

Date: June 29, 2020

To: Thomas B. Modica, City Manager *T. Modica*

From: Robert G. Luna, Chief of Police *R. Luna*

For: Mayor and Members of the City Council

Subject: **REVISED: Update on Long Beach Police Department**

At its June 9, 2020 meeting, the City Council requested information regarding: (1) use of force and complaints; (2) academy and professional training; and, (3) diversity within the Long Beach Police Department (LBPd). This memorandum provides information in these areas. On June 18, 2020, the requested information was provided to the City Council via memorandum. After the issuance of the memorandum, staff was requested to provide information on gender composition, by sworn and civilian, of LBPd employees – this revised memorandum provides this additional data.

The LBPd is dedicated to providing public safety that is aligned with recommendations included in the 2015 Final Report of The President’s Task Force on 21st Century Policing. As a 21st Century police department, LBPd consistently reviews and re-evaluates training, tactics, equipment, and review processes.

Use of Force and Complaints

Our current use of force policies and procedures were developed in accordance with the Police Executive Research Foundation’s (PERF), Integrating Communications, Assessment, and Tactics (ICAT) philosophy. Officers are trained to integrate skills and strategies, such as de-escalation and crisis recognition to gain voluntary compliance whenever feasible.

	2015	2016	2017	2018	2019
Uses of Force (UOF) including OIS	493	513	448	390	340
Officer Involved Shootings (OIS)	9	8	8	4	3
Arrests	22,512	22,862	22,016	22,038	20,321
UOF % / Arrests	2.19%	2.24%	2.03%	1.77%	1.67%
Documented Contacts	565,045	573,677	604,056	622,875	607,935
Total Complaints (Admin/Citizen)	243	277	233	263	230
Complaints Alleging Force	39	39	35	57	21

A comprehensive review takes place whenever an officer uses force to gain compliance. The involved officer is required to immediately report the use of force to a field supervisor and document his/her actions in a police report. The supervisor is required to respond to the scene and evaluate the incident and circumstances surrounding the use of force. The supervisor is then required to notify the Watch Commander of the incident and communicate whether or not any additional immediate notifications are necessary.

Once the involved officer and responding supervisor complete their reports, all related reports and available evidence are reviewed by the Watch Commander. After the Watch Commander completes the review, the information is submitted into the review and approval workflow identified below:

Watch Commander → Involved Employee's Lieutenant → Involved Employee's Commander → Involved Employee's Bureau (Deputy Chief) → Internal Affairs Division.

One of the goals of the LBPD is to increase police legitimacy and improve relationships with the Long Beach community. In addition to our multi-level use of force review process, the LBPD is seeking ways to leverage new technology in a manner that will build public trust. The LBPD is in the process of implementing an Early Intervention System, which will allow supervisors to review behaviors and performance of officers under their command. This system will provide insight into negative behavior trends, provide officers an opportunity to self-correct, and enable supervisors to effectively and efficiently evaluate employee performance.

Academy and Professional Training

The LBPD Academy and associated training was developed in compliance with the guidelines established by the California Commission on Peace Officer Standards and Training (POST). The police recruit academy is 26 weeks long and each recruit receives approximately 1,000 hours of training. Academy training is categorized by learning domains (LD), which include specific topics and subtopics. In 2019, Academy staff and instructor costs totaled \$1.4 million.

Some the LD's included in the current recruit curriculum at the LBPD Academy are listed below.

- *LD1 Leadership, Professionals and Ethics*
- *LD3 Community Policing*
- *LD20 Use of Force*
 - *De-escalation, critical thinking, crisis intervention, tactical communications*
 - *Impact of force incidents on our community*
- *LD37 Persons with Disabilities*
 - *Mental Illness*
 - *Effective Communication Skills (i.e., empathy, respect, honesty)*
- *LD42 Cultural Diversity/Discrimination*
 - *Racial Profiling (Implicit/Biased Base Policing)*
 - *Museum of Tolerance*
- *LD99 Procedural Justice*
 - *LBPD History and Lessons Learned*

Professional training for LBPD officers includes 60 hours of mandatory Advanced Officer Training Course (AOTC) curriculum. AOTC focuses on perishable skills training, homelessness, de-escalation, mental health, scenario-based training, critical decision-making, use of force, developmental disabilities, and any additional training as directed by the Chief of

Police. The cost of AOTC instruction totaled \$1.4 million in 2019. These costs do not include costs associated with attendee salaries.

In addition to professional training, all LBPB Field Training Officers (FTO) receive eight (8) hours of crisis intervention behavioral training. This training complies with Senate Bill 20, which was created to assist police officers interacting with persons with mental illness or intellectual disabilities.

Diversity Within the LBPB

The LBPB is dedicated to creating a diverse workforce that is reflective of the community we serve. We are committed to promoting diversity among all levels of our organization. The following chart reflects the ethnic makeup of the LBPB in 2010, 2015, and 2020:

Race/Ethnicity	May 2010		May 2015		May 2020	
	Civilian	Sworn	Civilian	Sworn	Civilian	Sworn
Asian	18%	8%	18%	9%	18%	10%
Black	16%	6%	13%	5%	12%	6%
Hispanic/Latinx	24%	30%	31%	32%	40%	38%
Native American	1%	0%	1%	1%	1%	0%
White	41%	56%	37%	53%	30%	46%
Total	100%	100%	100%	100%	100%	100%
Gender						
Female	63%	9%	63%	10%	61%	11%
Male	37%	91%	37%	90%	39%	89%
Total	100%	100%	100%	100%	100%	100%

The LBPB believes that policing must be conducted in a constitutional manner. Our core values of ethics, intelligence, and respect should drive the actions of current and future employees to ensure we are building trust and improving relationships in our community. The LBPB is focused on identifying best practices, maintaining professional standards, and promoting accountability at all levels. LBPB employees are expected to understand these values, practice these values, and treat all people with dignity and respect.

If you have any questions, please contact me, or Assistant Chief of Police Wally Hebeish, at (562) 570-7301.

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