

About this document:

Over the course of the last year, I interviewed former and current officers and civilian employees to get a sense of the conditions in the workplace. Below are the notes I took from those phone interviews. I include 16 of the 20 in this document. Please excuse many fragmentary sentences as I did the best I could to capture comments from a telephone interview.

I have also included an article from the Laguna Beach Independent that is referenced in the article. See below:

Survey Illuminates Poor Morale Among Some Laguna Beach Police Employees.

By Daniel Langhorne, Laguna Beach Independent

January 21, 2022

A survey conducted by the labor union representing Laguna Beach police employees reported poor morale among a cohort of the rank and file, alarming some local officials and policing experts. The Laguna Beach Police Employees' Association issued the survey to its members after the City Council contracted a research firm, Polco, to survey city employees-in-general and police employees specifically last July. The Polco survey results were presented in a format that mostly highlights positive or affirmative responses.

While Laguna Beach police employees work at a small agency with a relatively low crime rate—policing a world-renowned coastline—they're not immune to the nationwide outrage surrounding the murder of George Floyd and the pandemic-burnout endured by public safety employees, law enforcement experts said.

Forty employees responded from among 78 police union members who were sent the organization's survey in October. By compassion, the Polco survey invited 86 police employees and 61 responded.

Only 56% of Laguna Beach police employees said they were very or somewhat likely to recommend working for the Laguna Beach Police Department, according to the Polco study. By comparison, only 35% of union survey respondents said they were very likely to refer a friend or family member to work at the Department. These figures are better than a nationwide study by the RAND Center for Quality Policing, which reported only a quarter of respondents would encourage young people to choose policing as a career.

The Polco study reported 85% of Laguna Beach police employees said staff morale in their work unit was excellent, good, or fair. By comparison, 47.5% of police union survey respondents said morale of the department was poor or in crisis. Police union leaders also spotlighted that 72.5% of survey respondents said they would or probably would leave the City for another opportunity.

“Our inability to attract and retain the best people is directly related to the quality of service that we strive to provide to our community. That’s concerning to us, and it should concern our community,” the Laguna Beach Police Employees’ Association Board of Directors said in a statement. The union’s current agreement with Laguna Beach expires at the end of this year but negotiations haven’t started yet.

Jarrold Sadulski, a police stress researcher and former police officer for Sunrise, Fla., said city leaders and residents should take notice of the union survey results signaling some employees are experiencing poor morale and low levels of trust in command staff. “It impacts the quality of police services in a significant way that can have an adverse impact on the community,” Sadulski said. “Low morale causes officers to become solely reactive, instead of proactively going out actively trying to stop crime trends... because they don’t feel they have the backing of the administration and that’s bad. It’s bad for communities and correlates to increases in crime.”

There are some steps police commanders can take to mitigate low morale, including community engagement events like National Night Out, publicizing heroic or good deeds by employees, and the police chief personally contacting traumatized officers. Laguna Beach police have dabbled in all of these.

It's also possible Laguna Beach is representative of thousands of strained police departments across the nation, Sadulski said. "I don't know any law enforcement agency that can boast high morale and low attrition rate," he said.

It's important that police commanders take this opportunity to listen to their employees, Joe Vargas, a retired Anaheim police captain and columnist for Behindthebadge.com. Whether or not the survey results are based on facts, these experiences are real for the respondents. "There might be other dynamics outside their control that are affecting morale as well," Vargas said. "[For example], as a police chief, I don't control their salary that's between labor negotiators and the City."

In an interview with the Independent over Zoom, City Manager Shohreh Dupuis downplayed that nearly three-quarters of union survey respondents said they would or probably would leave the City for another opportunity. "I'm not really that concerned about it," Dupuis said. "When you are part of a small police department there are not a lot of opportunities if you want to specialize. A lot of younger police officers when they go to work for a small organization they want to work for a larger organization like the Sheriff's Department." "I would love for all of them to stay here and become a seasoned police officer," Dupuis said.

Police union leaders have scrutinized Dupuis' claims. "We're troubled by that statement and her lack of concern. It's true; we do have fewer specialty positions than larger agencies, but that's not why most people leave. Frankly, we should all be concerned when quality employees leave, regardless of the reason," the Association's Board of Directors said.

Dupuis also pointed out that employees' rating of trust in the command staff could be skewed if they were previously disciplined. Unnecessarily low morale, even if it's only felt by a section of the Department, can have an impact on individual employees. Researchers have found officers who experience police stress endure cardiovascular conditions, marital discord, and can be at greater risk of suicide, Sadulski said.

Dupuis said the City is committed to fostering a culture of wellness and health for the police department. Among the initiatives to accomplish this goal is earmarked funding for a new police employee leadership program. City officials are still exploring what this program would look like but plan to have it in place later this year.

Councilmember George Weiss brought the public's attention to the union survey during the Jan. 11 council meeting. "It's very disturbing that such a high percentage of people in our police department would leave for another job. It needs to be addressed," Weiss said in a phone interview. "There's also a disconnect between command staff and the rank and file where there's half who trust and another half that's not the case. It's a reason for concern."

Interview 1: Jim Beres my supervisor. Tried to give him the benefit of the doubt. My dad is a police officer.

Jim Beres doesn't support his people; you have who people want to do things. He is not behind training. Many HR complaints.

Collision investigation. Civilian to collisions. I put in a training request for training for collisions and every single request was denied. Many sworn and professional staff request training, all of them were denied. Always told us to build up and do training. 4th, day, my sergeant said we know how you were treated in Laguna we don't treat our professional staff like crap. The Chief told me that same thing.

My own thought process is that they are afraid of people becoming good at what they do. They don't want them to become experts.

Jim Beres screams and yells at employees.

Internal affairs. Fellow employee harassment of female by Jim Beres. Exact violation that we had six months ago. Hostile work environment. What I find funny, I was a training officer. Watch yourself here in the field it's when you come in these doors, they won't catch you.

I know Calvert well, not someone who has ethical standards, briefing on Friday. Entire Dept. sits in on briefing Doesn't shake my hand. My sergeant and I

supported. Chief Farinella was always nice to me, she would allow the doors to open

I try to make comments based on my experience, all of these are my own.

Chief Thompson was holding command staff accountable.

I'm glad you are doing this. I had a great five years. That city is so unique. When we go to other cities and said we are not going to screw you like they did in Laguna.

My first briefing at Irvine I spoke all kinds of people came up to me and said they knew that you went through in Laguna Beach. Marlene Meckler. She was my partner for 5 years; she was there for 30 years.

I think Calvert is corrupt. Animal Control officer. Issues get so bad. What really wears on you is the political part that. Amount of insecurity.

Instagram profile.....

My dad taught Brandon Drake

Brandon Drake visited some time ago and was told to leave the building. I asked a sergeant what happened to Brandon. The Chief told the Captain to tell Brandon he was not welcome.

Interview 2 Was compensation the 3rd, reason

1. Opportunity.
2. Management handling of the department the very incestuous Chief plays favorites. He is a yes. Nothing with happened to improve the rank-and-file work officer. Vision is to be the safest beach in the country.

No issues with Calvert no discipline. I could see the writing on the wall that this place was not a place to work, Irvine is a model of how a dept should be run. Its just business decision. Better leadership,

No exit interview with Calvert, none of that. Off probation at 9:30 very informal, with chief. Wanted feedback. That is why I left.

Brittany will be one of the mental health officers

Brandon Drake, they did go all out to keep.

I have been speaking, 2

When they have been out on patrol with Sergeants and Lieutenants. That is insane.

Its leadership. The City and City Council what do we do to keep these officers. I have earned more in Irvine

120 hours of personal leave. on top of compensation within that

Chief Kent, do whatever they can to give. If the patrol officers were not there it would not run

Pop up tent, atv, urban train. No bike patrols, Only one traffic officer.

Loud exhaust still an issue not enough people to cover that.

I had meeting for an hour with him, Thompson said give me 18 months. OK, I was close to leaving and Thompson talked me out of it. The morning when he got.

Laguna Woods

Opportunities, not great, one two outreach. Detective. No mental health no special investigations, no DUI team. Grand theft. Canine position took over a year. Still waiting to source out the new. Can't afford to put an officer in that position. Drug enforcement agency.

What is a main concern is that don't want attention to drugs being sold

I talked with Toni Iseman, priority for residents, experience e

One motor officer. No major accident reconstruction team. Tom Sprat

It needs to be 3-4-5 in traffic. Accident investigation.

Ethan is a very good example, paid for 3 levels of accident investigation on his own. They didn't do anything. Parking tickets were his primary duty. He was told by Bares. Stop taking traffic collisions and get more parking tickets. Never made him full time. 36 hours a week, They treated him shabbily. We have 5 traffic investigators 4 have been here for 15 years.

They don't share resources with other cities

We have contracted with OC Sheriff helicopter. Anaheim, Laguna doesn't do that.

Another example, July 4th, Irvine asks other agencies to help. Newport to Irvine reaches out for assistance. Reciprocal relationships. Pride stops. It's historical.

Jimmy, pulled back

Andrew Peck, OC taskforce.

That specific, cases where they got that position. I got that promotion....

Management disconnects between management and patrol.

Jeff is a puppet of the City Manager. Doesn't want to rock the boat

Thompson wanted to change the department.

I have hired officers. How many are raw recruits la county patrol in Irvine. Struggle to adapt. They don't have the skills, la county jailer. We had that a few time

Where are the recruits coming from, not one lateral from OC to Laguna Beach. I don't know anyone who has transferred from OC or

Last person was 2015-15 he lasted about a year from Santa Ana. And went back.

Interview 3: 5 years, as officer and detective no problems, look at the Macro., tumultuous time, Remain are looking at opportunities, what can I do during my 30-year career. Patrol can be boring, can always be

Did detective work for 4 years, learn a lot, scratched that itch. How many detectives 4 now 6 minor as petty theft to murder, Currently have 5 detective. Patrol always the backbone of dept. has all that knowledge. Small department we lack opportunities for advancement. Hiring a lot of younger people who may want more opportunities. I watch the CC meeting and spoke to Toni. Three people are leaving there are more, 2 more. One more fact the other said they did a ride along in Irvine and they liked it. 3-5 years. Demographic of early 40s and comfortable with patrol in Laguna Beach. Six months salary, recruitment training 16-18 in house. Time to go through the oral interview, get done quickly, sadly that it

doesn't like to admit. Laterals just tested this Saturday. One applicant applied in February and is just now coming up for employment.

We don't do backgrounds internally they are getting inundated, and it takes months to get their background checks. In past years you could not come back in this climate you could now come back.

I know their MOUs...

Compensation competitive, but our bases pay in Irvine is higher, post

1 year certification, BA most kids do. Intermediate certificate – 7 ½ more automatically, post advanced certificate. Any officer with BA = 5% if you have a degree 6 years and bachelors.

Person 1 has BA making 5 and get 2.5 after two years, after 6 years get advanced certificate another 5%

Person 2 gets tops 7.5 percent if they go to Irvine if they have advanced

Irvine, advanced post certificate, 15% auto theft, human trafficking, fraud, narcotics, organizational knowledge is maintained.

3/50 newer at 2/7 at 57

No secret we have had hiring problems

Sgt. 3 beats and a cover. One day last week dec and sergeant and lieutenant. Lot of people on the fence

If three leave., one in academy in October. Flies through field training.

Why, reputation of Police use vs them with getting support by the CM. Do you feel respected by the Chief and CM. Actions speak louder than words. Not a lot of support from her. Relationships with people is

Actions by CM are not helping....St Becky White. 2008

Officer Leal 1998-1999 Cpl Spratt already retired from Sheriffs dept. mixture of 10-15 were all very young 21 to 28. All younger.

Training playing role in retention if the force is OK, type of training

Examples of people leaving, Barstow recruited, didn't make training was a phenomenal cop. Got a job at Riverside DA. Apple Valley, due diligence lacking on his part

Santa Ana cop looking for quiet place to patrol, shooting, Chief at the time did not handle the investigation well. DA admonished her by DA Shoot team. Mandated that the officer go back to the scene.

Result of inaction by us in recruiting. We had people in line to leave. due diligence and over-hired lack of support by CM is a big problem.

One person goes to Irvine....others follow

Do what seal beach did approval for 39th officer for auto theft which the County pays for. Completely funded by County. Not get information. How long was relayed 18-24. Human trafficking won't admit

As this affects visitors. They want to ignore in terms NP special enforcement. Scout residents stake out team takes time, miscellaneous tasks, 2-man team to do. It's a lot harder and more stress., SET team.

POP Team.... Going back to CC meeting, I will say that morale is high, its not...all 5 are going.

Social media, keeping them in the dark, putting by not highlighting a burglary. False sense security.

Interview 5: This probably said before, benefits and pay. It wasn't up to others in OCY. Not a priority. Retirement and Medical 4 -5 times for retirement and medical.

Opportunity through the time I was there it seemed that we were losing all our specialty position. Just hearing from the Chief and former officers, auto theft. Detective work only option. Traffic division, I would think. Traffic car DUI swing shift. Has also left.

Adding motor officers.

I was there for 3 years, and I had nothing but good experience.

More so like promotional processes and specialty assignments. Should go to the deserving rather than those who were favorites. Two of my good buddies didn't get a house interview. Promised it to someone who didn't meet the qualifications.

Little things like that any specialty make.

Morale was pretty low in 1 ½ years of Covid. Some of bad morale.

Contracts from Huntington.

Why is it we can't hire police officer. Benefits and opportunity. Seal beach on specialty assignments. Beards and tattoos. Pay is good. Job opportunity. Everyone is going to Irvine.

If I am not mistaken the officer from Santa Ana was involved in a shooting here, the way they handled that shooting incident. The night of the shooting. Farinella made him go back to the site. It is a violation of the rules because for this incident.

Another incident was when he was on a vacation at Disneyland they texted him to come back for duty. He felt disrespected and went back to the Sheriff's department. 2016-2017 he went back.

If you leave you can't come back. We were short and he was qualified.

I was there for Thompson. It seemed like the rank and file liked him. CM making all the decisions I am going to make the decisions for the police dept.

No information to the rank and file. We get an email.

Sgt. Coda, we were also confused by the Herrari case, domestic case former with cadet at the time. Embellished the story. And he got fired for the incident. Not guilty, charges dropped.

Leadership....

Interview 6: Laguna is a small agency by nature so there Laguna could not offer opportunities they larger cities do. Ignored that there is a drug issue in Laguna beach

We go on calls where there is evidence of drugs. No, we don't have a problem, we are going to take your report and look on. Others have reported to command.

Priorities are image rather than substance

Lots of promises made and if it doesn't help the image of city government, they won't do it.

I worked weekend and night shift, lots of arrests for drugs, vehicle theft. Never reported to the public

Morale is very low. I think Chief Calvert's intentions are good, but it seems he is afraid to make decisions. Same issues, colleagues at Irvine who were there years ago say the same things were a problem 20 years ago.

City Manager controls everything.

Irvine: you go on a call we will back you 100 of the time.

LB the police officer not only are worried about joe blow on the street but that if I make mistake I will be in trouble. Rank of lieutenant up is micromanaged. Incident reaches a certain level you can expect to be made the fall guy.

They are afraid to be proactive.

Yes and No, they will try to ask how you are doing, what can we do to change things, Monthly meetings by Chief. We thought it was great after first 2 it turned into speakers and lectures and suggestions; we did give him came to nothing. Lack of communications. We have a plan, command staff.

Never follow up on suggestions. Nothing but good things to say about rank and file.

Sometimes bad news and bad news after Jimmy and I left.

When accosted by Animal Control officer due to off leash violation Shohreh says do you know who I am?

Not the money, opportunity personal values not aligning with my values. Lack of support was the feeling that if I made one small step I might be screwed.

Specialized investigation for narcotics. More opportunities for patrol do no allow patrol officers to follow through on certain cases so I would write a search

warrants. It should then be then handled by patrol. Lack of buy in from Patrol...something where I stopped someone staying at a hotel in town I arrest them for a drug warrant, We can't follow up. To search his hotel room, we can't go there. Just forwarded to Detectives,

Notify detective, Jimmy attached to DEA task force. Patrol needed more people so brought Jimmy back. Notified over text with one week notice. You are back on patrol. Seems they don't use common sense

Communication: Cpl. McGuire deserved it. The two women waited on this list. Felicity is the 2nd handler had to move out of town. Inability to make decisions so she had to pay more. The command staff strung her along. Once they found out about.

Balance of how work is distributed. Sergeants and lieutenants are overburdened. Sergeant not supposed to be the office all day. Lieutenants given stacks of paper to be done.

Captains give work to them and take credit for it.

Lt. Ashton is one of the best. He is absolutely demoralized. He says he hates his job, but he stays to take one for the team.

Interview 7: Always been a good old boy club or yes boys. Anything you don't feel is right you and speak up about you get pushed aside the treated like shit. They will target you. Definitely a lot of favoritism along with the yes men who will sell their souls.

23 years, I saw quite of bit of stuff in I wasn't a yes man and as a result I did not get promoted.

Most of the supervisors they have don't have patrol experience and are not qualified.

David Gensemer is the only sgt. that did his time on patrol.

Even with the Cpl. Positions and they are promoted without good patrol. Very little requirement for patrol experience is needed. A diverse community, unique

city, our city takes a lot more time to get to know people to know how the city works, come in with 2-3 years.

I worked in investigations, started downtown foot patrol none of the bars and restaurants, bouncers knew each other. Started a group chat on what's app, and have the bouncers communicate with each other about,

Then part of our job, Jordan V. applied for ABC grant it's now your job is to fulfill all the requirements of the grant we contacted ABC. We had to do ABC inspections, check for signs, check for liquor. All it took was one bar to complain that one that they didn't like the police coming in wearing uniforms, then another store complained that they were doing inspections and warnings. Another store complained then the chief starts backing down.

Undercover underage drinking at art watch. Just 18 decoy nobody was carding and went everything went downhill she was on a mission to hire as many lesbians as possible. Always gave them preferential treatment.

Thompson started seeing all the whacky stuff that was going on and we have been doing it like this for 20 years.

I had been asking the dept to participate in the pink patch program for years and years asking. Farinella finally said yes then set conditions, borrowed money from the honor guard to get it started. All the credit is then taken by the command staff. Calvert had no idea what I was doing. Donation went to Free Clinic.

All Calvert does is delegate he has been like that since becoming a detective. Some of the shady stuff he did, how did he become chief.

November 2022, I was in pain for a year. Out for a long time trying to get treatment I went back a couple of times so I happened to be there. Calvert came up to me and thanked me and wanted to do something nice for you. And he never followed through with it. Why say you are going to do something and then not

Kyle Milat is leaving the department. Never good at patrol, but never really worked patrol. Samantha and Brittney were really good at patrol. Those girls are the ones who should have been promoted. Brittney is someone who told it like it is.

Interview 8:

I have going through the transfer. Lots of family ties with the community that will be missed. I had no intentions of leaving

Even when I started. All hands meeting last year. Chief had good intentions, lots of candid comments and everyone felt good. People are looking to get of LA. Community Outreach officer with the internal stuff, lack of transparency words not kept, changes made that were reversed

I said this to Nichols and Jeff, its like our shift change or you get new shift expectations. Expectations need to be met. Then it fizzles out. A wool shirt. No accountability with uniforms. No structure, follow through or discipline. Sergeants exhausted; they are trying to keep the ship from sinking. When Thompson was there, I got a personal email about my grandmother's death. I had so much respect for him

Jeff talked to me and Sam before they try to leave. Had a speech I respect you. What do you know about me. This is not personal. Jeff is not the right person to run the organization. The community knows what is up. Its not just me and Sam interacting with the Community.

Capt. Nichols is so nice and genuine. He is there temporarily. He kept looking at Dave. The disconnect on the command staff is huge. Cornelius is caring but burnt out and so is Brian. My brother-in-law works for Sheriff. Word on the street is what is going on with you guys. It is being run like a Clown Show. I was seeing it starting to fall apart.

Seeing how things are falling apart. I need to be with an organization where we know what to expect.

I was working detail with car stuff. Matt stopped Shohreh.... not knowing she is notorious for being on her phone, not using her.

When Matt gets up to the car. Matt would have let her go. I am on the phone with Calvert. She called me to tell me she was being pulled over. Then he goes back to station. Chief calls him Jeff said to do what you have to do. Shohreh lied.

Justin. She called to say that she was pulled over. Then when he got back Calvert changed and started to make excuses.

Command staff very divided at all levels and not working together. Sergeants overworked. Crisis management mode all the time. Five ½ years. Seniority is being lost. One or two have over 5 years.

North end stole a care 4 years ago. Only had four people, negative no help. Different sergeants. I think Huntington Beach, Newport and Irvine, we should have reciprocal agreements.

Money is perk, I am making almost fifteen more an hour. I did not know what they would start me off with I was a 2-year cop. Conditional and this is what you were going to make right out of the academy pay instead. Within an hour I got text saying sorry I thought we would give you step 4 pay and got step two

James Denevan got the gun to his head. Gilbertson was a range master. Sgt. Coda. Good old boys club Coda Kleiser and Jeff. They really had a hard on for Thompson. He said some inappropriate stupid. People I have been around. People take it to another level. Solid groups of people there now and always there to help each other out. Command staff should be prepared. Secrecy, surrounding it.

No advertising in Police magazine. Needed to be by the end of the years but not advertised. Need to be transparent.

When I left LAPD, I had nothing to say bad about it.

100 percent turning the department into toxic work environment.

Mike Peters, extensive background and has a lot to offer.

Drake and Jimmy never worked for another agency.

Current contract, wellness, and health, 1,300.00 it is helpful. Fitness

120 hours of personal time off over eighty since last time. Extra 140 personal time off.

Interview 9: My goal was to stay there made Corporal in 4 years, went to DEA training brought me back from DEA with a voice mail 10 days' notice. Said I was going back to Patrol duty.

Doing drug cases for Feds, being paid by Laguna and DEA pays for overtime. Lack of professionalism in Command Staff. Dave McGill, Sergeant, yelled at me twice. holds grudges, made inappropriate remarks.

Kleiser unprofessional as well.

Then sergeant testing comes about, and Rachel completely blew it. Rachel called me selfish. Because I did some day swaps to watch my newborn.

Calvert called me in, and I need to grow my followership. Promote Randy who had 2 ½ years' experience over me at 11 years. Randy is a yes man. Doesn't have an opinion. Don't feel value don't feel like they support us. Cancelling benign training. Capt. Dave Derezinski makes decisions. Thanks very much.

Monthly questions sessions turn into training, Montage, and military. Now he is being called out.

Called to a chief to extend Brandon's hire date so he would not be able to leave the dept.

Brandon Drake was told to leave by to leave the LBPD building

Shohreh, when she got stopped with her dog on the beach. Attitude with animal services officer.

Fentanyl overdoses needs to be investigated we do not have the means to investigate these crimes.

Drug dealers coming in from outside, Calvert knows

Its toxic in Laguna...not about pay or

Being valued, hard work doesn't go anywhere.

True numbers on patrol that are affecting the city. You have detectives on patrol.

Waiting to see what happens with the new Captain and Shohreh. Calvert and CM.

I did see myself retiring out of there. 5 people I know are leaving. We can make a dent on crime. Specialty positions.

Don't need to take two corporals.

He says he goes on patrol, but he doesn't do that. Show me the call sheet. Don't

When Calvert got Chief position, I thought he would turn things around. He didn't and I had to leave.

Interview 10: Lack of trust between line and command staff. Officer getting reprimanded for things that they should not have been.

Supervisor demonstrating his ability to correct people so they can be promoted. Example police officer pulled out of academy forced to give an answer to a question that he did not know the answer to. The questioning officer launched an internal investigation. The officer then put through an investigation and found to be in violation of the veracity code. The officer then appealed to a former police chief who found the entire process flawed and the officer was cleared. The investigation took one year.

Moral is so low, lack of transparency when people in my position secret, lack of honesty and chief Calvert I had high hopes for him It's been stagnant since he became Chief . Information is hidden.

Officers are being Pulled from special assignments due to shortage of staff. Lack of transparency and trust. Being on the same page. Goal of our command staff...they don't share information. There may be a plan, not many are aware of the plan. May not be finalized yet. They don't want to share information.

Police dept 200k leadership and personnel development training not being spent on training. Speed trust training was given, in an effort to improve trust. Improving transparency. Tell them how it is be straight with them.

Challenge in recruit new officer, come to work every day with the fear of getting in trouble, one officer from Santa Ana worked here and went back. Felt safer

working in Santa Ana. Lot more back up. How long 6 six months, 10 years' experience. Was a detective...

I can't tell you how many firearms we have seized triple from years past.

The word on the street is that you won't be supported if you come to Laguna. Barstow cop came here and he did not even stay through field training. went back to Barstow. 2 more potential are leaving.

Once you leave, don't come back? Is one of LBPD's mottos.

People look for support from the leadership and benefits, Swat program is exception, which is good but only two officers are selected. We don't have a narcotics officer.

We could use a dedicated DUI situation to proactively combat DUIs. Come with staffing. FBI task force. 2 officers on the swat team.

We could have an auto theft officer that would be paid for by county da office. We were told every City PD dept in OC has eliminated narcotics, but they did not.

Larger City organizations are beefing up narcotics. Sale of narcotics still a felony. Do not have a narcotics division to investigate.

Fraud detective is the most overworked person in the department. Terrorism unit.

Can leadership change? not the greatest benefits. Got close to leaving. Friend of neighboring agency...call this command staff has had every opportunity to change but it's hard to say things are not stagnant...doesn't seem like the Chief is running the department. My perception is that the Chief isn't given the leeway to run the force the way he wants to do it.

I think Calvert is a reasonable chief, wants to have these opportunities. Something he can sell. Social media policy are prohibited from posting on social media. What were my cops doing...post arrests and not allowed to post them.

Crime analyst brought up that we have a human trafficking problems at our hotels. Prostitution at hotels pimping and pandering. Pimp force a single prostitute.

She was a former officer she still had her contacts and resources did a ton of

Interview 11: To be honest, a lot of favoritism goes on certain employees get allowed to speak and act a certain way. I almost feel like they are being promoted for past favors, or have something on

Favoritism, Employees who have been promoted have a detrimental effect on our agency. You think we would have the best of the best, easiest way to put it you have a corporal or sergeant do not have the right qualifications for being in their roles, you see it in the promotional process, it is always changing its always different, no set standard for promotion Arbitrary process. Civilian and sworn officers. Happens at least once a year.

I come from La County, and they are a lot more direct and honest during probational period I thought about leaving. An older person called in to report a vehicle parked near her home which had left some time before the call. I told her we could send someone out and gave advice on safety like installing lights, a camera, etc. I got talk to by the training officer, and he said we do not do (give advice) that in Laguna Beach. We just send out a police officer. Not in the training manual

Peculiar response, we baby our residents, we respond to every little thing. I agree with Customer Service, I also believe we need to teach public safety. We respond. Training manual is outdated. Not updated in ten years, training officers have been complaining for 10 years. Complaints and issues are answered, as that is the way we do things around here.

No dispatch procedures and guidelines. I recently updated this with my colleagues only two dispatchers

Overworked. Understaffed. Who handle police fire and safety, inundated during the summer. Two dispatchers, burning out all the dispatchers. We need three, one police radio, one answering phone calls. If 911 then no one is paying attention to the radio. huge officer safety concern,

Working conditions. Most of them just snacking on stuff and they cannot enjoy a 30 minute. Fire, one had a part time dispatcher, with the fire agency had a third and weekend a 3rd. Has been brought up as an issue since I started there. They do not pull anything from the list. They wait for a crisis to occur.

Worst I have ever seen it at the three agencies I have worked for

Lots of solutions brought up to command staff but they do not care about what you say. and they do not do anything. Everyone is being forced to work a lot of overtime. Hard core guys are exhausted, and they think they might leave, lots of agencies are offering. Morale is very bad.

Never get positive reinforcement, emerald fire. Otherwise, no reinforcement for the work we do.

They do not give positive feedback, one command staff would review film and then talk to the officers, reprimand you left and right for things that should not be discussed. It starts from the top. Chief Calvert is a problem. Jim Beres is a detriment to the agency. They way he sent out and the police cadet sends him out for 10 hours to work traffic. You are not aware of how he treats he employees. Issues with his supervisor, and he could. Disrespectful one employee showing late every day. I would call on the radio no response showing up late to work or chatting. She is not working we need to be using her. She responded by telling me that that she does not need to respond to me. He knows about. He has been involved in a lot of recent complaints, puts people down, PEA and HR. filed formal complaints against him. We lost two won a traffic cadet or jailer. Last one parking services officer.

CM Mean to people in PEA meeting, Puts people down. She is beating down on public safety. Police officers do not feel comfortable going out into the public. Puts police in a negative light, at the City Council meeting. He does not

Chief Thompson was the best thing that happened to Laguna Beach. Capt. Calvert and the City. Command staff

We got this Chief Thompson who was taking action you felt like we were listened to, and he defended us. I was about to leave but was motivated to stay when Thompson came on board. Disheartened sad when he was dismissed.

Questions should be asked, barely able to staff four police officers. Interviewee is quitting as of 9.08.2022.

Interview 12:

Reputation of the department and it's leaders. Good old Boy club and denied the existence of. Commanders who get along well and promote themselves.

Jason Kravitz. They were a close-knit group he didn't feel comfortable until Laura came. She listened and cut back on and was great for a few years. Got short timer's syndrome.

Problem is what are you going to do in a small department. You can't just fire everyone. (speaking about command staff) She came down on them. Taking care of each other. Problem lies when they do it at the detriment to others (GW: Preferential treatment) That is the biggest problem with morale., I told people a long time ago. Group of people leaving retirement,

I was unhappy. Calvert will survive this and we knew about his lack of leadership, and we would leave and wouldn't know him, newer younger officers. These new officers are communicating with people that left. Now Rag Patel. From San Diego. Wasn't PD. One from Santa Ana, treated like shit went back to their own department. These were more mature officers.

18 years, now 21 years I should have left 4 years ago. Tested for Sgt. And should have gone to the DA.

I took a self-assessment survey. In 2020 9 q about mental health, say yes, to anyone one due to stress working in laguna beach. I got Yes on 8 of 9, I was stressed out. Riverside da, office once I got to the DA, I retook

I didn't like the way he treated other people

Jumping in on a pursuit. Torres inflated everything. He doesn't have my name right. Didn't suggest a corrective behavior. Worded differently and take corrective action. Course. Cautious and safe.

Lt. Torres, then how they are doing promotions., Coda

Cornelius Corn is a yes man and kiss ass. Corn made a comment that he was going to kick a women officer in the pussy. Farinella got him reprimanded. Then Corn made another comment to a sup and then came back to Corn. Coda then talked to Corn, but did not get reprimanded. (preferential treatment)

Self-assessment survey, I never felt lie the 2019 officer of the year. Never got the award. Heart award from tiff. But no one in the dept. no emails. When I left, No going away party...he never said good luck, congrats no goodbye, no well wishes.

Usually asking if its dumpster fire. Problem for hiring, new officers, other veteran officers coming from Counties, damaged departments. Out of state, Midwest and back east. Sheriff dept has a different mentality, not as common to micromanage.

Vocation choices, Sgt. Collateral duties thrown on them one specific example, what 10% more we were never given lot more liability. For 5% more.

Drove me nuts, dealing with Phil / Peter did some shady stuff medical jailer going to Tijuana and would not offer medical benefits. Not all of them.

Sent email to CC members John and Peter filtered. No transparency. That was year after several years of no pay increases. Lack of

Pietig told her not to ask Farinella, I agree with Chief Thompson he made mistakes and 2 lieutenants and Jim Beres. Calvert rejected twice. Control freak.

Coda left, Kleiser buckles to the pressure.

Thompson put all this pressure on the lieutenants and the quality mistake

Laguna Woods project for like animal services. Contract for police and talked to them what is going to take and get substation at Laguna Woods. Short term for Pietig, long term for Shohreh. Two lists and threw him up. Jim Beres, Trusting them Coda and Kleiser.

Its going to take time to do that People are causing the problem and Command Staff survey. Involved LBT association lieutenants and above, not just

about them, morale of the dept, make recommendation. Laughed at our command staff surveys.

Sgts and below and includes non-sworn. Coda and Kleiser laughed at it.

Better leadership at CM and Police Department. Liked Jeff but not Cpt. Calvert. Seen

Goodbye Shohreh. Then Chief must go.

Pressure on Brian not to post information on social media in tribute to those that leave LBPD.

Brandon left on good terms, came back to visit former colleagues and was asked by a Captain to leave LBPD offices. The Chief called him later saying sorry this happened but turns out this was done at the direction of the Chief.

Similar incident happened at the range where a 30 year former office who was also a range instructor was asked to leave. Possible names, Eric Lee.

Interview 13:

2013 in the Department. Leadership in dept. over the last couple years is the worst I have seen it. Lack of communication is number 1, so minute or big project never asking for any input or information coming forward.

We have the potential to be the best department in OCY. I don't what is holding us back losing to other departments. Money and benefits, mainly people don't feel cared for and are stepping on eggshells.

Don't have the opportunity to speak, question for clarification, never get back to you. Say the chief comes down then defers to cap, lieutenant, then sgt.

Command structure is non-existent. Sometime a officer should bring it up to Cpt. Then Stg.

Chief, Cap. Lieutenant, Sgt. Cpl. Officer. No clear direction. 2 lieutenants to run the dept. money is a problem. Delegated authority, or tasks,

Command structure I can't tell you the last time I saw a captain. Chief same way. Equipment is older, urinals, toilets, little things that hurt morale, last night we had an interview room ceiling tiles fell, water. Little things could be

We were a grow and go. Traffic is a big thing in our city. 2 squad cars addressing noise and traffic. Response is that it will never happen. Don't have the personnel.

Farinella more of an admin, managing the back end. Hiring a ton of people, some didn't make training. Some left for better benefits package. Raises 2-3 percent at that time. Downtown foot beat. 5 officers. Bike patrol, Heisler morale was good, happy to come to work. Towards the end it started going downhill. I don't now know. We just kind of stop seeing her. 20165-2018 riding high. Happy to be on patrol.

Things are getting worse. Main reason why we can't recruit people is that officers get written up too easily, it's a dumpster fire. You went there, I'm loving it.

Favoritism going around. Not a level playing field. Selected for a new specialty position. Modify the process to get the person you want. Hard to say if it's endemic. It's there and everybody knows it.

Leaving now the commanders say to come back. 100 times better at other agencies. It's sad. This department could be the best.

43-55 why has

Already create a gap, Detectives are already serving on patrol. Morale is very low.

Interview 14: 15 years. Before Calvert Farinella was face of dept. didn't hold command staff accountable. We complained about Calvert and Cota were completely incompetent. Calvert is completely incompetent.

Supervisor meetings, Calvert would be assigned to a task and then delegate that work. Jordan left and he was getting a lot of projects that Calvert put his name on. Thompson saw how Coda and Calvert delegated and put Calvert on the spot in meetings. I don't want you to re-delegate the project. Same with Coda. If you are part of Calvert's clique.

Good old boys, but Calvert is very vindictive, you won't get promoted. Cornelius recently took the test, but he was promoted even though he was only 2 years as a sergeant. Very toxic and borderline corrupt.

Calvert will beat around the bush. William Downey. 20-year military didn't wanted to answer the question. He was being disrespectful to Calvert at a meeting by rolling his eyes.

City Council needs to remind Calvert that he needs to ask

George Floyd. Leaving him and going to other agencies. Last 15 years when you compare never been at the top. Pay has something to do with it. 8-9 officers, it's a corrupt culture, it's a dictatorship. Seniority giving up 8-10 years to go to other agencies.

End of the day, 1. Management 2. Pay 3. Opportunities

What would help...retirement health savings 1200 a year. Use that towards insurance premium

1,000 a month for retirement health. More for older people...lateral moves...never left Irvine to come to laguna. It's terrible. Coming PEA.

Germain, denevan raj left right away, 2 to Irvine. Brandon to DA 2 more to Irvine. Civilians traffic investigator and jailer. Dispatch, dispatch supervisor.

At training classes, they say what is going on with your city. Farinella, Rossi. Was super frustrated Johnson. Dave from Huntington beach. Can't' develop our own, never been a priority. Never made that a priority.

Human trafficking. More opportunities, retirement/health savings.

Lost 2 people to seal beach and they moved to Julia. Tried to promote to corporal. Too outspoken about command staff and she tested high is not a lieutenant. In 2 years. Retaliation. Spring, grew, good old boys club got to leave, she is now going to law school.

Reminding them of the press policy that they could not talk to Daniel.

Either accept the fact that something is

Personally worked patrol, 4 officers and one of 4, he didn't do that one of the extra that went out.

Pull people off patrol so detectives would have to be pulled,

2 more people leaving, what would

Interview 15: We appreciate what you do for our community.

What are the major obstacles we need to overcome to make your work more satisfying?

Staffing and high work load, improper priorities, nothing has changed. Can't meet core needs 2 times pay for the overtime is big indicator. No decent increase in numbers since we took over S. Laguna. Whenever a new position comes up. New positions have not come out of patrol.

How is it going. How can we make things better?

Based on your personal experience working in the Laguna Beach Police Department what are the three biggest challenges to recruit new officers.

Back in the day relationships with other agencies, special positions are not filled and lose interest these positions. Easy going position. New hiring from other agencies facing similar positions. Lot of the layers not Orange county. Last was sent n officer. Incentives would improve 3 and 50 for retirement issues, new retirement 5-6 years.

3- 50 if you work can't be vested for 5 years. Some t 3 some t 2.5 when 50 collect 3 percent 3 x t 90 percent

What actions should be taken to improve trust (relationships, communications) between rank and file and Police Management. Can this be accomplished without changes to personnel within the Dept and the City? Require both sides to come to an agreement on this. Speed of trust training was slap in the face minor things we have issues with. Promotional process that just occurred very disappointing process going lack of transparency. Lots of decisions made without rank and file

not being aware of, (GW: Transparency) stuff that I found out that political things being done. community members are asking for additional personnel. Secondary agenda at least 60-65 lieutenants Kleiner 60 ours. New lieutenant. Jonson's position. Mark Kleiser tested for captain. Demoralizing,

Chief Thompson was a horrible choice for the Chief position personality wise. Made offending remarks.

3 / 30 retirement option was chosen by Irvine and other cities. Laguna has 2.7 option.

CM is alleging violations of gift policy by PEA, Alessandra, The Ranch.

Interview 16: Lack of trust between line and command staff. Officer getting reprimanded for things that they should not have been.

Supervisor demonstrating his ability to correct people so they can be promoted. Example police officer pulled out of academy forced to give an answer to a question that he did not know the answer to. The questioning officer launched an internal investigation. The officer then put through an investigation and found to be in violation of the veracity code. The officer then appealed to a former police chief who found the entire process flawed and the officer was cleared. The investigation took one year.

Moral is so low, lack of transparency when people in my position secret, lack of honesty and chief Calvert I had high hopes for him It's been stagnant since he became Chief . Information is hidden.

Officers are being Pulled from special assignments due to shortage of staff. Lack of transparency and trust. Being on the same page. Goal of our command staff...they don't share information. There may be a plan, not many are aware of the plan. May not be finalized yet. They don't want to share information.

Police dept 200k leadership and personnel development training not being spent on training. Speed trust training was given, in an effort to improve trust. Improving transparency. Tell them how it is be straight with them.

Challenge in recruit new officer, come to work every day with the fear of getting in trouble, one officer from Santa Ana worked here and went back. Felt safer working in Santa Ana. Lot more back up. How long 6 six months, 10 years' experience. Was a detective...

I can't tell you how many firearms we have seized triple from years past.

The word on the street is that you won't be supported if you come to Laguna. Barstow cop came here and he did not even stay through field training. went back to Barstow. 2 more potential are leaving.

Once you leave, don't come back? Is one of LBPD's mottos.

People look for support from the leadership and benefits, Swat program is exception, that is good but only two officers are selected. We don't have a narcotics officer.

We could use a dedicated DUI situation to proactively combat DUIs. Come with staffing. FBI task force. 2 officers on swat team.

We could have a auto theft officer that would be paid for by county da office. We were told every City PD dept in OC has eliminated narcotics, but they did not.

Larger City organizations are beefing up narcotics. Sale of narcotics still a felony. Do not have a narcotics division to investigate.

Fraud detective is the most overworked person in the department. Terrorism unit.

Can leadership change? not the greatest benefits. Got close to leaving. Friend of neighboring agency...call this command staff has had every opportunity to change but it's hard to say things are not stagnant...doesn't seem like the Chief is running the department. My perception is that the Chief isn't given the leeway to run the force the way he wants to do it.

I think Calvert is a reasonable chief, wants to have these opportunities. Something he can sell. Social media policy, are prohibited from posting on social media. What were my cops doing...post arrests and not allowed to post them.

Crime analyst brought up that we have a human trafficking problems at our hotels. Prostitution at hotels pimping and pandering. Pimp force a single prostitute.

She was a former officer she still had her contacts and resources