

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to the feasibility of providing paid parental leave for sworn personnel within the Los Angeles Police Department (LAPD).

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

INSTRUCT the City Administrative Office (CAO) to report on the feasibility of providing paid parental leave for sworn personnel within 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 Motion (Rodriguez – McOsker) relative to the feasibility of providing paid parental leave for sworn personnel within the LAPD. According to the Motion, paid family leave includes significant benefits, both tangible and intangible, to families' physical, mental, and financial well-being. The lack of these benefits can leave families in financially precarious situations during a vulnerable period of their lives and results in workers returning to work earlier than they should.

In 2021, the City approved the Paid Parental Time (PPT) Pilot Program to provide paid family leave to civilian employees. The PPT Pilot Program provides eligible employees with six weeks of 100 percent paid time off for pregnancy disability and/or to bond with their new child during Family and Medical Leave. The PPT Pilot Program will last through June 30, 2025, at which time the City and its partners will analyze and report on program impacts. Although the PPT Pilot Program does not currently include sworn employees, on November 5, 2024, Council approved the 2024-28 Memorandum of Understanding No. 23 for Firefighters and Fire Captains that includes paid parental time. It is important that all City employees receive paid parental time. 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

ARL

12/3/24

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**