

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to the status of all workers compensation claims for sworn personnel in the Los Angeles Police Department (LAPD) and Los Angeles Fire Department (LAFD).

Recommendation for Council action, pursuant to Motion (Rodriguez – Blumenfield):

INSTRUCT the Personnel Department, with the assistance of the City Administrative Officer (CAO), the LAPD, and LAFD, to report back in 30 days on the status of all workers compensation claims for sworn personnel with said report to include:

- a. A comparison of the costs associated with personnel remaining on Injured on Duty (IOD) status versus the costs if the City were to pay workers' compensation claims in a timely manner.
- b. A breakdown of the current costs related to IOD status (including salaries, benefits, and other related expenses while personnel are on leave).
- c. The financial impact of delays in workers' compensation payments.
- d. A cost analysis if workers' compensation claims were paid promptly and the potential savings in reducing IOD duration.

Fiscal Impact Statement: Neither the CAO nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On December 3, 2024, your Committee considered a Motion (Rodriguez – Blumenfield) relative to the status of all workers compensation claims for sworn personnel in the LAPD and LAFD. According to the Motion, ensuring that LAFD and LAPD personnel receive timely approval of their workers' compensation claims is crucial for maintaining the well-being of the employees and the operational efficiency of their Departments. When first responders are injured on duty, quick access to medical care and financial support is essential to both their recovery and the department's ability to function effectively. Delays in processing workers' compensation claims can have serious consequences, affecting not just the individuals involved, but also the broader community these Departments serve.

In high-risk professions like firefighting and law enforcement, injuries can be severe, and delays in treatment can lead to prolonged recovery or even permanent disability. Equally important is mental health support; many injuries sustained by first responders occur in dangerous or traumatic situations. Without timely access to mental health care, these individuals are at risk of long-term issues such as PTSD or depression. Ensuring that

workers' compensation claims are handled efficiently helps to maintain morale and trust in the system. First responders must feel confident that the department will support them in the event of injury. Delays or complications in receiving compensation can lead to frustration, lower job satisfaction, and reduced morale among personnel. A Department that takes care of its personnel fosters loyalty and trust, which can directly impact overall job performance and retention. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES

SOTO-MARTINEZ: YES

PRICE: YES

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12/3/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-