El Segundo Police Department

2019 Reorganization

Our MISSION is to provide a safe and secure community while treating all people with dignity and respect.
BACKGROUND

• Individual staff interviews

• Focus groups

• Outside consultants

• Personal observation
This proposed reorganization is a vision of the future and is built on an organizational strength of 62 sworn police officers.
Goal: Maintain a Safe and Secure Community while remaining an employer of choice

- Operations Oriented
- Recruitment/Retention
- Enhanced Training
- Community Engagement
Operations Oriented

- Expanded and Dedicated Watch Commander Coverage
- Transfer Investigative Division to Support Services
- Crime Analyst reporting to Operations Captain
- Continued emphasis on regular patrol plans
- Expand Traffic to (4) motors
Area Policing

Lt. Hugo Perez
East Division

Lt. Aaron Corkins
West Division
Institute Quarterly Block Trainings so we train together as a team

Create Training Sergeant and Training Officer positions

Develop internal instructors for all POST perishable skills
Creation of Community Engagement Division to put all of our community engagement resources in one unit for more effective and efficient operations.

Expansion of Community Lead Officer Program to (4)
Recruitment/Retention

RECRUITMENT

• Create Recruitment Officer position who will provide vital assistance to Recruitment Sergeant
• Implement marketing plan April 1, 2019
• Enhanced bonuses

RETENTION

• Adding (8) Specialty/Task Force Officer positions for a total of 22
• Adding (1) Specialty Sergeant position for a total of (6)*

*Requires City Council approval to convert an Officer position to Sergeant position
Chief of Police

Executive Assistant

Support Services (Captain Bermudez)

- Records
  - Records Supervisor
  - Police Assistants (5)
  - Recruitment Team
  - Recruitment Sergeant
  - Recruitment Officer
  - HR Analyst

- Budget

- Support Services (Lieutenant Leyman)
  - Management Analyst
  - Professional Standards /Training
  - Training Sergeant
  - Training Officer
  - Police Assistant
  - Property Officer
  - Range/Facilities
  - Detectives (5)
  - Task Force Officers (3)
  - Court Liaison Police Service Officer

- Investigations

- Special Projects
  - Special Projects Sergeant/IA
  - SRO (2)
  - Crime Prevention (1)
  - Social Media/CPA /RSVP

- Community Engagement (Lieutenant Kim)
  - Community Engagement Sergeant
  - Community Lead Officers (4)

= *Converted position that requires City Council Approval*
Priority for filling of newly created Officer positions

TRAP Task Force Officer
LA IMPACT Task Force Officer
Recruitment Officer
Training Officer
Motor Officer
Community Lead Officer
HIDTA Task Force Officer
PROPOSED/CURRENT SPECIALTY POSITIONS

**Sergeant**
- Recruitment – 1
- Special Projects – 1
- Professional Standards/Training – 1
- Detective – 1
- Community Engagement – 1
- Traffic - 1

**Officer**
- Recruitment – 1
- Training – 1
- Task Force – 3
- Detectives – 5
- Community Lead Officer – 4
- Motors – 4
- K9 – 2
- SRO - 2
PROPOSED/CURRENT COLLATERAL POSITIONS

Labor Relations Detail  
Active Shooter Prevention Team  
Community Police Academy Facilitator  
Recruiting Team  
Terrorism Liaison Officers  
Gang Enforcement Liaison  
Field Evidence Tech Program  
Social Media Team  
Crisis Negotiations Team  

SWAT Team  
South Bay Platoon  
Firearms/Range Instructor  
Defensive Tactics/Arrest and Control Instructor  
Harbor/Coastal Patrol (Beginning Date: TBD)  
Beach Patrol (Beginning Date: Summer 2019)  
Drone Team  
Field Training Officer  
Peer Support Team
Upgrade Requests

• Police Assistant I/II to Management Analyst I/II
  • Position will provide budgetary support, contract administration, internal KPI analysis/audit, grant management and other duties consistent with the Management Analyst position.
  • The Police Assistant classification is currently at full strength. There are three vacancies expected in next 12 months; therefore, staff is recommending using salary savings to fully fund position immediately. Once a Police Assistant vacancy is created the position will be eliminated.

• Police Officer to Police Sergeant
  • Allows for the creation of a Training Sergeant position, which will address a significant deficit in the organization. This position will enhance safety and mitigate liability and risk.
New Position Request – Crime Analyst

• Currently the Police Department has Council approval for $65,520.00 annual contract for a part-time Crime Analyst

• In a part-time capacity this position has:
  • Exponentially improved the El Segundo Police Department’s ability to stay abreast of crime trends by providing regular reports for patrol briefings and weekly Command Staff meetings
  • Performed robust spatial/temporal analysis leading to arrests of multiple suspects victimizing our community
  • Collaborated with other South Bay Crime Analysts to identify regional trends
  • Provided enhanced pre-warrant intelligence for SWAT missions
  • Provided real-time intelligence during human trafficking stings
# IMPLEMENTATION COSTS
(new positions and FY 18/19 Council approved additions)

<table>
<thead>
<tr>
<th>Additions/Upgrades</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Police Assistant I/II to Management Analyst I/II</td>
<td>$39,959.00</td>
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<tr>
<td>Police Officer to Police Sergeant</td>
<td>$38,377.00</td>
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<tr>
<td>Crime Prevention Officer/Analyst</td>
<td>$114,871.00</td>
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<td><strong>SUB TOTAL</strong></td>
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<tr>
<td>Regional Auto Theft Task Force Reimbursement (balance after funding Property Officer)</td>
<td>-$90,330.00</td>
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<tr>
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<td><strong>TOTAL</strong></td>
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Questions?