




Date: August 15, 2006
To: Honorable Mayor and City Council
From: Councilmember Patrick O'Donnell; Fourth District 
Subject: Retention of Veteran Officers

Experienced and veteran officers are the foundation of a proactive and responsive police department. Experienced officers are called upon to train new recruits, take on more technical assignments, and eventually move into management roles. The loss of experienced officers through lateral transfers to other police departments can be costly to any city. The training of an officer is a two-year or more process. The costs of training are well above one hundred thousand dollars. A lateral transfer often benefits neighboring cities and municipalities at a cost to our City. A modern municipal police department needs to retain its experienced police officers in order to remain an effective organization. The City of Long Beach and its Police Department should make every effort to maintain levels of veteran officers in order to continue to serve and protect our residents.

Recommendation: Request a report from the City Manager within 45 days on the City's efforts to retain trained veteran Long Beach City Police Officers.