

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

Recommendations for Council action, as initiated by Motion (McOsker – Blumenfield):

1. INSTRUCT the Personnel Department and LAPD to report monthly to the Personnel, Audits, and Hiring (PAH) Committee with sworn hiring statistics from June 2023 through August 2024, to include:
 - a. The number of police officer applicants
 - b. The number of candidates who enter the academy
 - c. The number of academy graduates
 - d. Attrition numbers
 - e. The impact of the Sworn Hiring Incentive Program
 - f. Any recruitment challenges experienced by the LAPD and other law enforcement agencies.
2. INSTRUCT the City Administrative Officer (CAO) to report monthly to the PAH Committee with hiring statistics for the three largest law enforcement agencies in California and the ten largest law enforcement agencies in Los Angeles County to include:
 - a. Starting salary and any applicable bonuses/incentive programs.
 - b. Hiring targets
 - c. Number of applicants
 - d. Number of hires
 - e. Attrition rates
 - f. Information on and performance of any other hiring/re-hiring programs offered.
3. INSTRUCT the CAO to report in 30 days on the total number of police departments that have closed nationally in the last five years.

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 September 3, 2024, your Committee considered a Motion (McOsker – Blumenfield) relative to sworn hiring in the LAPD. According to the Motion, hiring and retaining the necessary number of police officers is critical for the City to address key public safety issues. In order to respond to challenges in meeting the LAPD's hiring goals, on August 23, 2023, the Council approved the July 2023 to June 2027 Memorandum of Understanding (MOU) for police officers that included several efforts to improve recruiting and hiring of new officers. The MOU included various changes to address three objectives: improve recruiting and hiring of new officers, retain new and experienced officers, and incentivize critical public safety functions. It is important to engage in an ongoing examination of the effectiveness of the City's efforts to meet the annual sworn hiring goals. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion, as amended. 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: ABSENT

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9/3/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-