

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to sworn hiring in the Los Angeles Police Department (LAPD).

Recommendations for Council action:

RECEIVE and FILE the November 22, 2024 Personnel Department report relative to sworn hiring in the LAPD.

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 November 22, 2024 Personnel Department report relative to sworn hiring in the LAPD. According to the Personnel Department, the Police Officer Recruitment Incentive Plan (PORIP) has proven to be a complimentary tool to identify, recruit and mentor Police Officer candidates. Since its reestablishment in July 2022, a steady stream of employee referrals has led to 80 candidates being successfully hired. It's anticipated that the PORIP will continue to add new Recruit Police Officers to every Academy class this fiscal year. The Personnel Department will continue to work with the LAPD to streamline the hiring process, while improving the number of candidates appointed, without reducing established quality standards and guidelines. After consideration and having provided an opportunity for public comment, the Committee moved to receive and file the Personnel Department report. 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

ARL

12/3/24

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**