



Date: February 28, 2019
To: Patrick H. West, City Manager *T.H.W.*
From: Robert G. Luna, Chief of Police *R. Luna*
For: Mayor and Members of the City Council
Subject: **Reserve Officer Program – Status Update**

At its September 4, 2018 meeting, the City Council directed Long Beach Police Department (LBPD) to explore expansion of the existing Reserve Officer Program. Specific direction was given to assess the feasibility of recruiting sworn retirees as paid reserve officer positions to provide supplemental staffing at City special events.

Long Beach continues to thrive and trending growth in approved special events has resulted in increased staffing and scheduling needs. Since 2016, the LBPD has experienced an increase of approximately 3,575 hours worked for special events; this represents a 17 percent increase in hours over a three-year period. In addition, the costs associated with staffing-approved events have been impacted by contractual pay increases. Based on the anticipated growth and staffing needs for special events in the City, the following proposals are provided for consideration.

Existing Reserve Officer Program

As outlined in Section 2.15.060 of the Long Beach Municipal Code, the “Reserve Corps” is established as a volunteer unit that serves gratuitously and is composed of persons appointed by the Chief of Police.

The LBPD Reserve Officer Program currently consists of 20 reserve officers, which includes 8 inactive and unarmed (Level 3) reserve officers serving as part of the Medical Advisory Group. The remaining 12 volunteers are “armed” Level 1 and Level 2 reserve officers.

Historically, a small population of retired LBPD officers have joined the Reserve Officer Program. The average commitment of these volunteers has been no longer than 12 months. California POST guidelines mandate that Level 1 reserve officers must volunteer a monthly minimum of 16 hours to maintain qualifying service. LBPD reserve officer duties include working static posts during parades, health fairs, DUI checkpoints, and other special operations.

Incentivized Reserve Officer Program

Restructuring the LBPD Reserve Officer Program to emphasize recruitment of retired LBPD and other sworn police officers through incentivized participation could assist in alleviating many staffing challenges, specifically those providing reimbursed police services at City special events. LBPD has determined that expanding a reserve officer program modeled similarly to those of LASD and LAPD would require enhanced structural funding and staffing.

Transitioning a reserve officer volunteer designation to a paid classification would require revising Section 2.15.060 of the Long Beach Municipal Code and the City's Salary Resolution. To effect these changes, approval from the City Council for additional staff resources and funding the new salaries and equipment costs for the paid LBPB reserve officers would be needed. Civil Service Commission approval and review of a new Police Reserve Officer job classification would also be required. Additionally, completion of the Meet and Confer process with the Police Officers Association (POA) would be required.

Transitioning reserve officers from volunteers to paid positions would positively supplement staffing during City special events and potentially reduce the costs that are passed onto special event vendors and organizers. To maintain an effective and efficient restructured Reserve Officer Program of approximately 50 participants, the LBPB anticipates requesting one Lieutenant, one Sergeant, and one Clerk Typist III. These positions total a structural budget enhancement of approximately \$600,000. Additionally, costs to outfit a reserve officer with equipment, technology, and fleet resources totals approximately \$20,500 per officer. The hourly rate of a Police Reserve Officer is approximately \$40.00.

The estimated timeframe to recruit and process new reserve officers is contingent on their prior peace officer status. For example, retired LBPB officers without a break in law enforcement service would only require basic processing and could be deployable as a Level 1 reserve officer within a month of appointment. However, reserve officer candidates without prior law enforcement status would require the successful completion of a full background investigation, successful completion of a Peace Officer Standards and Training (POST) certified training course (664 hours), and successful completion of a Field Training Program (minimum of 400 hours); which would equate to approximately 12 months before being deployable in a Level 1 reserve officer capacity. Additionally, peace officer retirees from outside agencies with no break in service would still require successful completion of a background investigation and a Field Training Program, making them deployable as Level 1 reserves within approximately 10 months.

Police Cadet Program (Special Events Integration)

As an alternative to expanding the Reserve Officer Program, LBPB provides an additional proposal that would assist many of the department's staffing, hiring, and attrition challenges.

Recruitment and hiring of police cadets to be assigned to the Patrol Bureau - Field Support Division provides a cost-effective approach to staffing City special events. The police cadet recruitment efforts focus on college students seeking a career in law enforcement, in addition to responsible adults desiring an opportunity for part-time employment in the law enforcement profession. This will provide greater opportunity to onboard a part-time, entry-level workforce that can be guided and mentored to become LBPB police recruits and officers. This provides an investment to address LBPB's attrition concerns in future years.

Integrating a Police Cadet Program would require a structural funding enhancement. Similarly, to part-time reserve officers, police cadets are capped to work a maximum of 960 work hours

per year but would cost between \$16 and 20 per hour. LBPDP uses the City's existing non-career intern job classification to employ its current police cadets. Expanding the police cadet program would eliminate the need for a LBMC amendment and changes to the City's Salary Resolution. To expand and sustain a Police Cadet Program consisting of approximately 20 police cadets, LBPDP anticipates requesting one Clerk Typist III to facilitate cadet deployments. These positions total a structural budget enhancement of approximately \$82,000. Additionally, costs to outfit a police cadet with equipment, technology, and fleet resources total approximately \$12,000 per cadet. These Police Cadet Program costs, similarly to the Police Reserve Program costs, are unfunded.

Police cadets will receive the appropriate level of training and equipment necessary to assist with a variety of functions, including City special events. The cost to provide police cadets at least one month of training is estimated \$22,000 for each cohort of police cadets. Police cadets can be utilized in non-critical positions during approved special events and other LBPDP-related operations including traffic control, checkpoint assistance, crowd assistance, etc. Utilizing police cadets to perform these functions at City special events would require refining the classification specifications, as well as the completion of a Meet and Confer process with the POA.

Either option will provide a level of support to the Special Events Detail (Field Support Division), while assisting LBPDP in providing sensible staffing levels and prudent security recommendations.

Should you have any questions, please contact me or my Chief of Staff, Commander Erik Herzog, at (562) 570-7301.

RGL:WH:wh

CC: CHARLES PARKIN, CITY ATTORNEY
LAURA L. DOWD, CITY AUDITOR
TOM MODICA, ASSISTANT CITY MANAGER
KEVIN JACKSON, DEPUTY CITY MANAGER
REBECCA GARNER, ADMINISTRATIVE DEPUTY TO THE CITY MANGER
MONIQUE DE LA GARZA, CITY CLERK (REF. FILE #18-0744)