



CITY OF MANHATTAN BEACH CITY HALL

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TO: Honorable Mayor and Members of the City Council

FROM: Police Chief Johnson and Human Resources Director Jenkins

MEETING: City Council Regular Meeting, February 7, 2023

SUBJECT: Agenda Item No.10 – Consideration of Police Department Staffing Levels and Authorization to Increase Permanent Staffing

DATE: February 7, 2023

SUPPLEMENTAL ATTACHMENT

- PowerPoint Presentation

CONSIDERATION OF POLICE DEPARTMENT STAFFING LEVELS

FEBRUARY 7, 2023



BACKGROUND

- October 18, 2022 City Council Meeting – the City Council authorized the over hiring of up to five sworn police officers, bringing the total authorized sworn positions to 70.
- November 1, 2022 City Council Meeting – the City Council discussed the hiring of contract armed security.
- December 20, 2022 City Council Meeting – the City Council discussed contracting with other law enforcement agencies to provide additional coverage.
- December 20, 2022 City Council Meeting – Mayor Napolitano requested a discussion on enhancements to hiring incentives for new hires.



DISCUSSION

- How Police Staffing Models are Determined:
 - Crime Trends
 - Per-capita Approach
 - Minimum Staffing
 - Authorized/ Budget Levels
 - Workload
 - Benchmarking
 - Community Expectations



DISCUSSION

	Officers	Population	Daytime Workers	Daytime Residents	Daytime Total	Difference	Officers per 1000 pop	Officers per 1000 - daytime
Hawthorne	94	88,083	29,924	48,441	78,365	(9,718)	1.07	1.20
Redondo Beach	95	71,576	34,453	30,123	64,576	(7,000)	1.33	1.47
Gardena	89	61,027	25,625	36,384	62,009	982	1.46	1.44
Torrance	220	147,067	107,517	81,963	189,480	42,413	1.50	1.16
Manhattan Beach	65	35,506	20,772	18,531	39,303	3,797	1.83	1.65
Hermosa Beach	38	19,728	12,938	8,961	21,899	2,171	1.93	1.74
Santa Monica	221	93,076	90,219	42,524	132,743	39,667	2.37	1.66
Culver City	109	40,779	43,454	19,315	62,769	21,990	2.67	1.74
El Segundo	61	17,272	36,440	8,778	45,218	27,946	3.53	1.35
Beverly Hills	145	32,701	51,922	19,124	71,046	38,345	4.43	2.04



STAFFING RECOMMENDATIONS

Sworn

- Detective Bureau: Crime Impact Group
 - 1 Existing Sergeant*
 - 3 Additional Officers
- Community Affairs Section: Full Time Bicycle Patrol
 - 4 Additional Officers



STAFFING RECOMMENDATIONS

Professional Staff

- Parking and Animal Control Section: 1 Police Support Supervisor*
- Detective Bureau: 1 Administrative Assistant
- Training & Recruitment: 1 FT Background Investigator



BUDGET IMPACT OF STAFFING

Description/ Position	Number of Positions	Cost per Position	Cost (Salary/ Benefits)
Police Officer	7	\$164,689	\$1,152,823
Police Support Supervisor	1	\$140,944	\$140,944
Background Investigator	1	\$111,300	\$111,300
Administrative Assistant	1	\$89,820	\$89,820
		Total	\$1,494,887

*The additional staffing proposed is also anticipated to result in a reduction in overtime costs. However, it is difficult to estimate actual overtime savings due to a variety of factors that may impact the amount of overtime actually worked.

*The Police Officer cost is based on hiring lateral Police Officers. Should some of the positions be hired at the trainee level, the immediate costs would be approximately \$30,000 lower per position.



RECRUITMENT

- Over the past 18 months, the recruitment and hiring of sworn officers has kept pace with turnover.
- The Police Department continues to attract candidates from Southern California law enforcement agencies, including those in the South Bay.
- Currently there are two sworn vacancies, equaling a vacancy rate of approximately 3%, putting MBPD on the lower end of agencies in our labor market.
- The current lateral recruitment bonus of \$3,000 has not been increased since 2003.



RECOMMENDATION

- Staff recommends that the City Council approve proposed staffing and increase to positions within the Police Department as follows: Addition of seven Police Officers (sworn), one Background Investigator (civilian), and one Administrative Assistant (civilian). It is recommended that these positions be added as part of the mid-year budget.
- Staff further recommends that the City Council review the information provided regarding recruitment incentive enhancements, and provide direction regarding any requested modifications to the recruitment incentive program.

