

Airport Security & Long Beach Police Department Integration

Department of Human Resources
May 21, 2019

Overview

- City is proposing to implement the integration of Airport Security and Long Beach Police Department
- This item was presented to the Council on April 23, 2019
- Council requested to postpone this decision point till May
- In order to implement, City Council action is required

Background on AP/PD Integration

- Nationwide emphasis on increased airport security after 9/11 attacks
- City first proposed integrating Airport Security and Police Department in early 2002
- Rationale
 - Post-9/11 federal oversight drastically expanded airport security requirements
 - Although State law requires security positions at the Airport be granted peace officer status, their core duties continued to focus on regulatory compliance
 - Inconsistent and non-standardized training
 - Creates a single chain of command with law enforcement oversight and supervision

Best Practice

Other California public regional airports have integrated airport security with law enforcement divisions, for example:

Airport	Responsible Agency
Sacramento International	Sacramento County Sheriff Department
San Jose International	San Jose Police Department
City of Los Angeles International	Los Angeles World Airports Police
Oakland International	Alameda County Sheriffs Department
John Wayne (Irvine)	Orange County Sheriffs Department
San Diego International	San Diego Port Police Department

Airport Security Improvements

Expected benefits of integrating Airport Security and Police Department functions:

- ✓ A single structured chain of command
- ✓ Better coordination of both resources and personnel, including supervision, training, and deployment of staff
- ✓ Consistent and appropriate training standards
- ✓ Continued safety and security of passengers and other airport stakeholders at LGB

Reorganization Process

- City is required to complete a meet and confer process with impacted bargaining units
- The results of the meet and confer are as follows:
 - **POA / Police Officers - Completed**
 - **IAM / Special Security Officers (SSOs) – Resulted in impasse and Factfinding completed**
- April 23, 2019 Council received and filed Factfinding report
- Council action is required to implement integration on the IAM bargaining unit

Recap IAM Meet & Confer Process

Meet & Confer

- City and IAM engage in meeting and conferring regarding integrating the Airport Security Division and the Airport Police Detail into one Division.
- Ten (10) Meet and Confer meetings held with IAM

Impasse

- Parties unable to reach an agreement
- October 24, 2018 - City declares impasse and provides IAM Last Best and Final Offer (LBFO)

Factfinding

- November 21, 2018- IAM Requests Factfinding Process
- February 8, 2019 - Factfinding Hearing
- March 5, 2019 - Factfinder issued advisory recommendations
- March 15, 2019 - City makes Factfinders report public

Council Action

- *City Council has the option to consider the Factfinders recommendations*
- *City Council by resolution can impose Last Best and Final Offer (LBFO)*

Impacts on Employees

- No changes to employee salary or seniority
- No change to bargaining unit
- SSOs will retain peace officer status
- SSOs will receive the necessary training to carry out their duties

Additional Training

In addition to the core curriculum proposed, SSOs would also be eligible to request the following POST Certified courses:

- Aviation Security
- Behavioral Observation Training (Basic)
- Behavioral Observation Training (Intermediate)
- Behavioral Observation Training (Advanced)
- Behavioral Threat Assessment
- Critical Incident Response for Supervisors
- De-escalation and Tactical Communication
- Bombs and Terrorism Awareness for Patrol
- Civil Liability Update
- Civilian Management Seminar
- Civilian Supervisory Course
- Conflict Management
- Crisis Intervention
- Domestic Terrorism
- Drug Trafficker Interdiction
- Drug Trends Update
- Ethics and Leadership
- Explosives Recognition for the 1st Responder
- Fraudulent Document ID
- Hazardous Materials - 1st Responder
- HazMat Awareness Update
- Homemade Explosives and IEDs
- Human Trafficking Awareness
- Leadership and Accountability
- Legal Update
- Mental Illness Awareness
- Racial Profiling
- Report Writing
- Report Writing Update
- Search and Seizure
- Tactical Communication
- International Terrorism
- Terrorism Update

Factfinding Panel Recommendation

- IAM requested Factfinding
- Factfinding Panel consisted of three panelists as follows:
 - IAM Representative
 - City Representative
 - Neutral Representative
- After hearing both IAM and the City's position the Panel found in favor of the City with a vote of two-to-one (2-1)
- **The Panel's recommendation is that the City is within its right to implement its final proposal.**

Staff Recommendation

- Adopt a Resolution pursuant to California Government Code Section 3505.4 authorizing the implementation of the terms of the City's Last Best and Final Offer described in the October 24, 2018 correspondence to the International Association of Machinists and Aerospace Workers (IAM) detailing the Scope of Service on the Airport Security Division and Long Beach Police Department Integration.
- Questions ?