



Date: March 13, 2024

To: Thomas B. Modica, City Manager 

From: Wally Hebeish, Chief of Police 

For: Mayor and Members of the City Council

Subject: **2024 Officer Staffing Update**

In November 2022, the Long Beach Police Department (LBPD) responded to an unprecedented staffing crisis through various efforts. These efforts were further bolstered in October 2023 with an unparalleled recruitment and retention incentive package. Despite the ongoing staffing shortage, we have maintained optimal core patrol services by utilizing department-wide overtime shifts and reallocating existing resources.

For the calendar year 2024, the department aims to onboard approximately 100 new deployable police officers. This figure includes 54 police recruits from Class 98, which began academy training earlier this year, as well as 27 new police officers who completed probation in January 2024. Additionally, 25 new police officers recently graduated from the academy and are in the field training program with an anticipated completion date of November 1, 2024.

While these new recruits can help offset some expected retirements and natural attrition, it is important to note that their training spans eighteen months from the date of hire. The initial six months are dedicated to the police academy, followed by six months of field training, after which they are deployed with another probationary officer for the final six months of their probationary period. Upon successful completion of training and probation, the new officer is considered a single deployable officer.

The projected number of new hires for 2024 does not include an anticipated 50 new police officers expected to be hired as part of our October 2024 academy class, nor does it include the addition and hiring of lateral police officer. Despite the challenges posed by the staffing crisis, LBPD is committed to modernizing operations and exploring innovative strategies for recruiting and retaining police officers in Long Beach.

If you have any questions, please contact me or my Chief of Staff, Commander Mike Solomita, at 562-570-7301.

CC: DAWN MCINTOSH, CITY ATTORNEY
DOUGLAS P. HAUBERT, CITY PROSECUTOR
LAURA L. DOUD, CITY AUDITOR
APRIL WALKER, ASSISTANT CITY MANAGER
TERESA CHANDLER, DEPUTY CITY MANAGER
MEREDITH REYNOLDS, DEPUTY CITY MANAGER
GRACE YOON, DEPUTY CITY MANAGER
TYLER BONANNO-CURLEY, DEPUTY CITY MANAGER
KEVIN LEE, CHIEF PUBLIC AFFAIRS OFFICER
MONIQUE DE LA GARZA, CITY CLERK
DEPARTMENT HEADS