



CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

AGENDA ITEM

Report: Police Department Project 300.

1. Motion to adopt Police Department Project 300 adding 52 sworn personnel and the corresponding fleet and equipment necessary to perform their duties.
2. Resolution of Appropriation.
3. Motion to Increase the Citywide Authorized Salaried Position Count by 23 sworn positions for Phase 1.

COUNCIL ACTION

Item Type: Action Item

Approved for December 17, 2024 **calendar**

EXECUTIVE SUMMARY

The Glendale Police Department Project 300 is a strategic initiative to address the growing demands of a rapidly evolving community. Over the past two decades, the City has experienced significant increases in population growth, commercial and residential developments, and heightened public safety challenges. These challenges include rising crime rates, traffic safety issues, quality-of-life concerns, and the complexities of homelessness and mental health-related issues, as well as an increasing number of major events in and around our community.

Project 300 proposes to right-size the Department's staffing by adding 52 sworn personnel in three phases to maintain Glendale's high safety standards, ensure we preserve optimal response times, enhance our ability to effectively address growing safety concerns, and improve public safety and confidence through highly visible policing.

RECOMMENDATION

Adopt the Police Department's request for Project 300 and the resolution of appropriation, as well as the increase to the authorized salaried position count.

ANALYSIS

Glendale's population has steadily increased over the last two decades, and the downtown area has emerged as a central hub for commerce and recreation. This growth has brought a surge in the daytime and evening population due to increased commercial and residential development, including luxury apartments and high-end retail at the Americana, Glendale Galleria, and surrounding areas. While these developments have elevated Glendale's status as a premier destination in the Los Angeles area, they have also introduced significant public safety challenges. Despite these changes, the Glendale Police Department (GPD) currently operates at staffing allocations that are over 10% lower than they were nearly twenty years ago. The department maintains one of the lowest officer-to-resident ratios among comparable cities, at 1.2 officers per 1,000 residents, far below the national average of 1.6 for cities of similar size. In comparison, cities of Pasadena and Burbank, maintain ratios of 1.7 and 1.5 officers per 1,000 residents, respectively. The City of Los Angeles holds a ratio of 2.4 officers per 1,000 residents.

The low staffing levels quickly strain GPD's resources on a regular basis, resulting in a lack of consistent visible officer presence in portions of our city. This situation forces the Department to adopt a reactive policing strategy, where resources are diverted from one area to address crises in another, leaving critical enforcement gaps and eroding our ability to maintain a consistently high level of public safety and confidence.

Rising crime rates over the last five years have exacerbated these issues, particularly organized retail theft, residential burglaries, robberies, violent crimes, and increased gang-related activities. Additionally, traffic safety remains a top concern among community members, with reckless driving, pedestrian-involved incidents, and unsafe school zones frequently cited in community surveys. Growing homelessness in the region and its associated social service demands further strain our police resources, particularly in areas requiring specialized responses, such as mental health crises.

Project 300:

Project 300 is structured in three phases and addresses staffing gaps within the department, including Patrol, School Resource Officers, Special Enforcement Detail, Gang Unit, Traffic Bureau, and the Downtown Business District. The expansion enables the Department to improve our ability to provide consistent, proactive, and responsive policing that aligns with council and community expectations and enhances quality of life for all residents, visitors, and business owners.

Phase 1: add nineteen officers, three sergeants, and one lieutenant, addressing immediate staffing needs within the Bureaus of Patrol, Traffic, Special Enforcement Detail, Gang Unit, and School Resource Officers. This phase also includes the implementation of an additional policing district.

Phase 2: add thirteen officers, two sergeants, and one lieutenant enabling the expansion within Bureaus of Investigative Services, School Resource Officers, and Traffic.

Phase 3: add twelve officers and one sergeant, addressing the remaining staffing gaps to meet the Department's strategic goals within the Traffic and Investigation Bureaus, as well as the Real Time Intelligence Center.

Upon the implementation of phase 3, the staffing increases will bring the Department's officer-to-resident ratio to 1.5 per 1,000 residents, based upon current population counts.

Project 300 also includes equipment and fleet for the additional sworn personnel. This includes patrol, administrative, and undercover vehicles, as well as traffic motorcycles. Additional equipment includes body-worn cameras and tasers ensuring new personnel have the tools to perform their duties effectively and safely maintain the Department's high operational standards.

Project 300 is estimated to cost \$15.8 million, of which \$14.3 million will be recurring annual sworn personnel costs once all phases are implemented. The incremental cost for each phase is as follows:

| | Phase 1 FY 2024-25 | Phase 2 FY 2026-27 | Phase 3 FY 2027-28 |
|-----------------|-----------------------|-----------------------|-----------------------|
| Sworn Personnel | \$ 5,758,110 | \$ 4,438,390 | \$ 3,326,974 |
| Fleet | \$ 1,000,000 | \$ 600,000 | \$ 600,000 |
| Equipment | \$ 40,000 | \$ 31,500 | \$ 31,500 |
| Totals | \$ 6,798,110 | \$ 5,069,890 | \$ 3,958,474 |

STAKEHOLDERS/OUTREACH

Ensuring alignment with the community's needs and expectations, the Department has actively consulted our Police-Community Advisory Panel, comprised of residents, business owners, and school district officials. In addition, feedback from community surveys and neighborhood/business town hall meetings has highlighted the desire for increased police presence and patrols, specialized directed enforcement, and a dedicated presence in high-traffic areas and in the downtown area.

FISCAL IMPACT

Project 300 is estimated to cost \$15.8 million, of which \$14.3 million will be recurring annual sworn personnel costs once all phases are implemented.

The prorated Phase 1 costs for sworn personnel, including the respective fleet and equipment, is estimated at \$2.04 million for the remainder of the fiscal year, which was not included as part of the FY2024-25 approved budget. Therefore, staff is requesting

for an appropriation of \$2.04 million from the General Fund Undesignated Fund Balance, with \$1.04 appropriated for salaries and equipment, and \$1.0 million appropriated to the Police Department Fleet Charge account for fleet purchases. The appropriation request is outlined below:

| Requesting Appropriation | | | |
|--------------------------|---------------------------|---------------------------|-------------------------|
| Amount | From (Account String) | To (Account String) | Funding Source |
| \$1,000,000 | 25300-1010-000 | 41100-1010-GPD-7000-P6301 | General Fund |
| \$40,000 | 25300-1010-000 | 45150-1010-GPD-7000-P6301 | General Fund |
| \$1,000,000 | 25300-1010-000 | 46008-1010-GPD-0010-P6209 | General Fund/Fleet Fund |
| | 37110-6010-PWD-0000-P0000 | 51000-6010-PWD-7509-P0000 | |

The approval of the additional 23 positions will increase the authorized salaried full-time position count from 1,621 to 1,644. Funding for the remaining phases will be requested through the annual budget process.

ENVIRONMENTAL REVIEW (CEQA/NEPA)

Not applicable.

CAMPAIGN DISCLOSURE

This item is exempt from campaign disclosure requirements.

ALTERNATIVES TO STAFF RECOMMENDATION

Alternative 1: The City Council may elect not to authorize the Police Department's Project 300, which would cause the Police Department to continue to operate at current low staffing levels.

Alternative 2: The City Council may consider any other alternative not proposed by staff.

ADMINISTRATIVE ACTION

Submitted by:

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Prepared by:

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Approved by:
Roubik R. Golanian, P.E., City Manager

EXHIBITS/ATTACHMENTS

Not applicable.