

REVISED

Police Department Organizational Structure & Service Model

City Council

February 24, 2020



02/24/2020
AR 26



Police Department

Excellence, Innovation, & Integrity

The Five Tenets of the Pasadena Way

- We Exist to Serve the Community
- How We Get the Job Done Is Just as Important as Getting the Job Done
- We Believe in the Personal Touch
- We are Proactive
- We are Fair but Firm



Police Department

Personnel

- **375.25 Total FTEs**
 - > Includes 5.0 FTE defunded police officers
 - > Includes 10.0 FTE police trainee non-funded positions

- **Current Sworn Vacancies = 12.0 FTEs**



Police Department

Personnel Continued

- **Vacancy rates for sworn**
 - > 2018 and 2019, 4 - 6 police officer vacancies
 - > Retention rate greatly improved
 - > 15 retirements in 2019, highest in over a decade
 - > 2020 vacancy level tripled overnight
 - > Six new Officers to graduate in the coming two months, goal for six police officers before July & six after July



Police Department

Personnel Continued

- Current Non-Sworn Vacancies (incl. full-time only)
= 6.0 FTEs Includes:
 - > 2.0 FTEs - Dispatch
 - > 1.0 FTEs - Records
 - > 3.0 FTEs - Detention Officers
 - > No vacancies - Forensic Specialist



Police Department

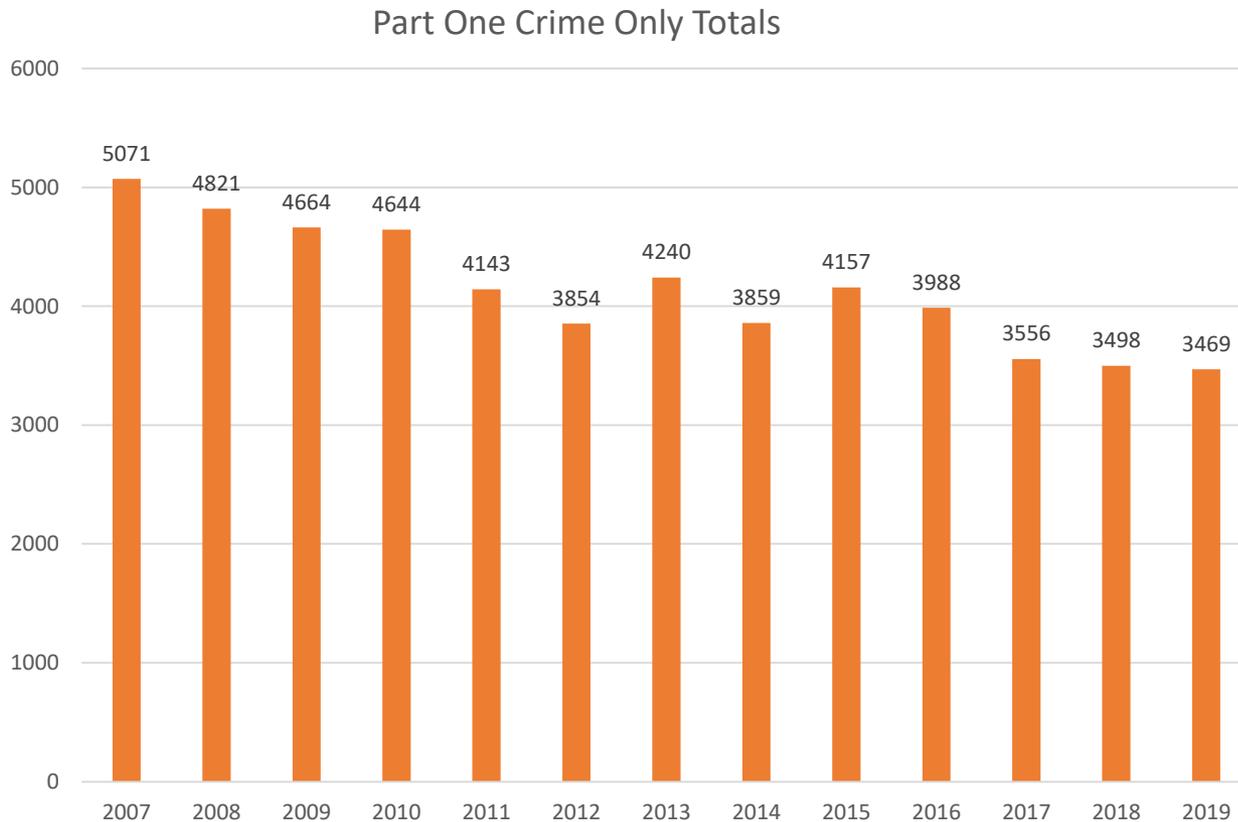
Personnel Continued – Park Safety Specialists

- **Purpose**
 - > To provide safety and security at the 28 parks and their facilities on foot and through city patrol vehicles.
- **Job Description**
 - > Address problems and illegal activity in the parks
 - > Participate in Community Events held at the parks
 - > Conduct Grant Funded Tobacco Enforcement Programs
 - Deter smoking in the parks, focusing on youth
 - > Work with Human Services and Recreation Staff to identify park concerns



Police Department

Crime Statistics – Part 1 Crimes History

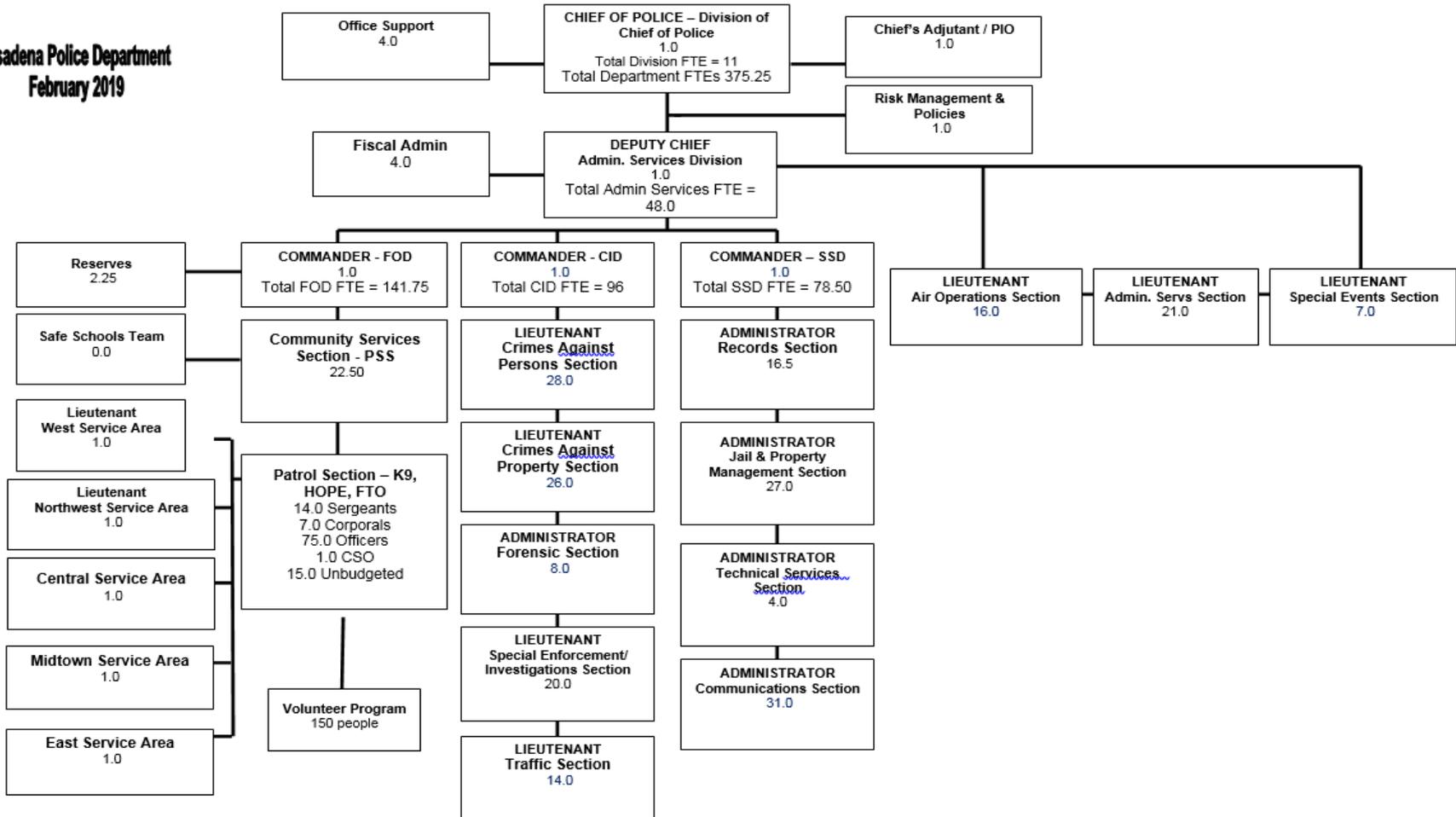




Police Department

Organizational Structure - OLD

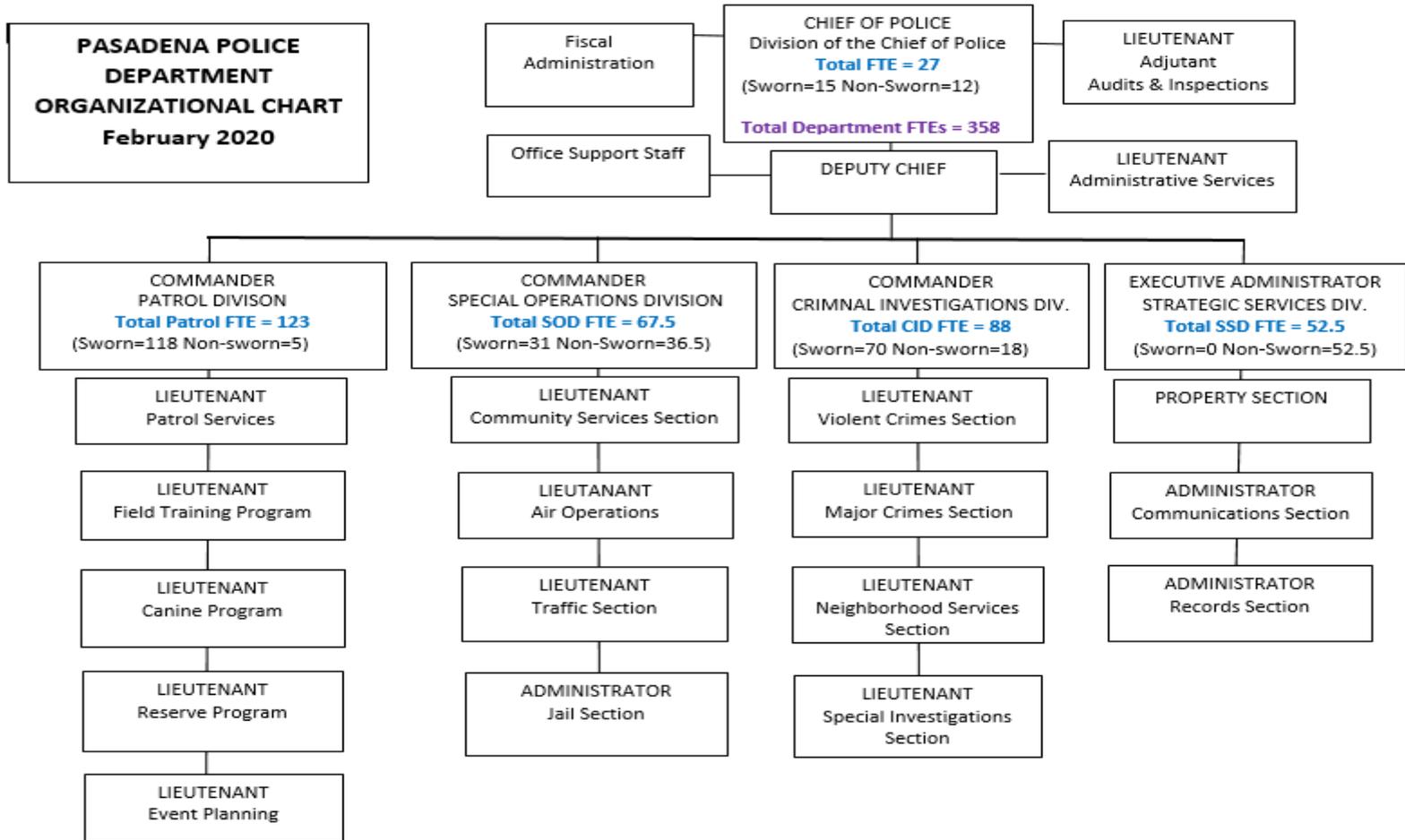
Pasadena Police Department
February 2019





Police Department

Organizational Structure - NEW





Police Department

Organizational Structure - Changes

- **Civilian Administrator added to Command Staff and will oversee existing Strategic Services Division**
 - > Civilian leadership and development
 - > February 17, 2020
 - > Dispatch, Records, Property/Evidence, BWC program
- **New Division – Special Operations**
 - > Specialized operations, community services, youth outreach, and officer wellness through peer support
 - > Detention Center now managed by Divisional Commander



Police Department

Organizational Structure – Changes Continued

- **Patrol Division**
 - > Returning to a neighborhood policing model
 - Focused on problem locations, community engagement, ability to investigate crime & collaborative problem solving
 - Reduce chronic calls for service and allow officers to become more familiar with neighborhoods and business districts
 - > Return to business district policing
 - Homeless related issues
 - Crime prevention efforts
 - > Redevelop policing districts with a new CAD/RMS system in 2021, improved call management
 - > NIBRS change in 2021 & RIPA collection in 2022
 - > Need for Data automation skill sets



Police Department

Organizational Structure – Changes Continued

- **Criminal Investigations Division**
 - > Major Crimes & Violent Crime Sections
 - > Integration of Homicide/Robbery and the Special Enforcement - reduction of violence with a focus on career criminals and illegal gun possession
 - > Neighborhood Services Section - Neighborhood Action Team (NAT), Homeless Outreach Psychiatric Evaluation Team (HOPE) and Park Safety Specialists (PSS)
 - Structured to provide mission-based services focused on reducing violence, quality of life issues, & homeless related concerns
 - Neighborhoods, business districts, parks, Metro Gold Line locations



Police Department

Key Issues

- **2020 Efforts**
 - > Reduction in crime, with a high focus on violence
 - > Re-evaluating intake of Calls for Service (CFS), new service delivery model
 - > Homelessness, substance abuse, & mental health
 - > Continued effort to assist those released from prison through job training, life-skills, and mental health/substance abuse assistance
 - > Chronic problem locations & reoccurring CFS
 - > Officer training and professional development focused on use of force, critical incidents, and community trust through engagement outreach, & youth development
 - > Non-Sworn professional development opportunities



Police Department

Retention & Recruitment

- **Recruitment & Retention efforts for 2020**
 - > Hire from within our local area
 - > Hire 12 new officers in 2020 & fill non-sworn positions
 - > Improve training efforts through in-house training and use of POST technology
 - > Upgrade building, equipment, and technology (CAD/RMS)
 - Step into the 21st century
 - > Develop a wellness program for PPD personnel
 - > Focus on the quality of work performed by the PPD and the support of the community



Police Department

Key Issues

- **Homelessness**
 - > **Homeless Project Committee**
 - Consists of the PD HOPE Team and other key stakeholders within the City.
 - » Holistic approach to improve living conditions and reduce the impact
 - » Focusing on the Metro Train Station
 - Partnered with local non-profit organizations
 - » Street-based approach to engage, assess, and provide direct links for housing, mental health and substance abuse services



Police Department

Key Issues - Continued

- **Continual Enhancement Reviews**
 - > Department Best Practices Studies conducted in 2019 and long-range objectives were formulated
 - 2019 studies included
 - » Detention Center Assessment
 - » Field Training Officer Program
 - 2020/2021 studies will include
 - » Property and Evidence Practices
 - » BWC usage and training efforts
 - » Violence Reduction Strategies
 - » Youth Outreach and Restorative Peace Building Initiatives