

King County Sheriff's Office Advanced Training Unit

Training Announcement!

**LEADERSHIP
INTEGRITY
SERVICE
TEAMWORK**

Course Title: **Education Based Discipline Briefing & LIFE**

When: July 29th 0800-1200hrs Education Based Discipline
July 30th 0800-1600hrs LIFE Class

Where: WSCJTC

Who: Law enforcement managers, supervisors, trainers, labor representatives, and oversight managers

What: LASD was the first to implement a formalized Education-Based Discipline program. The EBD Unit is coming to Burien to provide other agencies with information on how to implement a similar program.

Education Based Discipline Briefing is a 4 hour briefing by the Los Angeles Sheriff's Department Education-Based Discipline (EBD) Unit on their innovative alternative to traditional disciplinary suspensions. EBD reduces management-employee conflict and embitterment that results from withholding an employee's pay. Instead, it offers optional behavior-focused education and training, which enhances communication, character, competence and trust.

Lieutenant's Interactive Forum for Education (LIFE) class is a California POST certified class offered by the Los Angeles County Sheriff's Department Education-Based Discipline Unit used to develop individualized remedial plans, with the involvement of the employee, that emphasizes education, training, and other creative interventions, thereby promoting a more comprehensive and successful outcome. The course is about the process of decision-making for public safety members and addresses the influences in our individual decision-making process.

How Much: Free!

How: E-mail ATU@kingcounty.gov

King County Sheriff's Office
Advanced Training Unit
19010 First Avenue S.
Burien, WA 98148
Phone: 206.835.7371
E-mail: ATU@kingcounty.gov

SHERIFF
KING COUNTY



LOS ANGELES COUNTY SHERIFF'S DEPARTMENT



Education-Based Discipline (EBD) Unit

"Employees are led to the muddy waters of punitive discipline and made to drink, and then they get sick. Some are sick for the moment, and for some it takes a lifetime to cure."

- Lee Baca, Sheriff

What is EBD?

Education-Based Discipline (EBD) is an innovative alternative to traditional disciplinary suspensions. EBD reduces management-employee conflict and embitterment that results from withholding an employee's pay. Instead, it offers optional behavior-focused education and training, which enhances communication, character, competence and trust.



Who May Participate?

EBD is open to all members of the Sheriff's Department, as well as members of other law enforcement and public service organizations.

Do I Have to Take EBD?

EBD is offered as an alternative to a suspension without pay. When EBD is offered, the decision of taking EBD in lieu of suspension days lies with the employee.

EBD Cannot Be Used For:

- Written Reprimands
- Demotions
- Terminations

Do I Keep My Pay?

Yes.

Employees that decide to take EBD over suspension days get training while on duty.

Education-Based Discipline

What is the LIFE Class?

The Lieutenants' Interactive Forum for Education (LIFE) class is a POST certified decision-making class offered by the Department.

Does a Person Have to be Facing Discipline to Attend the LIFE Class?

No.

Department personnel can be assigned to attend the LIFE class as a regular part of training.

Are Other Agencies Using this Program?

LASD was the first to implement a formalized Education-Based Discipline program. The EBD Unit is assisting other agencies on how to implement a similar program. The EBD Unit can provide training to outside agencies to help devise a plan that will fit their agency needs.

Resources

EBD's primary course listings are posted on the home page of the Regional Community Policing Institute - California (RCPI-CA), which is sponsored by the Los Angeles County Sheriff's Department:

<http://rcpi-ca.org/>

The site has courses and contact information for each of the items below:

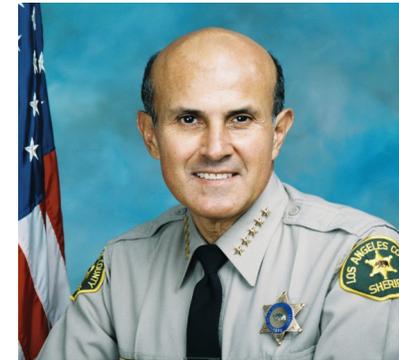
- A: Problem Solving & Self-Management
- B: Skill Enhancement
- C: Boundary Recognition
- D: Substance Misuse/Abuse Awareness
- E: Character Reinforcement
- e: Mitigating and Aggravating Factors



LIFE Class Setting

Mission Statement

To develop an individualized remedial plan, with the involvement of the employee, that emphasizes education, training, and other creative interventions, thereby promoting a more comprehensive and successful outcome.



Contact Information

The EBD Unit can be contacted using the information below. However, it is the preference of the EBD Unit to be contacted via e-mail correspondence.

Education-Based Discipline Unit
Leadership and Training Division
Los Angeles County Sheriff's
Department
S.T.A.R.S. Center
11515 South Colima Road M-106
Whittier, CA 90604
(562) 946-7006
EBD@lasd.org