. Explorers shall not have a serious arrest record for felony offenses or serious high-grade misdemeanors, and must adhere to the same personal standards as all Department sworn and civilian personnel. The Merriam-Webster Collegiate Dictionary's, 10<sup>th</sup> Edition, definition

\* prohibiting discrimination based on race, gender, religion, and sexual orientation.

of the words “good, moral and character” coincide with the desired ethical and integrity standards of all explorers. The words are defined as follows:

### **Background**

The Los Angeles Police Explorer program was established in 1962 and is the Department’s oldest youth program. For the past 44 years, the Explorer program has provided special training to young people interested in a law enforcement career. The Explorer program provides a forum in which young people, wearing an explorer uniform, can assist police officers with non-hazardous community service and crime prevention duties. Additionally, explorers perform police-related functions by assisting clerical and sworn Department personnel with filing, conducting public tours, field searches for evidence and crowd control. Explorers participate in educational trips and visit police agencies throughout California and the nation. Explorers have also participated in several Explorer competitions throughout the nation. During the 16-week (consecutive Saturdays) Explorer academy, recruits receive their training at the Department’s Ahmanson Recruit Training Center. Additionally, the Explorer program is the only Department-sponsored youth program in which the youth participants conduct their daily duties within a police facility, interact with police and civilian personnel, and with the public.

Explorers are consistently in the public’s view, representing the Department and the City of Los Angeles. Because of their contact with the public, explorers are expected to conform to the same stringent personal conduct, honesty, integrity and personal ethical standards as sworn police officers. The “Law Enforcement Explorer Code of Ethics” recited by each recruit upon their acceptance into the Explorer program mirrors the Department’s “Law Enforcement Code of Ethics” (Attachment 2).

In addition to their personal conduct on and off duty, explorers are required to pass a background investigation, maintain acceptable academic standards, and stay free of any serious negative police contact. Explorers are required to comply with the City of Los Angeles Non-discrimination Policy.

2. Provide a one-page overview of the Department’s Prevention and Intervention Youth Programs.

The one-page overview of the Department’s six prevention and two intervention youth programs is attached. The program summary includes each program’s criteria, objectives and goals, youth population served, program cost and funding, and measures of effectiveness. Although the criteria, goals and objectives remain constant, the number of youth served by each respective program frequently changes depending on youth participation (Attachment 3).

3. Determine how the Board can help further the Department’s juvenile prevention programs.

The Department is currently preparing the Interim Report on the LAPD Youth Programs Initiative, which addresses all of its youth prevention and intervention programs. Upon completion of this report and approval by the Chief of Police and the Police Commission, it is anticipated that several recommendations will call for the development of working relationships

with other City departments. The Department will benefit from the Police Commission's assistance in developing these relationships, which will be pivotal in the success of the remodeled youth programs.

### RECOMMENDATION

It is recommended that the term "good moral character" continue to be used in the Department's Explorer program pamphlet.

### CONCLUSION

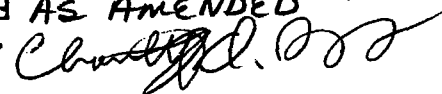
The Explorer program adheres to the Department's Non-Discrimination Policy and should continue to function under its current format. The program has proven to be one of the Department's most productive recruitment programs, producing many of our current sworn police officers and community leaders. The Explorer program is instrumental in diverting hundreds of at-risk youths from anti-social and criminal behavior.

If you have any questions, please contact Captain Anita I. Ortega, Commanding Officer, Juvenile Division, at (213) 485-2801.

Respectfully,



WILLIAM J. BRATTON  
Chief of Police

BOARD OF  
POLICE COMMISSIONERS  
\* Approved AS AMENDED JUN 06 2006  
Secretary 

Attachments



For more information about the Explorer Program in your community or to obtain an application call the number corresponding to your community police station below. If you do not know which area you live in, please contact the Juvenile Division, Youth Programs Unit for assistance at 213-485-3133.

**LOS ANGELES POLICE DEPARTMENT  
EXPLORER PROGRAM**

Area	Phone No.	Post No.
Central	213-972-1892	1980
Rampart	213-485-9144	628
Southwest	213-847-5800	1113
Hollenbeck	323-526-3180	1978
Harbor	310-522-2042	1727
Hollywood	213-485-4316	1320
Wilshire	213-473-0213	714
West Los Angeles	310-444-0731	800
Van Nuys	818-756-9485	517
West Valley	818-374-7690	515
Northeast	213-485-2548	43
77 <sup>th</sup> Street	213-485-4285	577
Newton	323-846-3937	617
Pacific	310-202-4525	1400
North Hollywood	818-623-4001	661
Foothill	818-686-1931	516
Devonshire	818-756-8270	660
Southeast	213-972-7964	911
Mission	818-838-9851	519

Contact Officer \_\_\_\_\_

**NON-DISCRIMINATION POLICY** Sec. 4.400.

*The City is dedicated to the goal of equal employment opportunity based on merit system principles, free of discrimination or harassment on the basis of race, color, national origin, ancestry, religion/creed, sex, disability, age, medical conditions (cancer), marital status, sexual orientation, retaliation for filing a claim of discrimination, or being afflicted or perceived as afflicted with Acquired Immune Deficiency Syndrome (AIDS) or the Human Immunovirus (HIV). The responsibilities of all City employees to ensure that the City provides an environment free of discrimination and harassment on these or any other non-work-related basis are set out in the City's policies.*



LOS ANGELES POLICE DEPARTMENT

*Police  
Explorer  
Program*

*Learning to Protect and to Serve*



[www.lapdonline.org](http://www.lapdonline.org)



## ABOUT THE PROGRAM

The *Los Angeles Police Explorer Program* was established in 1962. For the past 43 years, the Explorer program has provided special training to young people that are interested in a law enforcement career. This program is designed for youths 14 to 21 years of age. Each Explorer must attend and graduate from the Explorer Academy. Explorers are then assigned to Posts within the geographical Areas of the Los Angeles Police Department.

### THE EXPLORER PROGRAM GOALS ARE:

- To recruit qualified young men and women and prepare them for future careers in law enforcement.
- To assist them in becoming better citizens in their community, while developing a positive relationship between the police and youth.
- To prepare young people physically for a challenging career.
- To provide a forum, in which young people can assist police officers with non-hazardous community service and crime prevention.

### PROGRAM REQUIREMENTS

The Explorer program has a stringent selection process and only takes the most qualified applicants.

### EXPLORER RECRUITS MUST MEET THE FOLLOWING REQUIREMENTS:

- Be at least 14 years of age and in the 9th grade; or 15 years (regardless of grade) through 20 years of age.
- Pass a background investigation.
- Have at least a "C" average and maintain it through the 12th grade.
- Have no record of serious arrests or convictions.
- Maintain good moral character.
- Be free of any physical deficiencies that would jeopardize the Explorer or others in the program.
- Obtain a medical examination (to qualify for insurance).
- Attend and graduate from the 16-week Explorer Academy.
- Pass an oral examination.
- Write an autobiography.
- Register with Learning for Life, which does not discriminate, based on color, race, religion, sexual orientation, ethnic background, economic status, or citizenship. *The City of Los Angeles and the LAPD do not endorse any policy, which discriminates based on sexual orientation.*
- Demonstrate a willingness to serve and participate in Explorer activities.

### EXPLORER ACADEMY

The Los Angeles Police Department's Youth Programs Unit coordinates a 128-hour Explorer Recruit Academy. The training is composed of academics, physical-fitness, and military drill. The training is held at the Ahmanson Recruit Training Center in Pacific Area on Saturdays. Additional physical fitness, academics and drill are held at your local geographical Area.

Satisfactory passing scores on two academic tests and two physical-fitness qualifications must be achieved before the Explorer recruits are able to graduate from the Academy. Upon graduation, Explorer recruits are allowed to wear the Law Enforcement Explorer uniform and receive identification cards verifying their association with the Los Angeles Police Explorer Program.

### EXPLORER ACTIVITIES

Explorers perform police-related functions by assisting clerical and sworn personnel with filing, tours, field searches for evidence and crowd control. In addition, Explorers participate in educational trips such as visits to police agencies throughout California and the nation. The Los Angeles Police Department Explorers have participated in several Law Enforcement Explorer Competitions in various locations such as Hawaii, Georgia, Colorado, Arizona and throughout California. The program encourages youth in the community to look to police officers as role models, and instills in them discipline and purpose in life. As a result of the training and direction received as police Explorers, many young men and women choose law enforcement as a career. Many former Explorers are among the ranks of the Los Angeles Police Department as student workers, civilian employees, police service representative and police officers. Others have chosen to enter the Armed Forces and are now serving around the world as Military Police Officers and members of the Intelligence Corps. No City funds are provided for this extremely worthwhile and rewarding program. All funds are raised by the participants or donations from the community.

## LAW ENFORCEMENT EXPLORER

### CODE OF ETHICS

“AS A LAW ENFORCEMENT EXPLORER, MY FUNDAMENTAL DUTY IS TO LEARN TO SERVE MANKIND, AND TO RESPECT THE CONSTITUTIONAL RIGHTS OF ALL PERSONS TO LIBERTY, EQUALITY, AND JUSTICE.”

“I WILL KEEP MY PRIVATE LIFE UNSULLIED AS AN EXAMPLE TO ALL; MAINTAIN COURAGEOUS CALM IN THE FACE OF DANGER, SCORN, OR RIDICULE, AND DEVELOP SELF-RESTRAINT. I WILL BE HONEST IN MY THOUGHTS AND DEEDS IN BOTH MY PERSONAL AND EXPLORER LIFE. I WILL BE EXEMPLARY IN OBEYING THE LAWS OF THE LAND AND THE REGULATIONS OF MY ORGANIZATIONS.”

“I WILL NEVER PERMIT PERSONAL FEELINGS, PREJUDICES, ANIMOSITIES, OR FRIENDSHIPS TO INFLUENCE MY DECISIONS. I RECOGNIZE THE DUTY OF AN EXPLORER IS TO LEARN THE ETHICS OF GOOD CITIZENSHIP AND POLICE SERVICE. I WILL CONSTANTLY STRIVE TO ACHIEVE THESE OBJECTIVES AND IDEALS, DEDICATING MYSELF TO THE COMMUNITY AND LAW ENFORCEMENT EXPLORER PROGRAM.”

**OVERVIEW OF LOS ANGELES POLICE DEPARTMENT YOUTH INTERVENTION/PREVENTION PROGRAMS**

(Effective as of May 15, 2006)

Attachment 3

3

NAME OF PROGRAM	PROGRAM CRITERIA	OBJECTIVES AND GOALS	YOUTH POPULATION SERVED	**PROGRAM FUNDING/ COST OF PROGRAMS	EFFECTIVENESS OF PROGRAMS
<b>Law Enforcement Explorer Program</b>	Established in 1962, as a community-based prevention program for youths who demonstrate a strong interest in law enforcement careers.	<ol style="list-style-type: none"> <li>1) Offer a positive relationship between the police and youths.</li> <li>2) Provide a forum wherein youths provide non-hazardous community service.</li> <li>3) Develop better citizens and physical fitness for youths.</li> </ol>	<ol style="list-style-type: none"> <li>1) Serves youths, ages 14-20.</li> <li>2) Explorers must exit the program upon their 21<sup>st</sup> birthday.</li> <li>3) Currently serves 493 active explorers in 19 Areas and 99 academy recruits.</li> </ol>	<ol style="list-style-type: none"> <li>1) Academy Cost Per Recruit-\$478.00 (100 Recruits per class, 2 classes each year)</li> <li>2) JJCPA Grant- \$120,000 (Funds Academy)</li> <li>3) Wells Fargo Bank - \$10,000</li> <li>4) Private/Corporate Donors, Boosters Fundraisers – \$435,622</li> <li>5) Salaries-(39) PO II = \$2,862,249.00</li> </ol>	<p>The Explorer program is effective in diverting at-risk youth from crime and towards law enforcement careers.</p> <ol style="list-style-type: none"> <li>1) Monthly Activity Reports are submitted by all 19 explorer posts, depicting community service and crime prevention hours, recruitment and fund raising activity.</li> <li>2) Monthly Juvenile Participation Reports are submitted by each Area.</li> <li>3) Serves as recruitment program for LAPD officers.</li> </ol>
<b>Police Academy Magnet School Program</b>	Established in 1996, as a school-based prevention program for highly motivated youths and prepares them for careers in law enforcement and related fields. LAPD officers and LAUSD teachers teach the curriculum at six schools.	<ol style="list-style-type: none"> <li>1) Promote academic excellence through high attendance and high graduation rates.</li> <li>2) Promote and encourage youths to attend college/university.</li> <li>3) Promote service to the community.</li> <li>4) Promote transition into law enforcement careers.</li> </ol>	<ol style="list-style-type: none"> <li>1) Serves 1,185 youths, ages 11-18 at five high schools and one middle school.</li> <li>2) Approximately 500 of these youths have transitioned from the GREAT Program.</li> <li>3) 98 percent of Magnet students graduate and attend two or four-year colleges or universities.</li> </ol>	<ol style="list-style-type: none"> <li>1) Calif. Partnership Grant-\$425,000</li> <li>2) Corporate Funding- \$40,000</li> <li>3) Department Salaries (6) Police Officer III= \$459,276 (1)-Sergeant I = \$91,746</li> </ol>	<ol style="list-style-type: none"> <li>1) Program monitors attendance, grade point averages (GPA), graduation rates and college attendance.</li> <li>2) 97% school attendance rate, 55% general population.</li> <li>3) 98% graduate from high school and attend college/university</li> <li>4) Magnet school graduates transition into police careers.</li> </ol>
<b>Gang Resistance Education and Training (GREAT) Program</b>	Established in 2001, as a school-based gang-prevention program. LAPD officer teaches curriculum. Sponsored by the Federal Bureau of ATF and administered by Bureau of Justice Assistance, US DOJ.	<ol style="list-style-type: none"> <li>1) Emphasize the negative aspects of gang participation.</li> <li>2) Focus on middle-school students at one LAUSD middle school.</li> <li>3) Intended as immunization against delinquency, youth violence, gang membership.</li> </ol>	<ol style="list-style-type: none"> <li>1) Targets youths, ages 11-13.</li> <li>2) Served 700 middle-school students in school year 2005/06.</li> <li>3) Served 5,000 youths since its inception.</li> <li>4) Five hundred GREAT students have transitioned into the Magnet Program.</li> </ol>	<ol style="list-style-type: none"> <li>1) Bureau of Justice Assistance Grant-\$250,000, a component of Office of Justice Program, US Department of Justice.</li> <li>2) Salary – (1) PO III- \$76,546</li> </ol>	<ol style="list-style-type: none"> <li>1) Five-year study shows that GREAT has improved lives of youth participants.</li> <li>2) Lower rates of victimization, reduced risk-seeking behavior.</li> <li>3) Increased negative views on gangs, increased favorable attitudes towards law-enforcement, and increased association with peers involved in pro-social conduct.</li> </ol>
<b>Jeopardy Program</b>	Established in 1990, as a community-based prevention program for youths “at-risk” of becoming involved in gangs. Offers educational and physical projects/activities as alternatives.	<ol style="list-style-type: none"> <li>1) Decrease truancy, gang involvement, violence, and criminal behavior.</li> <li>2) Improve grades/graduation rate, self-esteem, reading/writing skills, goal-setting skills.</li> </ol>	<ol style="list-style-type: none"> <li>1) Targets youths, ages 8-17.</li> <li>2) Services 419 youths at 10 Community Police Stations.</li> <li>3) Receives referrals from Juvenile Court, parents, schools, teachers, and police officers.</li> </ol>	<ol style="list-style-type: none"> <li>1) Voluntary Jeopardy Program Payroll Deduction Fund - \$22,700</li> <li>2) Grant/ Boosters/ Private Donors/Fundraisers - \$195,180</li> <li>3) Salaries- (10) PO II - \$723,909</li> </ol>	<p>Below criteria is used to measure effectiveness:</p> <ol style="list-style-type: none"> <li>1) Attendance records/Sign-in Logs, 2) School report cards, 3) Subjective parent interviews, 4) Contact/non-contact with law enforcement, 5) Number who transition to other programs, and 6) Monthly Case Status Reports.</li> </ol>
<b>Deputy Auxiliary Police (DAP) Program</b>	Established in the late 1960’s, as a community-based prevention program to introduce at-risk youths to positive life experiences. Some DAP youths transition into the Explorer Program.	<ol style="list-style-type: none"> <li>1) Instill a sense of community pride, self-discipline &amp; leadership qualities within a positive environment.</li> <li>2) Develop a sense of ethics, values and skills.</li> <li>3) Instruct youths in writing, reading, computer skills, &amp; public speaking.</li> </ol>	<ol style="list-style-type: none"> <li>1) Focuses on youths, ages 9-13.</li> <li>2) Services 295 youths at six Community Police Stations.</li> <li>3) Receives referrals from schools, parents and police officers.</li> </ol>	<ol style="list-style-type: none"> <li>1) Grants/Boosters/Private Donors/Fundraisers \$36,900</li> <li>2) Salaries- (5) PO II - \$361,950 (1) PO III+1 - \$80,756</li> </ol>	<p>Below criteria is used to measure effectiveness:</p> <ol style="list-style-type: none"> <li>1) Attendance record, 2) School progress/report cards, 3) Contact/Non-contact with police, 4) Subjective parent interviews, 5) Number of youth who transition to the Explorer Program.</li> </ol>
<b>Police Activity League (PAL) Program</b>	Established in 1992, as a community-based prevention program that gives “at-risk” youths an opportunity to participate in self-enhancement activities.	<ol style="list-style-type: none"> <li>1) Promote education, athletics, and family mentoring.</li> <li>2) Participate in after-school support groups and volunteer activities.</li> <li>3) Participate in recreational and educational field trips.</li> </ol>	<ol style="list-style-type: none"> <li>1) Focuses on youths, ages 6-17.</li> <li>2) Services 1,239 youths at 10 Community Police Stations.</li> <li>3) Receives referrals from parents, schools, and the community.</li> </ol>	<ol style="list-style-type: none"> <li>1) Grants/Boosters/Private Donors/Fundraisers-\$324,659</li> <li>2) Salaries - (10) PO II - \$723,900</li> </ol>	<p>The program’s effectiveness is measured by the high number of youth participants in the program and who transition into other youth programs. Participants receive awards and certificates to document accomplishments. Although the exact number is unknown, a high number of PAL youths transition into the Explorers and Magnet Programs</p>
<b>Juvenile Impact Program (JIP)</b>	Established in 1990, as a boot-camp type, community-based intervention program for delinquent “at-risk” youths in need of immediate diversion from gangs and criminal behavior.	<ol style="list-style-type: none"> <li>1) Enlighten youths of consequences associated with criminal behavior.</li> <li>2) Teach personal accountability.</li> <li>3) Encourage youths towards positive choices and remain free from arrests.</li> <li>4) Expose youths to rewarding career paths/choices.</li> </ol>	<ol style="list-style-type: none"> <li>1) Focuses on youths, ages 14-17.</li> <li>2) Services 114 youths at four Community Police stations.</li> <li>3) Provides parenting classes.</li> <li>4) Receives referrals from Juvenile Court, schools, teachers, parents and police officers.</li> </ol>	<ol style="list-style-type: none"> <li>1) Grants and Foundation Donations - \$87,270</li> <li>2) Salaries – (4) PO II - \$289,564</li> </ol>	<p>Below methods used to measure effectiveness:</p> <ol style="list-style-type: none"> <li>1) Juvenile Impact Tracking System- Tracks performance levels until age 18.</li> <li>2) Evaluation and Training Institute questionnaire measures short and long-term impact of the program on the youths and their parents..</li> </ol>
<b>Youth Advocacy Program (YAP)</b>	Established in 1990, as a community-based intervention and diversion referral program for delinquent “at-risk” youths. Sponsored through the City of Los Angeles, Community Development Department.	<ol style="list-style-type: none"> <li>1) Provide an alternative to a court appearance.</li> <li>2) Provide professional counseling.</li> <li>3) Twelve Lead Agencies citywide.</li> <li>4) Deploy counselors at Community Police Stations, 16 hours per week.</li> </ol>	<ol style="list-style-type: none"> <li>1) Services youths, ages 6-17, and provides parenting classes.</li> <li>2) During 2005, LAPD referred 90 delinquent youths to YAP for counseling.</li> <li>3) Receives referrals from LAPD and other sources.</li> </ol>	<p>Community Development Block Grant and Community Services Block Grant - \$9,400,000 This funding is generated through the City of Los Angeles Community Development Department (CDD) and distributed to 12 Family Development Network (FDN) lead agencies.</p>	<p>The FDN case managers determine each client’s success or failure based on attendance. The Results Oriented Management Accountability (ROMA) National Performance Indicators for youth programs are used for the assessment. Studies show that 75-77 percent success rate regarding subsequent arrests and/or criminal behavior.</p>

**\*\* The salary calculations are approximated, based on the officers’ regular salary scale per the Operative July 1, 2005 MOU. and not by each respective officer’s actual annual salary.**