



OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES

HALL OF JUSTICE

JIM McDONNELL, SHERIFF



June 23, 2016

Date of Department Hire 07/11/2000

Caren Mandoyan, # [REDACTED]
[REDACTED]

Dear Deputy Mandoyan:

On February 9, 2016, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under IAB File Number 2392810. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, Department executives determined that the recommended discipline is appropriate.

You are hereby notified that you are suspended without pay from your position of Deputy Sheriff, Item No. 2708A, with this Department for a period of five (5) days effective June 27, 2016 through July 1, 2016.

An investigation under File Number IAB 2392810, conducted by Internal Affairs, coupled with your own statements, has established the following:

1. That in violation of the Department's Manual of Policy and Procedures, Section(s) 3-01/050.10, Performance to Standards; and/or 3-01/030.10, Obedience to Laws, Regulations and Orders (as pertaining to section(s) 3-10/050.15, Performance to Standards - Performance Associated with the Use of Force; and/or 5-09/210.00, Pursuits; and/or 5-09/210.02, Initiation of a Pursuit; and/or 5-09/220.50, Foot Pursuits; and/or 3-

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

A Tradition of Service
— Since 1850 —

10/150.00, Tactical Incidents), on or about March 20, 2015, you failed to conform to the work standards established for your rank as a patrol trained deputy sheriff and/or failed to exercise proper judgement and sound tactical procedures during a tactical dilemma, as evidenced by, but not limited to:

- a. engaging in a tactical incident without developing or communicating a tactical plan with his partner; and/or,
- b. engaging in a vehicle pursuit operation without having objective reasons for initiating, and continuing the pursuit of the vehicle; and/or,
- c. engaging in a vehicle pursuit without proper authorization; and/or,
- d. partner splitting and separating from your partner in order to engage in a one person foot pursuit of an armed suspect; and/or,
- e. continuing a foot pursuit of an armed suspect after losing sight of the suspect when he went around a street corner and onto another street; and/or,
- f. failing to use cover or concealment when engaging an armed suspect; and/or,
- g. continuing to chase and close the distance on an armed suspect; and/or,
- h. failing to use radio communications to develop a containment designed to apprehend the suspect.

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

Caren Mandoyan, # [REDACTED]

3

Prior to determining this disciplinary action, the Executive Force Review Committee and I have thoroughly reviewed the incident and your record with this Department.

You will hereby take notice that any future acts of misconduct may result in more severe disciplinary action.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JIM McDONNELL, SHERIFF

Steven J. Sciacca, Captain
South Los Angeles Station

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules {when applicable}.

SJS:JMR:tj

cc: Advocacy Unit
Bobby D. Denham, Chief, Central Patrol Division
Internal Affairs Bureau
Kimberly L. Unland, Personnel Administration
South Los Angeles Station/Unit Personnel File

3-01/050.10 PERFORMANCE TO STANDARDS

Members shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Members shall perform their duties in a manner which will tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Department.

Incompetence may be demonstrated by:

- a lack of knowledge of the application of laws required to be enforced;
- an unwillingness or inability to perform assigned tasks;
- failure to conform to work standards established for the member's rank or position;
- failure to take appropriate action on the occasion of a crime, disorder or other condition deserving police attention;
- absence without leave; and/or
- unnecessary absence from an assigned area during a tour of duty.

In addition to the above, the following will be considered to be prima facie evidence of incompetence:

- repeated poor evaluations; and/or
- a written record of repeated infractions of the Department's rules, regulations, manuals or directives.

Revised 12/12/13

04/01/96 MPP

3-01/030.10 OBEDIENCE TO LAWS, REGULATIONS, AND ORDERS

a) Members shall not willfully violate any federal statute, state law or local ordinance;

b) Members shall conform to and abide by the following:

- Charter of Los Angeles County;
- Los Angeles County Code; and
- Rules of the Department of Human Resources;

c) Members shall obey and properly execute all lawful orders issued by any supervisor of higher rank or classification or who is officially acting in such capacity;

d) When assigned to duty with another member of the Department, an employee shall be subject to disciplinary action for any violation by the other member of any provision of this chapter unless the employee was unaware of the violation or unless the employee, if the situation permits safe and prudent action, attempts in good faith to

prevent the violation and, at the earliest reasonable time, reports the violation to his supervisor;

e) Members who violate any rules, regulations, or policies of the Department or the County, shall be subject to disciplinary action. The commission or omission of any other act contrary to good order and discipline shall also be the subject of disciplinary action;

f) Members who are arrested or detained for any offense, or named as a suspect, other than an infraction under the Vehicle Code, shall immediately notify their immediate supervisor or Watch Commander of the facts of the arrest or detention or allegation.

After business hours, if the member is unable to contact their immediate supervisor or Watch Commander at the Unit of Assignment, the member shall contact Sheriff's Headquarters Bureau and request immediate notification to their Unit Commander. The member shall provide details of the arrest or detention to Sheriff's Headquarters Bureau, including alleged charge(s), location, police agency jurisdiction, and return phone number where the member can be reached, for relay to the Unit Commander. The Sheriff's Headquarters Bureau member receiving notification shall immediately notify the employee's Unit Commander.

The Unit Commander shall immediately notify Internal Affairs Bureau. The employee's Unit Commander shall immediately respond to the member's location if the member is arrested and taken into custody.

According to the nature of the offense and in conformance with the rules of the Department of Human Resources, disciplinary action may result and may include, but is not limited to, the following:

- a reprimand (written);
- suspension without pay;
- reduction in rank; and/or
- dismissal from the Department.

NOTE: For purposes of this section, any reference to "members" shall include any member of the Department, both sworn and professional staff.

Revised 12/12/13

Revised 05/22/11

Revised 09/23/09 (Implementation October 1, 2009)

Revised 02/22/99

04/01/96 MPP

3-10/050.15 PERFORMANCE TO STANDARDS - PERFORMANCE ASSOCIATED WITH THE USE OF FORCE

The evaluation of a member's performance includes the strategies or tactics used leading up to, during, and following a use of force. These strategies and tactics shall be evaluated in terms of whether or not they comply with Department policies, procedures, and training.

The following are examples of the types of tactical considerations that shall be evaluated under this policy:

- Approach of Suspect
- Approach of Vehicle
- Availability and Deployment of Equipment and Weapons
- Communication
- Concealment
- Coordination
- Cover
- Distance
- Field of Fire
- Fire Discipline
- Incident Command
- Partner Splitting
- Planning
- Position of Advantage
- Potential for Crossfire
- Shooting Backdrop
- Supervision
- Suspect Control
- Taking Independent Action
- Target Acquisition

NOTE: Refer to MPP 3-10/150.00 Tactical Incidents.

A member's performance associated with the use of force that does not comply with Department policies, procedures, and training may subject that member to discipline under this section.

Revised 09/25/14

5-09/210.02 INITIATION OF A PURSUIT

Deputy personnel are authorized to initiate a pursuit only when the driver of a motor vehicle clearly exhibits an intention to avoid apprehension or detention by using the vehicle to flee, or fails to stop, and only after careful consideration of the following:

- the seriousness of the known or suspected offense;
- the need for immediate apprehension of the suspect compared to the risks to the public and persons engaged in the pursuit;

- the speeds involved;
- the safety of uninvolved bystanders and motorists in the area;
- pedestrian and vehicular traffic volume;
- the time of day;
- weather and road conditions;
- familiarity with the area of the pursuit;
- the quality of radio communications;
- the need for and availability of air support;
- the capabilities of the police vehicle involved; and
- any other factor that would indicate that the interests of public safety and effective law enforcement would not justify initiation of a vehicle pursuit.

A pursuit may be initiated under the following conditions:

- known or suspected serious felony suspect(s).

NOTE: "Serious felony" as used in this section includes: the attempt or act of murder, mayhem, serious or violent sex crimes, robbery, arson, kidnapping, car jacking, assault with a deadly weapon, first-degree burglary, major narcotics violations, and terrorist acts.

NOTE: Possession of narcotics/drugs in amounts associated with common personal use or street-level sales does not warrant the initiation of a vehicular pursuit.

- a confirmed Grand theft, vehicle; or
- misdemeanor suspects only in the following situations:
 - where the suspect(s) has been observed by a Deputy or reliable witness(s) to be displaying a firearm in an assaultive manner reasonably contemporaneous to the initiation of the pursuit; or
 - where there is reasonable suspicion to believe the suspect is driving under the influence of alcohol or drugs, or is otherwise impaired, and the suspect's driving prior to the attempted stop is so flagrantly reckless that he presents a clear and present danger to other users of the highway, and failure to apprehend the violator would likely pose an imminent and life threatening danger to the public.

NOTE: Examples of such flagrantly reckless driving include, but are not limited to, collisions with other vehicles or objects, forcing other vehicles to take evasive action to avoid collision, failure to stop at controlled intersections without slowing, or driving on the wrong side of the highway. Following the pursuit, personnel shall provide the Watch Commander with a full and specific explanation of the hazardous acts that led to the decision to pursue.

A pursuit shall not be initiated or continued:

- once it has been determined that the driver of a vehicle is refusing or failing to yield and the only known reason for the intended stop is:
 - an infraction or misdemeanor crime (including CVC violations), except as provided above;
 - any crime not classified as a serious felony, as described in this section; or
 - a possible grand theft, vehicle.

There are few law enforcement operations that require a higher degree of common sense and sound judgment than sustained high-speed vehicle pursuits. Deputies must effectively perform in an atmosphere where long-range consequences may hinge upon the soundness of split-second decisions.

The immediate apprehension of the violator is not more important than the safety of uninvolved bystanders, other motorists, or the Deputy. When it becomes apparent that the immediacy of apprehension is outweighed by unreasonable danger to the Deputy or others, the pursuit must be terminated.

While engaged in a pursuit, Deputy personnel are exempt from the rules of the road only if they are operating their vehicle Code 3. However, the law does not excuse or exempt from civil liability an abuse or arbitrary exercise of this privilege, nor does it provide exemptions from criminal and civil liability when the vehicle is being driven without due regard for the safety of all persons using the highway (21056 CVC).

The keys to a successful conclusion of a pursuit are proper self-discipline and sound professional judgment.

Revised 12/12/13

Revised 06/24/07 (Implementation July 1, 2007)

Revised 07/06/06

Revised 04/15/02

04/01/96 MPP

5-09/220.50 FOOT PURSUITS

POLICY

It is the policy of the Sheriff's Department to assertively apprehend fleeing suspects in a manner that maximizes both public and Deputy safety, while giving due consideration to the Department's Use of Force Policy. Depending on the circumstances of an incident in which a suspect flees, Deputies and Security Officers are authorized either to pursue or coordinate a containment. Further references to "Deputy" personnel are also meant to reference Department "Security Officers."

Foot pursuits are inherently dangerous and require heightened officer safety awareness, keen perception, common sense, and sound tactics. It is the Department's

position that, barring extenuating circumstances, surveillance and containment are the safest tactics for apprehending fleeing persons. Therefore, Deputies must initiate a radio broadcast with appropriate information within the first few seconds upon initiating a foot pursuit to ensure that adequate resources are coordinated and deployed to assist and manage the operation to a safe conclusion. The safety of Department personnel and the public is paramount and shall be the overriding consideration in determining whether or not a foot pursuit will be initiated or continued. Any doubt by participating Deputies or their supervisors regarding the overall safety of any foot pursuit shall be decided in favor of communication, coordination, surveillance, and containment.

Each provision of this policy is subject to emergency exceptions. However, the Deputy or supervisor who deviates from this policy will be solely responsible for explaining their actions. Common sense shall be the guiding factor in any decision to engage or not engage in a foot pursuit, as well as in any subsequent assessment of the decision made.

DEFINITIONS

Foot Pursuit Defined

A foot pursuit is an attempt by a Department member to follow or track, on foot, a fleeing person who is attempting to avoid arrest, detention, or observation. Terms such as "chasing to follow," "moving containment," or other terms describing similar dynamic on-foot tactical operation shall be subject to the following procedures governing foot pursuits.

Partner Splitting Defined

"Partner splitting" during a foot pursuit occurs when loss of visual contact, distance, or obstacles, separates partners to a degree that they cannot immediately assist each other should a confrontation take place.

For the purposes of this policy, "partner splitting" does not pertain to lone Deputies assigned to static containment positions.

PROCEDURES

Multiple Deputy Foot Pursuits

When conducted by multiple Deputies, foot pursuits can be an appropriate and effective tactic. Should partner splitting occur for any reason, Deputies shall be subject to the provisions of "One-Person Foot Pursuits" outlined below.

Initiating Deputies' Responsibilities

Deputy personnel initiating a foot pursuit shall broadcast the following information over the radio, using the dispatch frequency, to SCC within the first few seconds. If the Deputy is assigned and/or working at MTA, TSB, Parks Bureau, Court Services, Custody Division, or County Services Bureau, the information shall be broadcast using their home radio frequency. If a Unit's home radio frequency is not monitored by SCC, their Unit's Desk personnel shall relay the information over the SCC Access channel. Desk personnel shall also coordinate communications between the Deputies involved and the nearest field resource (LASD patrol Station or Police Agency).

- unit identifier or name of Deputy in pursuit;
- suspect location and direction;
- reason for the foot pursuit;
- suspect description; and
- whether or not the suspect is armed, if known.

Barring extenuating circumstances, if a Deputy is unable to promptly and successfully broadcast this information, the foot pursuit shall be terminated and containment immediately established. The initiating Deputy shall be in field command and bears operational responsibility for the foot pursuit unless relieved by a supervisor.

One-Person Foot Pursuits

One-person foot pursuits and the splitting of partners during foot pursuits present additional dangers to the Deputies involved. The decision to pursue must weigh the dangers of the pursuits against the necessity to apprehend.

If a lone Deputy initiates a foot pursuit, the objective of the pursuit shall be to apprehend by use of a containment, subject to valid emergency exceptions.

Should the decision to initiate a one-person foot pursuit occur, the Deputy shall adhere to the following guidelines which include but are not limited to:

- do not attempt to close and apprehend but maintain visual contact only;
- do not continue to pursue if visual confirmation is compromised;
- do not chase a suspect into a building;
- should a containment be established and the suspect is within the containment, termination of the foot pursuit should be considered; and
- should communication with SCC be lost, the pursuing Deputy shall immediately terminate the pursuit.

This policy does not restrict Deputy Sheriffs in their mission of apprehending violators of the law. The policy also does not mandate that Deputy Sheriffs put themselves at undue risk and pursue in every situation.

Field Sergeant or Court Services Branch Supervisor Responsibilities

As with any tactical incident, the Sergeant or Court Services Branch Supervisor does not have to be physically present to assert control over the situation and may order the termination of the pursuit based upon information received. In subsequent reviews for policy compliance, supervisory personnel shall be prepared to clearly articulate the circumstances which supported their decision to terminate, or to allow the continuation of, a foot pursuit.

The Sergeant or Branch Supervisor shall immediately respond to the terminus of the foot pursuit, oversee post-foot pursuit discipline, and assert control as needed. The Sergeant or Branch Supervisor will ensure compliance with all Department policies, specifically those relating to the use of force.

Watch Commander or Court Services Area Lieutenant Responsibilities

The Watch Commander or Court Services Area Lieutenant shall be in overall command of the operation. This command responsibility shall include all Department personnel involved in the foot pursuit. If the Court Services Area Lieutenant is not available, command responsibility shall be assigned to the next available individual who is below him/her in the Court Services Area rank structure.

The Station/Unit Watch Commander shall respond to the desk area and immediately take command either by establishing "cold line" communications with the SCC Watch Sergeant or via Station/Unit transmitting capabilities. Station/Unit Watch Commanders shall make a decision based upon their assessment of the information received regarding the continuation or termination of the foot pursuit. In subsequent reviews for policy compliance, Watch Commanders shall be prepared to clearly articulate the circumstances which supported their decision.

Should the Watch Commander be in the field during a foot pursuit, they may authorize the Watch Sergeant to assume operational control of the incident from the desk. This does not alleviate the Watch Commander's overall responsibility for the pursuit.

SCC Responsibility

Upon the initiation of a foot pursuit by a Deputy, SCC shall immediately place the broadcasting Deputy on the duplex patch and request an Aero Bureau Unit. Coordination of resources to assist the Deputy is of paramount importance.

If Deputy personnel not assigned to a Patrol Station initiate a foot pursuit, and the pursuit is within an area patrolled by the Sheriff's Department, the SCC Watch Sergeant shall notify the Watch Commander of the nearest Station. If the pursuit is not in an area patrolled by the Sheriff's Department, SCC shall coordinate a response from, and notify the Police Agency who patrols the area where the pursuit is taking place. The Sergeant or Lieutenant from the Unit of the pursuing Deputy shall identify him/herself via radio and continue command of the incident. If no supervisor is on scene, the Watch Commander of the closest Station shall assume immediate command of the operation.

Detective Division Personnel

Detective Division personnel routinely engage in surveillance and fugitive apprehension operations. This policy does not apply to counter-surveillance or detection avoidance activities by suspects or persons under surveillance. The policy does apply to situations in which a suspect is actively fleeing from immediate arrest, detention, or continued observation by pursuing investigators.

Should Detective Division Investigators become involved in a foot pursuit that requires assistance beyond those resources already involved and at scene, the team's designated radio operator will advise SCC via a SCC-monitored frequency. SCC shall notify the Watch Commander of the nearest station who will facilitate the response of assisting units. The Detective Division Sergeant or Lieutenant on scene will identify him/herself via radio and continue command of the incident. If no Detective Division supervisor is on scene, the Watch Commander of the closest station will assume command of the operation.

EVALUATION AND REPORTING

All foot pursuits shall be debriefed. It shall be the responsibility of the Watch Commander or Court Services Area Lieutenant supervising the foot pursuit to conduct a debriefing of the incident with all personnel involved. The debriefing may be conducted by the Field Sergeant or Branch Supervisor and discussed with the Watch Commander or Court Services Area Lieutenant who will document the debriefing in the Foot Pursuit Database. Watch Commanders or Court Services Area Lieutenant shall ensure that Field Supervisors or Branch Supervisors discuss debriefed foot pursuits at regular Unit briefings. The Foot Pursuit Database printout shall be forwarded to the Unit Commander for his/her review.

If the foot pursuit is an integral part of a force or shooting incident being handled by the Internal Affairs Bureau (IAB) Force/Shooting Response Team, the Executive Force Review Committee shall be responsible for determining whether or not the foot pursuit was within policy. The Watch Commander or Court Services Area Lieutenant shall complete the Department Foot Pursuit Evaluation Form and immediately submit the form and other pertinent documents and audio files to the IAB Force/Shooting Response Team handling the incident.

Revised 12/12/13

Revised 01/27/13

Revised 10/05/04 (effective 11/01/04)

3-10/150.00 TACTICAL INCIDENTS

The fundamental duty of all sworn personnel is to protect life and property.

Members shall be guided by sound tactical principles when involved in any tactical incident. The tactics employed by Department members shall be governed by applicable Department policies, accepted training practices, the exigency of the circumstances, and the application of sound judgment and common sense. Adherence to policies, training, and supervision is critical in preventing an unreasonable response to fear and resolving incidents in the safest manner possible. When reasonable under the totality of circumstances, personnel should use de-escalation techniques such as advisements, verbal persuasion, and other force prevention tactics focused on increasing officer and/or public safety. The Department's Core Values, a reverence for human life, and the safety of all parties shall be considered when deciding on a resolution to a tactical incident.

Following any tactical incident, regardless of significance, the conduct of Department personnel may be evaluated for compliance with established Department policies and state and federal statutes. A primary consideration in determining sound tactics is whether the actions by personnel increase or decrease officer safety, and/or public safety. All personnel shall be prepared to clearly articulate the circumstances which supported their decisions.

NOTE: Tactical incidents include, but are not limited to, responses to crimes in progress, building searches and/or area containment, barricaded suspects, hostage situations, active shooters, foot or vehicle pursuits, pedestrian or traffic stops, missing persons, and any other law enforcement situation where sound principles and tactics should be employed.

The concepts commonly referred to as the six "C"s - COMMAND, CONTAIN, CONTROL, COMMUNICATE, COORDINATE, and CONTINGENCY - shall serve as a guide for all personnel involved.

Tactical incidents commonly share characteristics which must be constantly evaluated and, in most cases, analyzed to ensure a successful conclusion and enhance officer safety in future similar events. A seventh "C" - CRITIQUE - is equally important and shall be performed at the conclusion of any tactical incident.

The scope and sophistication of this critique (commonly referred to as a "debriefing") shall be dictated by the scope and sophistication of the incident. The critique should include a comprehensive analysis of those tactics and techniques which contributed to the success of the operation, while thoroughly evaluating those which proved unproductive. The critique shall be performed in a timely manner (preferably immediately following the event), attended by all involved members and, when appropriate, facilitated by a supervisor. Discretion shall be used by supervisors when critiquing actions which appear to be in violation of Department policy or established law. Supervisors and managers shall make every effort to maintain the technical and tactical proficiency of their subordinates through training, debriefings, tactical discussions, and engaged supervision.

Incident Command

Personnel at the scene of, or directly involved in, a tactical incident shall demonstrate regard for incident command. In addition, all personnel have a positive duty to actively provide appropriate coordination and ensure communication is shared among participating Department members.

To ensure clarity, avoid confusion, and minimize risk to those involved, the following list of commonly used leadership/incident command terms and their definitions/significance is provided. All personnel shall expect that their conduct may be evaluated based on their adherence to the following principles.

Command	The exercise of <i>complete authority</i> to direct the actions of others during a tactical incident.
Communication	Accomplished by radio, telephone, direct voice, hand and arm signals, or any other means in which the recipient(s) receives and understands the message and intent.
Contain	A coordinated response for the purpose of isolating and apprehending a person(s) attempting to avoid arrest, detention, or detection, or to locate critically missing person(s).
Contingency	A backup plan or the coordinated process of considering a future, unplanned event.
Control	When a supervisor or Deputy is able to communicate with and coordinate or direct the actions of other personnel.
Coordination	When command personnel are able to organize and direct the actions of all personnel at the scene of a tactical operation to reduce friction, eliminate conflict(s), and integrate efforts to achieve a successful resolution to a specific mission.
Critique	A comprehensive debriefing conducted with all personnel involved in an incident to discuss tactics and other issues identified during a tactical operation. The critique should include a comprehensive analysis of those tactics and techniques which contributed to the success of the operation, while thoroughly evaluating those which proved unproductive. The critique shall be performed in a timely manner (preferably immediately following the event), attended by all involved members and, when appropriate, facilitated by a supervisor.
Tactical Dilemma	A choice between two or more disagreeable alternatives. The goal of every adversarial operation is to place the suspect in a position where surrender is likely and resistance is futile. Dilemmas can be created with space or time.

High Risk or Armed Suspects

The intent of this section is to increase Deputy safety and minimize the potential for Deputy-created jeopardy where Deputies place themselves unnecessarily in harm's way.

When dealing with a high risk or suspected armed suspect, sworn members shall be cautiously persistent in performing their duties. Consistent with this philosophy, while every situation is not absolute, in many cases, it may be safer to chase to contain rather than chase to apprehend.

This policy shall be considered when assessing the tactical performance of Deputies involved in deadly force situations. Moreover, the following specific tactical considerations should be utilized when a Deputy is confronting high risk or armed suspects.

Specific Tactical Considerations

Similarly, the following list of definitions and their significance are general principles which shall be considered and/or employed by all personnel involved in a tactical operation (where appropriate).

Concealment	Anything which conceals a person from view.
Cover	Anything which provides protection from bullets or other projectiles fired or thrown. Cover is subjective and its effectiveness depends upon the threat's ballistic capability (handgun, rifle, etc...).
Cover Fire	Target specific controlled fire which is directed at an adversary who poses an immediate and ongoing lethal threat. This tactic shall only be utilized when the use of deadly force is legally justified. Target acquisition and communication are key elements in the successful use of this tactic. Department members employing cover fire must establish their reason(s) for utilizing this tactic.
Tactics	The methods and concepts used to accomplish a particular objective or mission.
Cross Fire	A situation created when Deputy personnel find themselves in a position where their field of fire and/or shooting backdrop is occupied by another Deputy who may engage the same intended target.
Danger Area	Any area which lacks or has limited cover and avenues of escape and offers a significant advantage to an adversary (doorway, hallway, staircase, alley, open area, etc...).
Designated Shooter	Deputy personnel assigned to deploy a firearm to protect other Deputies performing a specific mission in an operation and otherwise unable to defend themselves. Designated shooters are responsible for covering a specific threat while other Deputies involved in the operation perform specific tasks that may require

	their weapon be holstered or secured. These specific tasks/personnel include, but are not limited to, searches of suspects, arrest team personnel, personnel assigned the deployment of less lethal weapons, crowd control personnel, and employees involved in K-9 searches.
Field of Fire	The lane of fire between a shooter and an intended target that will likely be subjected to the impact of fired rounds. A field of fire is not restricted to a direct line between the shooter and intended target, but may be altered as a result of ricochets, or skipped or fragmented rounds. A field of fire is limited by the individual characteristics of the weapon deployed.
Fire Discipline	A controlled and measured rate of gunfire, usually two or three round bursts, which emphasizes maximum accuracy and efficiency and is achieved through constant reassessment and target re-acquisition (if necessary).
Independent Action	Any independent act taken outside a plan and/or without communicating or coordinating intentions with other involved personnel.
Kill Zone	An area in which concentrated fire is intended to neutralize an adversary by exploiting terrain and the impact of fire.
Partner Splitting	Partner splitting during a foot pursuit occurs when loss of visual contact, distance, or obstacles, separates partners to a degree that they cannot immediately assist each other should a confrontation take place.
Point of Aim	The specific location the muzzle of a weapon is directed and a fired round is intended to strike.
Shooting Backdrop	An area behind an intended target which may be subjected to the impact of rounds fired from a weapon. A shooting backdrop will rarely be static as it will change as the target and/or shooter change their position and point of aim.
Sight Alignment	When the top of the front sight is even with the top of the rear sight and there is an equal amount of light visible on either side of the front sight (Combat shooting sight alignment is defined as the use of the front sight blade only and is generally used at close distances, usually under fifteen (15) feet.).
Target Acquisition	The practice of identifying a specific threat and placing that threat within point of aim or sight alignment.
Tactical Position of Advantage	A position which maximizes the ability to control, monitor, or engage a threat in the safest manner possible.

Revised 07/12/13

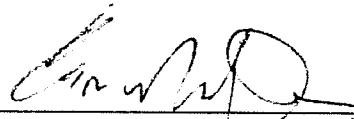
Revised 12/19/12 (Implementation January 1, 2013)

Revised 10/03/10
Revised 07/06/06

I certify that on the date indicated below, I received the original of the attached **LETTER OF SUSPENSION** under File Number **IAB 2392810** as set forth in Section 18.01 of the Rules of the Los Angeles County Civil Service Commission.

6-23-16

DATE

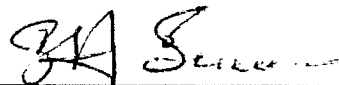


CAREN MANDOYAN, # 

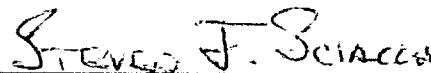
I certify that on the date indicated below, I served the original of the attached letter of suspension on **CAREN MANDOYAN** as set forth in Section 18.01 of the Rules of the Los Angeles County Civil Service Commission.

6/23/16

DATE



WITNESS SIGNATURE



WITNESS PRINT

Please return this page along with
Timekeeping Notification within
two (2) business days to:

**TAMORA JOHNSON
INTERNAL AFFAIRS BUREAU
4900 S. EASTERN AVE. #100
CITY OF COMMERCE CA 90040**
