

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:

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.

SV

Is any other department impacted?

Yes

☒ No

If yes, which department: N/A

A completed Employee Performance Evaluation is required. Has the form been received in the Civil Service Department? Form is being submitted with extension request

☒ Yes

No

Section 2: Points to be addressed in request:

Formal name and current classification title of employee. Christopher Khim, SSO III-Armed

SV

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

The date the employee will complete probation. Date: 4/9/21
Request must be submitted 30 days prior to completion of probation.

BG

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

Which policy criteria is being utilized and how the request meets the criteria required in the policy. See Memo

BG

Length of extension requested. 60 Day Extension (348 hours)

A maximum extension of 3 months may be requested; a third 3-month extension is hereby requested.)

BG

The following should be in attendance at the Civil Service Commission meeting:

- Requesting department. Stacey Lewis, Director of Human Resources, Harbor Dept. or representative will be in attendance.
- The impacted employee's attendance is optional. Mr. Khim has been advised.

BG

Notes:

SUGGESTED ACTION:



Date: February 17, 2021
To: Civil Service Commission
From: Sheree Valdoria, Personnel Analyst

Subject: **COVID 19- RELATED – REQUEST FOR EXCEPTION TO CIVIL SERVICE RULES AND REGULATIONS AND REQUEST TO EXTEND PROBATIONARY PERIOD FOR CHRISTOPHER KHIM, FULL-TIME SPECIAL SERVICES OFFICER III- ARMED**

On February 3, 2021, the Civil Service Department received a dual Request for Exception to the Civil Service Rules and Regulations and a request for a third probationary period extension for a total of 348 scheduled hours (60 days) for Christopher Khim, Special Services Officer III - Armed, from the Harbor Department. This request is in accordance with Article VIII, Section 115(3) and Article V, Section 41(2) of the Civil Service Rules and Regulations and Section 1.01(A1) of the Civil Service Policies and Procedures.

Facts for Consideration

- On February 29, 2020, Mr. Khim was hired from the Special Services Officer eligible list by the Harbor Department as a Special Services Officer III – Armed.
- The Department requires that their Special Services Officers complete a Modular Format Level II Reserve Academy followed by a structured four-month Field Training Program. Mr. Khim began the academy on July 7, 2020.
- On July 15, 2020, the Civil Service Commission approved the first request by the Harbor Department for Mr. Khim's extension of probationary period because of the postponement of the Riverside Sheriff's Academy due to the COVID – 19 crisis.
- On November 4, 2020, the Civil Service Commission approved the second request by the Harbor Department for Mr. Khim's extension of probationary period as he had yet to complete the Academy and his four-month Field Training Program with a Harbor Patrol Field Training Officer. Mr. Khim completed the academy on January 8, 2021.
- As of January 29, 2021, Mr. Khim has approximately 428.40 scheduled hours remaining in his probationary period. Mr. Khim's probationary period is scheduled to conclude on or around April 9, 2021.

- The Harbor Department is requesting that the Commission grant an exception to the rule in two instances. The first request is to extend Mr. Khim's probationary period for a third time. The second request is to extend by an additional 60 days (348 scheduled hours). This dual request is the Department's plan to closely monitor Mr. Khim's performance while completing the four-month Field Training Program. If this dual request is granted, it is confirmed by the Department that this will be the last request to the Commission to extend his probationary period.
- Staff recommends approval of this dual request to extend Mr. Khim's probationary period for an additional 60 days (348 scheduled hours) in accordance with Article VIII, Section 115(3) and Article V, Section 41(2) of the Civil Service Rules and Regulations and Section 1.01(A1) of the Civil Service Policies and Procedures.
- 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."
- This subsection was extended by the Civil Service Commission on April 15, 2020.
- The Harbor Department and Mr. Khim have been notified that this request will be on the Commission agenda. The Department will be present for any questions from the Commission.

Memorandum

Date: February 1, 2021
To: Civil Service Commission
From: Stacey V. Lewis, Director, Human Resources
Subject: **REQUEST FOR EXCEPTION TO CIVIL SERVICE RULES AND REGULATIONS AND REQUEST TO EXTEND PROBATIONARY PERIOD FOR CHRISTOPHER KHIM, FULL TIME SPECIAL SERVICES OFFICER III-ARMED**

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

Mr. Khim was hired on February 29, 2020, 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 Modular Format Level II Reserve Academy, followed by completion of a structured four-month Field Training Program with a Harbor Patrol Field Training Officer (FTO).

Mr. Khim was scheduled to attend an Academy beginning in April of 2020, but it was delayed due to the COVID-19 matter, thus delaying the completion of his training.

We are requesting an extension to monitor the employee's performance while completing the required training needed for the SSO III-Armed position. Mr. Khim is attending the Riverside Sheriff's Academy, which began on July 7, 2020, and ended January 8, 2021, after COVID-related delays. Following his graduation from the academy, he entered a four-month Field Training Program with a Harbor Patrol Field Training Officer.

The Commission has granted extension of probationary periods to allow the employee to complete the necessary training needed for the position.

Mr. Khim's probation is currently scheduled to conclude on or around April 9, 2021. It is requested that an extension be granted for an additional 60 days (348 hours). The extension will allow the department to continue to closely monitor the employee's progress while attending the field training program.

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.

Memorandum

Date: February 1, 2021

To: Stacey V. Lewis, Director of Human Resources

From: Casey J. Hehr, Director of Security **Drew Schneider**

Subject: **REQUEST TO EXTEND PROBATIONARY PERIOD – CHRISTOPHER KHIM**

Digitally signed by Drew
Schneider
Date: 2021.02.03
10:57:17 -08'00'

The Security Division respectfully requests a third probationary period extension for Christopher Khim, 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. Khim was hired March 16, 2020, as a Special Services Officer III-Armed. The Harbor Department requires all Special Services Officers III-Armed to attend a Modular Format Level II Academy, followed by a structured four-month Field Training Program. We are requesting an extension to monitor the employee's performance while completing the required training needed for the SSO III-Armed position. Mr. Khim attended the Riverside Sheriff's Academy, which began on July 7, 2020, and ended January 8, 2021, after COVID-related delays.

The Department has engaged in a meet and confer process with the International Association of Machinists to redesign the training requirements for Special Services Officers assigned to the Harbor Department.

Mr. Khim's probation is currently scheduled to conclude on or around April 9, 2021. It is requested that an extension be granted for an additional 60 days (348 hours). This will allow the department to continue to closely monitor the employee's performance while attending the field training program.

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.



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 ethics 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.

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

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

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

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