

Addendum

Rehiring Retirees – Deputy City Marshal

May 15, 2024

Introduction:

Deputy City Marshals serve integrally as a unique law enforcement agency within the city of Las Vegas, wielding concurrent authority alongside the Las Vegas Metropolitan Police Department. Working in tandem with Metro Police and neighboring agencies, Marshals provide vital services to the community. With jurisdiction to cite and arrest individuals in the event of a crime, they hold initial investigative responsibility for offenses occurring in and around city-controlled properties. Their duties encompass a wide range of tasks, including enforcing local and state traffic laws, pursuing criminals, issuing citations, executing warrants, removing abandoned vehicles, and aiding crime victims. Moreover, Marshals are entrusted with securing crime scenes and safeguarding the well-being of fellow officers and the public. Alongside these essential duties, Marshals participate in specialized units and programs such as Operation S.A.F.E.R., Fusion Center, Criminal Investigations, MORE Team, Conditions Team, Property & Evidence, Explorer Program, Dignitary Protection Team, K-9, FLEX Team, and POP team, each contributing to the overall safety and security of the community through proactive measures, outreach efforts, and specialized response strategies.

In 2023 alone, Deputy City Marshals demonstrated their unwavering commitment to public safety by responding to a staggering 8,191 priority 1 calls for service. Amidst their dedicated efforts, they made 5,730 arrests and issued citations, underscoring their proactive approach to law enforcement within the city of Las Vegas. These statistics not only highlight the Marshals' readiness to address urgent situations but also shows their pivotal role in maintaining order and ensuring the well-being of residents and visitors alike. These numbers also do not reflect Council Action Requests and requests in general from city officials and various stakeholders.

Exacerbating concerns is that renewed expectations are currently outpacing capacity. DPS is a young department with lower tenured supervisors. For example, in 2014, our allotted DPS Marshal number was 58. In 2024, we are currently allotted for 115, an increase of over 98%. In 2014, we had 75 parks. In 2024, we are currently at 83 parks. Our mission however has evolved to patrolling our two tourist corridors, Fremont Street and the Strat/Arts District – as well as focusing on the significant challenge of homeless response.



While our Deputy City Marshals are doing an excellent job in keeping the community safe, there are times when our workforce falls short of meeting the demands of safeguarding public spaces due to staffing shortfalls. This is where critical need designation becomes essential. Unfortunately, our agency currently grapples with a concerning 18% vacancy rate for Deputy City Marshals and Deputy City Marshal Sergeants combined. This shortfall not only compromises the efficiency of our operations but also jeopardizes the safety and well-being of those who frequent our city's vibrant spaces. In light of these challenges, the implementation of critical need hiring provisions presents a timely and pragmatic solution to address our immediate staffing needs, ensuring the continued provision of reliable security services to our community.

History of Turnover Rates

Turnover rate listed in the table below reflects the total number of Deputy City Marshals who separated in each calendar year.

Calendar Year	Number of Employees	Number of Separations	Turnover Rate
2023	76	17	22.37%
2022	84	18	21.43%
2021	82	5	6.10%
2020	81	11	13.58%
2019	84	6	7.14%

Number of Openings and Number of Qualified Candidates

The Department of Public Safety's budget allows for 102 Deputy City Marshals and 13 Deputy City Marshal Sergeants. As of April 4, 2024, the department has 81 Deputy City Marshal positions and 13 Deputy City Marshal Sergeant positions filled.

During the last recruitment cycle, DPS received 413 applications for Deputy City Marshals and Corrections Officers. However, only 73 of these applications were referred to proceed with background checks, polygraph examinations, and suitability tests.

Length of Time Position Has Been Vacant

The length of time a position is vacant varies and is dependent upon the timing of the recruitment cycle.

Difficulty Filling the Position

Recruiting qualified Deputy City Marshals involves a comprehensive and time-consuming process. On average, the full recruitment cycle spans 6-8 months. Key steps in the recruitment process include submitting applications, undergoing physical agility testing, participating in criminal background interviews, polygraph examinations, medical evaluations, and psychological suitability assessments.

Additionally, new hires must complete a rigorous 6-month academy program followed by on average 5 segments or 5 months of field training before they can commence duties as a Deputy City Marshal. Given the extensive recruitment and training timeline, the Critical Labor Shortage designation enables the department to swiftly hire and deploy qualified candidates in the field. Retirees are already familiar with department policy and procedure, which would allow for potentially shortening the time frame for activating officers to be on patrol duty.

History and Success of the Efforts to Recruit for the Position

The recruitment efforts for the Department of Public Safety (DPS) have yielded remarkable success, marked by a strategic recruitment incentive program and multifaceted approaches. As part of our initiative, DPS employees are incentivized with \$750 upon the recruit's graduation from the academy and an additional \$750 once they successfully pass field training. To ensure potential recruits are adequately prepared, we offer physical training sessions with public safety personnel, where candidates can practice and refine their skills for the physical agility test. These concierge type events are opportunities for our staff to meet and develop relationships with our candidates – this has helped with them staying with us in the process and not going with another agency. Our dedicated recruitment team has significantly enhanced our presence at job fairs, facilitated by a revamped and user-friendly website, which provides comprehensive information and resources for aspiring candidates. Additionally, initiatives such as ride-alongs, targeted job postings, and expanded outreach efforts have contributed to the recruitment's overall success. These efforts reflect DPS's commitment to attracting and retaining top-tier talent to ensure the safety and security of our community.