

Manhattan Beach Police Department
2019 – 2022 Strategic Plan
January 1, 2019 – December 31, 2022

December 2022 Update

Goal 1: Community Collaboration

Further our community policing efforts by creating additional opportunities for positive and meaningful interactions with members of our community.

Objective 1: Enhance Communications with the Manhattan Beach Community

Action Item 1.1.1: Conduct at least two townhall meetings each year to share police department updates and solicit community feedback by December 31, 2020.

Completed. In 2019, the Police Department hosted several events to share Department updates and solicit feedback, including holding our first Police Station Open House in five years, coordinating 2 Cars Shows (1 in concert with the Open House), hosting 3 Coffee with a Cop events, and presenting at an Older Adults Lunch Bunch event, to name a few.

In 2020, the Police Department hosted several virtual events in lieu of in-person events. These virtual events included 3 virtual Coffee with a Cop events to share updates and solicit community feedback. We also hosted a virtual swearing in ceremony for new officers.

Action Item 1.1.2: Enhance Neighborhood Watch program to attract more participants and better engage the community in crime prevention and quality of life enhancement efforts by June 30, 2020.

Completed. The Community Affairs Office created a Neighborhood Watch Three-Year Strategic Plan to guide the future of Neighborhood Watch and to future engage the community. The plan was developed in partnership with the Police Department's Strategic Plan consultant and the Neighborhood Watch Area Coordinators and Block Captains.

Action Item 1.1.3: Publish crime statistics to the community (i.e. monthly updates) by December 31, 2020.

Completed. The Community Affairs Office worked closely with the Records and Investigations Sections to create a format for publishing weekly crime statistics to the community via the Neighborhood Watch Weekly e-Blast.

Objective 2: Increase Opportunities for Community Engagement

Action Item 1.2.1: Create a community engagement focus group, composed of MBPD personnel and community members, to provide recommendations to

Command Staff on ways to increase and expand the meaningful interactions between members of the police department and community by September 30, 2019.

Completed. In response to suggestions from stakeholders in the community and brainstorming by members of the Police Department, several new programs have been and are in the process of being implemented: MBPD hosted a BBQ for graduating Seniors at Mira Costa in June, we also held our first Police Station Open House in 5 years in June. MBPD hosted its first workout class for the Older Adults program in July. We hosted a Car Show in partnership with the Downtown Business Association in September. We hosted our first Coffee with a Cop in the North End of Manhattan Beach in October 2019. We hosted two pink patch project community fundraisers in October 2019. We also hosted our first MBPD Trunk or Treat event in October 2019.

Action Item 1.2.2: Use the next citywide community survey to solicit feedback from community members on ways to increase police-community engagement by December 31, 2022.

2021 Resident Satisfaction survey did not yield these types of responses specific to PD; awaiting results of the next Resident Satisfaction survey.

Action Item 1.2.3: Develop a plan to increase our physical presence in the community (i.e. foot beats, bike patrols, and volunteers on patrol) by December 31, 2019.

Completed. As of December 2019, we have 8 officers now bike-patrol trained and have ramped up bike patrols, especially during the summer months. Our volunteers on patrol are patrolling by car and on foot over 200 hours a month, including conducting checks at local schools, parks, community centers, etc.

Goal 2: Proactive Crime Strategies

Continue to develop strategies to reduce crime and improve the quality of life in Manhattan Beach.

Objective 1: Identify and Develop Expertise for Addressing the Community's Crime and Quality of Life Concerns

Action Item 2.1.1: Develop a plan to address quality of life concerns identified in the 2019 community-wide survey by December 31, 2022.

Completed. Resident Satisfaction survey identified increased police presence, addressing parking issues, and enforcement of e-bike laws as top priorities. As of December 2022, the Police Department has certified 15 officers for bike patrols to increase high-visibility bike patrols. Additional high-visibility holiday Retail Details were conducted during the 2022 winter holiday season. The City engaged the services of Laz Parking Enforcement to provide supplemental parking enforcement to aid in addressing parking issues. Enforcement and education campaigns were developed for e-bikes.

Action Item 2.1.2: Expand Mental Health Evaluation Team (MHET) and Homeless Outreach resources by December 31, 2019.

Completed. MHET coverage was doubled - a second MHET clinician was identified and hired by the Department of Mental Health and assigned to the Beach Cities Mental Health Evaluation Team (MBPD, HBPD, ESPD and RBPD). One MET clinician is assigned to the Beach Cities MHET every Monday and Friday and two MET clinicians are assigned every Tuesday through Thursday. Patrol coverage was also doubled, with one patrol officer now assigned two days a week as a dedicated MHET officer. The MHET team makes contact with homeless individuals with suspected mental illness and connects them with resources. MBPD also deploys officers on an overtime basis to make contact with homeless individuals in the community and offer resources.

Action Item 2.1.3: Conduct district-wide training to address school safety concerns (i.e., communication, active shooter, safety) by December 31, 2019.

Completed. Our active shooter team, led by Sergeant Hidalgo, provided active shooter training to the entire MBUSD school district during a district wide admin training day. They also provided training to American Martyrs, Tikvat Jacob, and all city staff and departments.

Objective 2: Create and Develop Assignments to Stay Current with Modern Policing

Action Item 2.2.1: Hire a crime analyst by December 31, 2019.

Completed. Crime Analyst was hired in November 2019.

Action Item 2.2.2: Develop internal law enforcement teams (i.e., Crime Impact Team, Burglary Suppression Team) by June 30, 2022.

Completed. The Department deploys, on an as-needed overtime basis, a Crime Impact Team in an unmarked vehicle to address residential and commercial burglaries. The mission of the team is to serve as a front-line response element operating in an undercover capacity

targeting residential and commercial burglars. The CIT Team duties include the prevention of crime, surveillance, recovery of stolen property, field interviews, and response to calls for service related to suspicious activity.

Action Item 2.2.3: Evaluate feasibility of participation in external law enforcement teams (i.e. HIDTA, SIU, Maritime Unit) by December 31, 2021.

Completed. MBPD continues to participate on the Los Angeles Interagency Metropolitan Police Apprehension Taskforce, a joint taskforce with numerous LA County police agencies. A Maritime Unit was formed, in partnership with Redondo Beach PD. One officer also participates in the Homeland Security Investigations Unit. Other opportunities will be identified and addressed on an ongoing basis.

Action Item 2.2.4.: Develop a plan to increase crime reduction technology usage by December 31, 2019.

Completed. New CSI officers were identified and selected. They are slowly taking over management of all technology related CSI such as cell phone forensics and ALPRs.

Action Item 2.2.5: Create a technology team to support operations by February 28, 2020.

Completed. CSI officers are being trained to support technology operations. MBPD's new IS Specialist was hired in November 2019 and is also involved in training officers.

Goal 3: Staffing/Recruitment

Use creative and innovative methods to attract the most talented employees to become employees of our department.

Objective 1: Review Recruiting Process

Action Item 3.1.1: Create a recruiting committee, composed of diverse generations and different department unit members, to provide recommendations to the Personnel Sergeant on ways to expand the pool of quality candidates for sworn and professional employment by May 15, 2019.

Completed: Both new and tenured officers from multiple sections of the organization were identified for a recruitment team. Their recruiting efforts targeted colleges, business fairs, fitness expos, and local city events. Outdated recruitment materials were replaced / updated.

Action Item 3.1.2: Develop a plan to improve use of social media to attract qualified candidates to the MBPD by October 15, 2019.

Completed: Social media sites Facebook and Instagram are used to attract candidates. Viewers are provided a link to the city website where they can view our recruitment video and sign up for future testing. Officers also provide video and commentary from Police Academy Trainee testing sites.

Objective 2: Develop Employee Retention Strategies

Action Item 3.2.1: Create an Employee Retention Committee, composed of diverse generations representing different department units, to provide recommendations to Command Staff on ways to increase employee morale and retention by May 15, 2019.

Completed. Suggestions included a summer uniform for patrol officers, MBPD logo polo shirts for Detectives and Community Affairs, updated equipment, AED's added to patrol cars, assigned vehicle program, increased training opportunities that promote career development, and employee recognition.

Action Item 3.2.2: Implement Key Recommendations from the Employee Retention Committee by November 15, 2019.

Completed. Suggestions have been implemented, including summer uniform for patrol officers, MBPD logo polo shirts for Detectives and Community Affairs, updated equipment, AED's added to patrol cars, and assigned vehicle program. Career Development is being enhanced by supervisors meeting with patrol officers to assist in career path choices and to assist officers in attending training class opportunities related to their individual goals. Personnel and Training also provides training opportunity information regularly. Supervisors are encouraged to submit personnel names and information related to commendable acts for quarterly award recognition. Outstanding performance and tenure milestones are also recognized in the MBPD newsletter, various award venues (POLAC, South Bay Police/Fire Memorial Foundation, City Council, MADD, etc.)

Goal 4: Employee Development

Foster a supportive culture that helps employees grow and utilize their skills to better serve the community.

Objective 1: Review and Enhance Current Succession Plan

Action Item 4.1.1: Review and update current succession plan by December 31, 2019.

Completed. The succession plan had been reviewed and updated by the Operations Captain.

Action Item 4.1.2: Develop a plan of job shadowing and cross training to prepare employees for future assignments by December 31, 2019.

Completed. The Department is utilizing payback days and schedule-flexing in order to provide opportunities to job shadow and cross train employees for future assignments.

Action Item 4.1.3: Develop a process where there is an overlap and transition period for when employees are leaving and starting new assignments by December 31, 2022.

Completed. When staffing allows, we are transitioning employees into new assignments (both civilian and sworn) and allowing for sufficient overlap for incumbents to share knowledge gained with the newly selected candidates to ensure a successful transition and maintain a high level of service to the community. We also received approval for overhire of critical positions, both civilian and sworn, to allow for overlap and training.

Objective 2: Continue to Facilitate Career Growth Opportunities

Action Item 4.2.1: Identify the professional strengths and aspirations of every MBPD employee by December 31, 2019.

Completed. The Department updated the Shift Change Performance Evaluation Review form to allow supervisors to meet with employees at each shift bid change to establish strengths and aspirations. Forms are utilized to help with annual evaluations and goal setting.

Action Item 4.2.2: Identify training opportunities for employees that match their professional aspirations and the MBPD's needs by December 31, 2019.

Completed. Concurrent with 4.2.1; supervisors and field training officers met with employees to identify training that matched their professional aspirations.

Action Item 4.2.3: Conduct skills training classes (i.e. Excel, customer service, business writing) to give employees the tools they need to better serve our community by December 31, 2022.

Completed. We sent employees to classes that will give them the tools they need to provide the best possible service to our community.