

Police Staffing Update

Public Safety Committee

January 6, 2019



- 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 and Dec. 31, 38 Police Officers left the Department due to service retirements, disability retirements, and resignations – exceeding the target number by 19

Position	FY 10 Budget	Filled	Vacant
Chief	1	1	0
Deputy Chief	3	3	0
Commander	11	11	0
Lieutenant	31	30	1
Sergeant	120	111	9
Corporal	17	14	3
Police Officer	760	754	6
Police Officer - NC	1	1	0
TOTAL	944	925	19

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.

Recruitment to Entering the Field

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

Academy of Criminal Justice

Recruitment, Hiring and Backgrounds	\$ 177,000
Recruit Salaries	\$1,700,000*
Uniforms and Equipment	<u>\$ 356,000</u>
Total	\$2,233,000

* Positions are not funded in FY 10, but will be funded in FY 11. If an Academy were held prior to FY 11, one-time funding for salaries would be required.

Based on 1,500 applicants and Academy class of 40 recruits
Backgrounds completed with 10 Special Detail and 5 Non-Career

Online Accessibility Options

Law Enforcement Agencies

- Los Angeles Sheriffs Department
- Orange County Sheriffs Department

Community College Programs

- Rio Hondo Community College
- Golden West Community College

Community College Programs

- Community college programs provide training to:
 1. Individuals, not an employee of a law enforcement agency, who is paying his/her own tuition (Pre-Service Recruits), or
 2. Employees of a law enforcement agency, whose tuition is being paid for by that agency
- Rio Hondo and Golden West combined produce 180 pre-service graduates a year
- LBPD has a average attrition of 40 Officers a year
- Based on historic attrition rates during testing and backgrounds, 180 candidates is not a sufficient applicant pool

	LCPD	LSPD	LASD	OCSD	Rio Hondo	Golden West
Recruitment, Hiring & Backgrounds	\$177,000	\$177,000	\$177,000	\$177,000	\$177,000	\$177,000
Tuition	--	\$18,000	\$20,000	\$20,000	\$51,000	\$57,000
Uniforms & Equipment	\$356,000	\$356,000	\$356,000	\$356,000	\$356,000	\$356,000
Salaries	\$1,700,000	\$1,112,000	\$1,520,000	\$1,520,000	\$1,290,000	\$1,483,000
Transition Course	--	\$657,000	\$657,000	\$657,000	\$657,000	\$657,000
LBCC Revenue Loss	--	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000
TOTAL Cost (Net)	\$2,233,000	\$2,520,000	\$2,930,000	\$2,930,000	\$2,731,000	\$2,930,000

* Based on Academy class of 40 officers

** Does the not include 5 FTE for Recruit Training Officers

- Laterals from other agencies are accepted
- There are cost savings due to reduced training needs
- Laterals “hit the streets” faster than new recruits
- Not traditionally been a significant source of new Police Officers for the City

- With the City Manager and Financial Management, evaluate the needs and options to determine the most appropriate course of action
- Evaluate existing candidate pool to determine need for additional processing
- If the best option is to conduct our own Recruit Academy, work with Civil Service to develop a recruiting and hiring schedule
- Report back to the City Council during the FY 2011 Budget preparation process

Police Staffing Update

Public Safety Committee

January 6, 2016

