



Nomination Form

POST Excellence in Training Award

Application for 2015 Nominees



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Section 1. Nominee Information

1. Award Category (select one only) ☐ Individual ☐ Lifetime ☒ Organizational

2. Nominee Mental Evaluation Unit, Training Detail

3. Title (if applicable)

4. Agency/Organization (if applicable) Los Angeles Police Department

5. Mailing Address Street 100 West 1st Street Room 630

City Los Angeles

State CA

Zip 90012

6. Contact Numbers Voice (213) 996 - 1327

Ext

Cell () -

Fax (213) 996 - 1380

Email 30036@lapd.lacity.org

Section 2. Nominator Information

7. Name Brian Bixler

8. Title Lieutenant II

9. Agency/Organization Los Angeles Police Department / Crisis Response Support Section

10. Mailing Address Street 100 West 1st Street

City Los Angeles

State CA

Zip 90012

11. Contact Numbers Voice (213) 996 - 1349

Ext

Cell () -

Fax (213) 996 - 1380

Email 33308@lapd.lacity.org

12. Department Head/CEO Name Charlie Beck

Title Chief of Police

13. Signature

Executive Signature – Required

Date

Complete all remaining sections. Attach additional pages if needed.

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Section 3. Justification for Nomination – REQUIRED

14. Describe the individual's or organization's purpose and training responsibility.

The Mental Evaluation Unit (MEU) Training Detail is responsible for the evaluation, development and delivery of all department-wide mental health-related training, which includes the facilitation and delivery of the recently developed 36-hour Mental Health Intervention Training (MHIT) course. The unit manages all facets of the course, which includes: site coordination; adjunct instructor facilitation; off-site visit management; and, student and course evaluation. The MEU Training Detail also manages the Mental Evaluation Unit social media pages, which provide timely and relevant information regarding the Department's training efforts to effectively manage calls for service that involve persons who suffer from a mental illness or mental health crisis. In addition, they regularly post articles regarding national and international trends in law enforcement response to persons who suffer from a mental illness.

The MEU-Training Detail is responsible for a one-hour "Crisis Communication" presentation that is part of the Department "Public Trust" training that was initiated July 2015. It is anticipated that by year-end all Department sworn officers (9,910) will have received this one-hour block of instruction. The Mental Evaluation Unit also provides roll-call training to all Patrol Divisions and assists with the development of training content to ensure consistency with Department policy and procedures, as it relates to the management of calls that involve the mentally ill.

The MEU-Training detail coordinates the Los Angeles Police Department and the Los Angeles County Department of Mental Health Services Quarterly Mental Health Crisis Response Program Advisory Board meeting. This effort provides the public and service providers with a forum to interact and provide input regarding the collaborative response and training model currently employed by the Los Angeles Police Department (LAPD) and the Los Angeles County Department of Mental Health (LADMH).

15. Describe the nominee's overall achievement.

At the end of 2012 the LAPD 24-hour course titled, "Introduction to Mental Health," was decertified by the California Police Officers Standards and Training (CA-POST). The course was established by the MEU Training Detail in 2008 and was delivered to 930 sworn personnel. The Department recognized the need to update course and provide more contemporary information and training techniques to first responder officers, so the MEU Training Detail took on the challenge to develop, obtain CA-POST certification, and deliver a course that supports the ideals espoused in the Department Manual, such as:

Manual Section 1/240.30 (Contact With Persons Suffering From a Mental Illness) states, "In police contacts with persons suffering from a mental illness, the goal of the Department is to provide a humane, cooperative, compassionate and effective law enforcement response to persons within our community who are afflicted with mental illness..."

The first task was to develop the MEU Training Detail cadre who were capable of creating and delivering the course in accordance with the most current training standards and techniques developed by CA-POST.

The second task was course design and content. In depth discussions regarding course design took place between Police Training and Education and the MEU Training Detail. The course length, content, and title were agreed upon in the first part of 2014. The course was titled "Mental Health Intervention Training (MHIT)," which was borrowed from the course developed by the Australian New South Wales Police Service (NSWPS), who developed portions of their law enforcement/mental health strategy and training based on the information they obtained while visiting the MEU as a part of the Specialized Policing Responses: Law Enforcement/Mental Health National Learning Site program.

The MHIT course was completed and CA-POST certified in December 2014. By year end 2015, approximately 400 officers will have completed the four-day, 36-hour course. The 2016 MHIT course is scheduled to be delivered 24 times to approximately 600 first responder officers. In two years, the MEU Training detail will have trained approximately 1000 first responder officers, which represents over 40% of the Department's entire patrol force.

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Section 3. Justification for Nomination *continued*

16. Give explanations for each of the following three criteria to support your nomination.

a) Innovation

The MHIT course content includes the integration of the Force Option Simulator (FOS), which facilitates and reinforces critical thinking, while practicing crisis communication skills and techniques learned throughout the course. The utilization of the FOS is the center piece of a continuum that starts with the development of an understanding of mental illness, crisis de-escalation and communication techniques. The FOS applies and tests those skills, and actors are utilized in the final portion of the course to facilitate realistic situation simulations to evaluate the officers ability to apply their new skills in a relevant and realistic scenario. The MHIT is a paradigm shift from the lecture-based PowerPoint instruction platform, as it includes small interactive groups that challenge the students to work as a team and participate in the learning process. The course also includes blocks of instruction from the Los Angeles Department of Mental Health (LADMH), the Autism Society of Los Angeles (ASALA) and the National Alliance on Mental Illness (NAMI), which strengthens our partnership with these important community care and advocacy groups.

b) Impact

The MHIT course was completed and CA-POST certified in December 2014. By year end 2015, approximately 400 officers will have completed the four day 36-hour course. The 2016 MHIT course is scheduled to be delivered 24 times to approximately 600 front-line officers. In two years, the MEU Training detail will have trained approximately 1000 front-line officers, which represents over 40% of the Department's patrol force.

The MHIT course content and delivery have been well received by the officers whether, they volunteered or were directed to attend. A common belief is that only officers who "volunteer" for the course will buy-in to this type of training and police response; however, this training is so engaging that many finish the course and become ambassadors for this de-escalation and management strategy. Many of the "hardened street cops" claimed, "...This is the best, most practical training I have ever received from the Department..." which is a common statement made by officers at the end of each MHIT course.

In November of 2015, the MHIT was included in the newly developed LAPD Police Science Leadership Course. The Department assessed the content and value of the MHIT course and determined that it was a foundational building block of the three part Police Science Leadership Course.

c) Reputation/Recognition

The Mental Health Intervention Training, developed and delivered by the MEU Training detail, has received local, national and international recognition. Alan B. Deal, Assistant Executive Director, Commission on Peace Officer Standards and Training stated, "...I just spent a portion of a couple days reviewing the content of the 36-hour Mental Health Course. It is outstanding. The qualifications and caliber of the instructors is exceptional, and the learning activities are second to none. The Department has put together a great partnership with mental health practitioners to make this course what it is. Debbie Hernandez really did a great job (as usual) in putting the course package together. As you know, the handling of incidents involving persons with mental illness and developmental disabilities is a continual area of interest and concern in every community. This training will truly help officers better deal with this complex issue."

The MHIT is a highly sought-after course of instruction. In an interview with NYPD Deputy Commissioner Susan Hernan, she stated, "...We plan to design training informed by the LAPD 36 hour training." The MHIT course has been attended by numerous law enforcement and mental health clinicians from local agencies throughout Los Angeles County and the state of California, by NYPD Deputy Commissioner Hernan and a representative from New York Behavioral Health, and by law enforcement professionals from as far away as Leicestershire Police, England, and Queensland Australia. The MHIT courses are filled to capacity months in advance.

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Section 4. Support Documentation – REQUIRED

17. Provide a brief list of any supporting documents included with this application.

Email correspondance from Alan B. Deal, Assistant Executive Director, Commission on Peace Officer Standards and Training
Article, "New York Explains Itself," The Marshall Project

Email correspondance from LACDMH, "Employees of the Year Award, SMART-MHIT team."

Email correspondance from Officer David Ayala, Los Angeles World Airports

Email correspondance from Sergeant Jennifer Wiese, Alahambra Police Department

Blog titled, "A Reasoned Response." by Alex Crisp, Leicestershire Police, England

Article titled, "In wake of public outcry over shootings, LAPD training focuses on empathy." by Frank Stoltze

Artilce titled, "As national public outcry increases, LAPD to re-train all officers in de-escalation." by Frank Stoltze

To complete your application:

- 1) Make sure you have filled in all applicable sections.
- 2) Print and sign form.
- 3) Attach all supporting documents.
- 4) Send your completed application to:



Excellence in Training Screening Committee
c/o California POST
Executive Office
860 Stillwater Road, Suite 100
West Sacramento, CA 95605

Application questions: 916.227.2808 — Janice Bullard