



KAREN BASS  
MAYOR

**MEMORANDUM**

**To:** The Honorable Members of the City Council  
c/o City Clerk

**From:** Karen Bass, Mayor *Karen Bass*

**Subject:** RE-EXEMPTION REQUEST – LOS ANGELES POLICE DEPARTMENT, –  
(1) DIRECTOR OF POLICE TRAINING AND EDUCATION

**Date:** April 8, 2024

The Los Angeles Police Department (LAPD) has requested the exemption of one (1) position of Director of Police Training and Education, Class Code 2383, in accordance with Charter Section 1001(b), from civil service as management, professional, scientific, or expert services exemptions.

The Director of Police Training and Education was previously approved for exemption under 1001 (b) by the City Council (CF#05-2333) and was subsequently filled. The position was vacated and deleted from the count. Charter Section 1001 (b)(1) requires that “when the position is vacated, the exemption shall terminate unless re-authorized in accordance with this subsection.”

Charter Section 1001(b) allows up to 150 persons to be exempt, of which 131 are approved and four are pending approval. Approval of this request will increase the count. There are an additional 50 exempt positions added by the City Council pursuant to Charter Section 1001(b)(4), of which 14 are filled.

The Director of Police Training and Education will review, assess, and propose improvements in the way LAPD trains its personnel and will be responsible for maintaining overall effectiveness, stability, and continuity of the Police Department academic training programs and assuring that police training activities comply with State and Federal criteria. The Director researches best practices in police training, providing technical advice, assistance, and administration relative to the curricula, training, and testing of employees engaged in recruitment, continuing education, and specialized training and maintains contacts with professional associations and training-related contacts with

outside organizations to remain knowledgeable of the latest developments in the training and education field.

The ideal candidate will have a track record that demonstrates knowledge of principles, concepts, and terminology of the behavioral sciences; statistical methods and methodology and instructional principles; problem-solving techniques, methods and procedures of planning and conducting empirical research; principles and practices of police science and administration; good knowledge of the organization, responsibility and function of the Los Angeles Police Department, as well as the City personnel rules, policies and procedures; and the ability to have a working knowledge of Peace Officer Standards and Training (POST) requirements as they apply to police training. The ideal candidate will also be expected to write clear and concise reports involving the summary and analysis of information; deal tactfully and effectively with the Department and City personnel and other agencies; speak before groups and direct meetings for the purpose of providing information and education; and effectively work independently and think creatively in directing and conducting research projects.

The Director of Police Training and Education position requires a Doctorate's degree in Psychology, Education, Education Psychology, or a closely related field from a recognized college or university and two years or more of full-time paid professional postdoctoral experience directing, teaching, and evaluating courses or developing curricula and academic programs.

The exemption of this position will allow LAPD the flexibility to recruit and select the best-qualified candidate who possesses the necessary experience and expertise for the position. LAPD experienced difficulties with recruiting and attracting candidates who met the five-year requirement of full-time paid professional post-doctorate experience specified in the classification specification for Director of Police Training and Education. A review of the 21 applications LAPD received in 2023 confirmed only one candidate met the experience requirement. LAPD indicates that by reducing the five-year requirement to a two-year requirement, they will be able to select from a competitive, qualified candidate pool. The duties and requirements as described are appropriate to the class of Director of Police Training and Education.

Based on my review of LAPD's request, as well as the review of the Personnel Department, I hereby approve the request for the exemption of Director of Police Training and Education and transmit my action to the City Council, pursuant to City Charter Section 1001(b)(1). If the exempt position is not filled within six months, the Mayor's approval for the department to fill the position may expire.

KB:zn

cc: Carolyn Webb de Macías, Chief of Staff, Office of the Mayor  
Zachia Nazarzai, Office of the Mayor  
Heleen Ramirez, Office of the Mayor  
Dominic Choi, Chief of Police, Los Angeles Police Department  
Dana Brown, General Manager, Personnel Department