



**City of Long Beach**  
*Working Together to Serve*

**Agenda Item No. 5**

**Memorandum**

**Date:** July 12, 2019

**To:** Civil Service Commission

**From:** Carolyn Pen, Administrative Analyst

**Subject:** **REQUEST FOR EXCEPTION TO CIVIL SERVICES RULES AND REGULATIONS AND REQUEST TO EXTEND THE PROBATIONARY PERIOD FOR OSCAR CISNEROS, SPECIAL SERVICES OFFICER III-ARMED**

The Harbor Department requests that the Commission grant a third probationary period extension, of limited duration, for Oscar Cisneros, Special Services Officer III-Armed, in accordance with Section 115(3) and Section 41(2) of the Civil Service Rules and Regulations, Civil Service Policies and Procedures 1.01, and Section 1101(i) of the City Charter.

**The following information is presented for consideration:**

- On July 11, 2019 the Civil Service Commission received a memorandum from the Harbor Department requesting approval to grant a third probationary period extension, of limited duration, for Oscar Cisneros, Special Services Officer III-Armed.
- Article VIII Section 115 of the Civil Service Rules and Regulations allows the Commission to authorize exceptions to its Rules. More specifically, on April 21, 2009, the City Council expanded Article VIII Section 115(3) by including a sunset clause, which states:

“Further, the Commission may authorize an exception to its rules, if such exception is consistent with the mandate of Article XI of the City Charter and if, in the opinion of the Commission, the best interest of the City would be served. This subsection shall expire six months after the date the City Council adopts this rule unless extended by Commission action.”
- Prior to this request, the Commission approved two 90-day probationary period extensions on December 19, 2018 and May 1, 2019.
- Mr. Cisneros was hired as a Special Services Officer (SSO) III – Armed on July 30, 2018 by the Harbor Department.

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- Mr. Cisneros is in the process of completing his training for Harbor Patrol Officers. He is currently enrolled in the Level-II Reserve Academy, which is scheduled to conclude on August 29, 2019. After completion of the Reserve Academy training, Mr. Cisneros will complete a four-month Field Training (FTO) program with the Harbor Department.
- As of July 11, 2019, Mr. Cisneros has approximately 229 scheduled hours remaining in his probationary period. Mr. Cisneros's probation period is scheduled to end on or about August 16, 2019.
- For these reasons, the Harbor Department requests the Commission's approval for a third extension to be granted for an additional 120 hours for Oscar Cisneros. The extension will allow the department to continue to closely monitor Mr. Cisneros's progress while in the academy.

Stacey Lewis, Director of Human Resources for the Harbor Department, or her designee will be in attendance. Mr. Cisneros has been notified that this request will be on the agenda.

Staff has no recommendation for this request.

CIVIL SERVICE DEPARTMENT  
REQUEST FOR CIVIL SERVICE COMMISSION ACTION GUIDELINES

**REQUEST FOR EXTENSION OF PROBATION**

Civil Service Rules and Regulations Section 41 (2)  
Civil Service Commission Policy Section 1.01

Form completed by: Betsy Grazier, Sr. HR Business Partner, Harbor Dept. Date: 07 - 10-19  
Name/Title/Department

Section 1: To be completed by requesting department. To be completed by department Civil Service Dept. Verification

A requisition is not required.

Is any other department impacted? Yes ☒ No CP  
If yes, which department: N/A

A completed Employee Performance Evaluation is required. Has the form been received in the Civil Service Department? ☒ Yes No CP

Section 2: Points to be addressed in request:

Formal name and current classification title of employee. Oscar Alfonso Cisneros, SSO III-Armed		
Summary of employee's work history, specifying all classification titles and dates, including date(s) permanent status was attained in each classification. See Memo	BG	CP
The date the employee will complete probation. Date: 8/16/19 Request must be submitted 30 days prior to completion of probation.	BG	CP
A statement of the problem and specific reasons for request. Rationale as to how/why an extension will allow employee to pass probation. See Memo	BG	CP
Which policy criteria is being utilized and how the request meets the criteria required in the policy. See Memo	BG	CP
Length of extension requested. - 80 Hour Extension (A maximum extension of 3 months may be requested; a second 3- month extension may be requested at a later date, if necessary.)	BG	CP
The following should be in attendance at the Civil Service Commission meeting: <ul style="list-style-type: none"> <li>Requesting department. Stacey Lewis, Director of Human Resources, Harbor Dept. or representative will be in attendance.</li> <li>The impacted employee's attendance is optional. Mr. Cisneros has been advised.</li> </ul>	BG	CP

Notes:

SUGGESTED ACTION:



## Memorandum

**Date:** July 11, 2019

**To:** Civil Service Commission

**From:** Stacey V. Lewis, Director of Human Resources *For Stacey Lewis*

**Subject:** **REQUEST FOR EXCEPTION TO CIVIL SERVICE RULES AND REGULATIONS AND REQUEST TO EXTEND PROBATIONARY PERIOD FOR OSCAR CISNEROS, SPECIAL SERVICES OFFICER III-ARMED**

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The Harbor Department respectfully requests that the Commission grant a third probationary period extension, of limited duration, for Oscar Cisneros, Special Services Officer III-Armed, in accordance with Section 115(3) and Section 41(2) of the Civil Service Rules and Regulations, Civil Service Policies and Procedures 1.01, and Section 1101(i) of the City Charter.

Mr. Cisneros was hired by Harbor on July 30, 2018, as a Special Services Officer III-Armed. As part of the training for Harbor Patrol Officers, all Special Services Officers III-Armed are required to attend a Regular Basic Course Modular Format Level II course, followed by completion of a structured four-month Field Training Program.

As stated in the Civil Service Policies and Procedures, Section 1.01, extension of the probationary period may be authorized in an instance where the waiting period for the next available institutional or training class exceeds the probationary period. Mr. Cisneros was scheduled for the Orange County Sheriff's Department Regular Basic Course Modular Format Level II course, but it was unexpectedly cancelled, thus delaying the completion of his training. Presently, Mr. Cisneros is enrolled in the Riverside County Sheriff's Department Modular Format Level II Academy, which began on May 28, 2019 and will conclude August 29, 2019.

Mr. Cisneros' probation is currently scheduled to conclude on or around August 16, 2019. It is requested that an extension be granted for an additional 120 hours. The extension will allow the department to continue to closely monitor Mr. Cisneros' progress while he is attending the academy.

Thank you for your consideration of this request. If you have any further questions or require additional information, please contact me or my staff at (562) 283-7500.



Port of  
**LONG BEACH**  
The Green Port

## Memorandum

**Date:** July 10, 2019

**To:** Stacey V. Lewis, Director of Human Resources

**From:** Casey J. Hehr, Director of Security  for CH

**Subject:** **REQUEST TO EXTEND PROBATIONARY PERIOD**

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The Security Division respectfully requests a third probationary period extension for Oscar Cisneros, Special Services Officer III-Armed, in accordance with Section 41(2) of the Civil Service Rules and Regulations and Section 1.01 of the Civil Service Policies and Procedures.

Mr. Cisneros was hired on July 30, 2018, as a Special Services Officer III-Armed. The Harbor Department requires all Special Services Officers III-Armed to attend a Regular Basic Course Modular Format Level II course, followed by completion of a structured four-month Field Training Program. We are requesting a third extension to monitor the employee's performance while he completes the required training needed for the SSO III-Armed position. Presently, Mr. Cisneros is enrolled in the Riverside County Sheriff's Department Modular Format Level II Academy, which began on May 28, 2019 and will conclude August 29, 2019.


Mr. Cisneros's probation is currently scheduled to conclude on or around August 16, 2019. It is requested that an extension be granted for an additional 120 hours. This will allow the department to continue to closely monitor his performance as he attends the academy.

Thank you for your consideration of this request. If you have any further questions or require additional information, please contact me or my staff at (562) 283-7821.



Course Information

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## MODULE 2 ACADEMY

### Course Information

The Module II Academy is a 242 hour (approximately 3 months) course designed to meet the minimum requirements of a Level II Reserve Officer as established by the Commission on Peace Officer Standards and Training (POST). It is the second component of the Regular Basic Course-Modular Format Academy.

The Module II Academy is a discipline/full-stress oriented program with an emphasis on Community Relations, Lifetime Fitness, Cultural Diversity, Arrest Methods/Defensive Tactics, Investigative Report Writing, Chemical Agents training and Firearms/Shotgun training. In addition there will be inspections, drill training (formation, facing movements, marching, etc.), and physical exercises (running, push-ups, sit-ups, jumping jacks, etc.). Recruits will attend the Academy in full uniform. There are 9 knowledge based examinations administered throughout the course which require a recruit to receive a passing score in order to successfully complete the Module II Academy. Students must also successfully pass Defensive Tactics and Firearms testing in order to pass the academy.

The academy classes contain both agency-sponsored and self-sponsored students. Self-sponsored students enter the academy at their own expense. Agency-sponsored students are hired by a law enforcement agency prior to entering the academy.

- MVC #: ADJ-R1B
- Course Hours: 242
- College Units: 11
- Module 2 Academy Cost Breakdown

### Course Dates

*Academy dates are subject to change.*

- Module II Academy:
  - May 28 - August 29, 2019

Any agencies seeking to enroll recruits need to contact Sgt. S. Mack at [REDACTED] or email [REDACTED]. Agency sponsored recruits do not need to complete the requirements listed below.

### Requirements

(SELF-SPONSORED RECRUITS ONLY)

[Peace Officer Selection Requirements PDF](#)

### Required Steps for Applying to Basic Law Enforcement Academies

Pre-Application Contact

Kristy Paine

Location

Moreno Valley College - Ben Clark Training Center

Email

[REDACTED]

Phone

[REDACTED]

Gateways

- ▣ [Law Site](#)
- ▣ [Contact Us](#)
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Contact

**Moreno Valley College (MVC)**  
 16130 Lasselle Street  
 Moreno Valley, CA 92551  
 [REDACTED]

[Directions](#) | [Map](#)

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**B Ben Clark Training Center (BCTC)**  
 [REDACTED] NEW

**Law Enforcement**  
 16791 Davis Avenue  
 Riverside, CA 92518

**EMS/Fire Technology**  
 16888 Bundy Avenue  
 Riverside, CA 92518

[Directions](#) | [Map](#) | [Web](#)



## LONG BEACH HARBOR PATROL PATROL TRAINING OVERVIEW



### FIELD TRAINING PROGRAM DESCRIPTION AND OVERVIEW

The Field Training Program developed by the Long Beach Harbor Patrol is intended to facilitate a recruit officer's transition from new hire, or through promotion from the SSO II - NC position, to the performance of the specialized Port field patrol duties of a Harbor Patrol Officer in the SSO III job classification. Newly assigned SSO III Officers must receive structured training in the field where they can learn from Field Training Officers who have a great deal of general and advanced patrol experience.

The Field Training Program introduces a newly assigned SSO III Officer to the personnel, field procedures, policies of the Security Division and Port, along with the specialized Port Security mission of the Long Beach Harbor Patrol. This comprehensive field training program provides the initial formal and informal training specific to the Security Division, the Long Beach Harbor Patrol and the Port Police Division, so they develop a strong understanding of their day-to-day duties and responsibilities.

It is the responsibility of the FTO to thoroughly review the field training guide materials with the officer in training and to demonstrate proper patrol procedures. These training demonstrations occur within scenario-based training incidents, actual field incidents, and during debriefing sessions in the aftermath of a significant field situation. Patrol trainees are required to perform various enforcement, security and public safety duties under the direct supervision of their assigned FTO. The Harbor Patrol and Port Police Division Training Supervisors are also closely involved in monitoring and mentoring the patrol trainees with the FTO.

The patrol trainee's performance is evaluated daily by the FTO and monitored by the Field LBHP Training Sergeant through daily reviews that are documented on a Daily Observation Report (DOR). This one-on-one style of training, coupled with the fact that the FTOs and Training Supervisors must guide the training in real enforcement and public safety situations, sets it apart from any prior academic endeavor.

Field patrol training has a significant impact on the individual trainee in terms of imprinting attitudes, discipline, style, values, and ethos in carrying out the duties of enforcement and public safety that will remain throughout a career. The Field Training Program introduces officers to the necessary technical and officer safety skills, while remaining a true reflection of the policing philosophy of the Security Division and the Port community that it serves.



FIELD TRAINING PROGRAM DESCRIPTION AND OVERVIEW

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The Security Division Field Training Staff has the monumental responsibility of building the future of the Long Beach Harbor Patrol through the people they train. To assure success in this task, the Field Training Program must have a training philosophy that ensures that every trainee is given the maximum opportunity to show that he or she can do the job.

To accomplish this, the program will create a positive environment in which learning is maximized and in which trainees are able to perform to the best of their ability. The approach will be fair, firm, friendly, and above all, professional. The example set will be beyond reproach. Evaluations of a trainee's performance will be sincere and given in a straightforward manner emphasizing the positive as well as the negative aspects of performance. At no time will trainees be demeaned or ridiculed. Every effort will be made to ensure that the stress felt by the trainee is caused by the job and not from the words or actions of the field trainers.

The Security Division Manager of Security Operations has the ability to take the necessary action in the case of an underperforming trainee, to recommend an extension of the patrol training program, initiating a Performance Improvement Plan to address specific areas of mandated training, or the dismissal of an officer in training, who has demonstrated he/she cannot achieve the minimum level of performance to standards or officer safety expectations. To do otherwise would be a disservice to the Security Division, the Long Beach Harbor Patrol, the Port Police Division Officers, the Port community we serve, and to the patrol trainee.

To accomplish the delivery of a dynamic and highly structured field training program for newly assigned Harbor Patrol Officers, it requires supreme dedication and patience of the FTO, the training supervisors, the management team and the patrol trainee. The overarching goal of the field training program, is to develop and maintain a cadre of highly trained SSO III patrol officers who are strong contributors to accomplishing our continuing homeland security mission for the Port of Long Beach.



Long Beach Harbor Patrol  
Field Training Schedule

Week One: Program Overview and Critical Policy Review

- o Orientation
- o Mission and Function of the LBHP
- o Locations and Addresses
- o Beat assignments and locations
- o Overview of the Long Beach Police Department
- o Overview of the Terminal Security and Private Security in the Port
- o Overview of Port employees, labor, contractors and vendors
- o Introduction to Patrol in the Long Beach Harbor District
- o Uniform and Duty Belt
- o Firearms
- o Basic patrol vehicle operation/shift pre-inspection
- o Vehicle Refueling Safety
- o Radio traffic, codes and usage
- o In-Car Video/Audio Use
- o Officer Safety protocols/considerations
- o Use of Force Policy and legal considerations
- o Deadly Force/Shooting Policy
- o Use of Less Lethal Force
- o Use of Taser
- o Officer Involved Shooting
- o Arrest and Control Techniques
- o Control Tactics
- o Contact and Cover
- o Detentions, Arrests and Suspect Searches
- o Vehicle Violations (moving)
- o Disturbance Calls
- o High-Risk (Felony) contacts
- o Foot Pursuits (Policy and safety issues)
- o Required Reports
- o Officer Behavior/Conduct
- o Important Port locations

Week Two: Handling Persons, Interviews, Booking, Evidence & Traffic Control

- o Handling Female Suspects/Searches
- o Mentally Ill Suspects
- o Handicapped Suspects
- o Pedestrian contacts
- o Field Interviews
- o Booking procedure

- Chain of Custody – Evidence
- Evidence Booking Procedure
- Emergency Action Team
- Traffic Control Assignments
- Vehicle Checks/Inquiries
- Traffic/Parking Citations
- Voiding a Citation
- 72-hour Red Tag Procedure
- Traffic Collisions
- Damage to Port Property/Reports
- Public Intoxication
- Hazmat Incidents
- Patrol vehicle accountability
- Security Division Administrative Files
- Reference Materials
- Payroll/Personnel Issues
- Investigations of Misconduct
- Progressive Discipline
- Port Locks / Access to Port Facilities
- Squad room, locker room, and the IAO Building
- Review of Harbor Department and Division forms
- Report writing
- Computer Systems

Week Three: Crimes in Progress, Search/Seizure, Applicable Laws/Codes/Regulations

- Robbery
- Burglary
- Building and facility checks
- SWAT
- Search and seizure
- Criminal Law
- Laws of Arrest, and Policy
- Pertinent Penal Code Sections
- Pertinent Vehicle Code Sections
- Pertinent Long Beach Municipal Ordinances
- Pertinent Port Tariff Sections (Tariff Items)
- Port Traffic Operations and Parking

Week Four: Utilization of Resources and Court Affairs

- Police Department Resources
- Outside Agency Resources
- Emergency Call Out
- Port Emergency Notification Drills

- Coordination
- Court Affairs
- Testing/Retraining on learning domains from three prior weeks

Week Five: Major Incidents

- Crime Scene and OIS
- Fire, Fuel Spill, or Hazardous Materials
- Traffic Accident / Incidents
- On-view crimes in progress outside of the Harbor District
- Natural Disasters (floods, earthquakes, etc.)
- Windshield Surveys

Week Six: Emergencies at the JCCC/IAO

- Active Shooter in building
- Crimes within the building
- Protests on/near building property
- Emergency Evacuation Procedures
- Responses to the IAO Building from the Harbor District

Week Seven: Port Specific Knowledge

- Overview of various Pier venues
- Past Port Issues, problems, concerns
- Commercial Dive Team Operations/Capabilities
- JCCC/MCC
- Coast Guard Operational Overview/Tour
- Police Department Headquarters and facilities
- City resources
- Outside Agencies
- Drone incidents/enforcement
- WANCO Towing/Set-Up
- Portable Message Board Towing/Set-Up
- Maintenance Service Requests

Week Eight: Port Specific Knowledge

- Overview of various port venues
- Past Port issues, problems, security concerns
- Commercial Dive Team Operations/Capabilities
- JCCC/MCC
- Coast Guard Operational Overview/Tour
- Testing/Retraining on learning domains from Weeks 5, 6 and 7



Month Three: Skills Assessment

- Testing/Retraining on significant learning domains from weeks 1-7
- Skills Assessment at calls-for-service and scenario based training incidents
- Review of Reports and Patrol Logs
- Assessment of Radio Traffic
- Assessment of Self-Initiated Activity

Fourth Month: Shadow

- Introduction
- Preparation techniques
- Vehicle contact factors
- Pedestrian stops
- Crimes in Progress (Review)
- Field Interviews
- Shooting Policy Review
- Officer Involved Shooting
- Use of Force Review
- Less-Lethal Use of Force
- Use of a Taser
- Foot Pursuit Review (Policy and officer safety)
- Tactical coordination and communication review
- Assessment of Radio Traffic
- Assessment of Self-Initiated Activity
- Assessment of response to calls-for-service
- Assessment of Officer Safety Skills
- Assessment of Traffic Control Skills
- Assessment of Reports/Patrol Logs
- Assessment of Compliance with established policies