

Police Academy Options

Long Beach City Council

February 2, 2010



Staffing Levels

- The FY 10 Budget resulted in the elimination of 59 sworn positions, 24 of which were civilianized, as well as the suspension of funding for 17 Police Recruit positions in FY 10
- In order to avoid sworn layoffs, the City and the POA agreed to a MOU provision to offer a sick leave incentive to encourage retirements
- The Department needed 19 retirements, in addition to existing vacancies, to meet the projected target
- Between Oct 1, 2009 and Jan 15, 2010, 41 Police Officers left the Department due to service retirements, disability retirements, and resignations – **exceeding the target number by 22**

Staffing Levels

Position	FY 10 Budget	Filled	Vacant
Chief	1	1	0
Deputy Chief	3	3	0
Commander	11	10	1
Lieutenant	31	31	0
Sergeant	120	112	8
Corporal	17	14	3
Police Officer	760	750	10
Police Officer - NC	1	1	0
TOTAL	944	922	22

Note: The 944 total does not include 17 Police Recruit positions that are not funded in FY 10, but will be funded in FY 11.

Hiring & Training

Recruitment to Entering the Field

- Recruitment (Targeting Specific Demographics)
- Civil Service Testing
- Physical Fitness/Agility Testing
- Oral Interviews
- Polygraph
- Background Investigation
- Psychological Assessment
- Medical Evaluation
- Recruit Selection
- Basic Academy
- LBPD Specific Training

To Be
Completed

Academy Class Cost Factors

“Modified” Background Phase

TAC Staff Salaries

Recruit Salaries

Equipment

Uniforms

Internal Support

Academy Options

<u>Start Date</u>	<u>Cost</u>	<u>FY Impacted</u>
July 2010	\$1,078,911	FY10
	\$1,438,139	FY11
October 2010	\$ 165,714	FY10
	\$2,351,337	FY11
January 2011	\$ 91,839	FY10
	\$2,425,212	FY11

Police Staffing Update

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