

MOTION

The Los Angeles Police Department (LAPD) and Los Angeles Fire Department (LAFD) offer great opportunities for those interested in a career in public safety and public service. Both LAPD and LAFD offer competitive salaries, great health insurance, pensions and other ancillary benefits. Both are large departments with numerous opportunities for advancement and specialized training in specific divisions and functions.

However, the majority of police officers and firefighters are not residents of the City of Los Angeles, which means other jurisdictions benefit from their spending on property tax, sales tax and other revenues. Longer commutes from other cities also create traffic congestion and increase air pollution. Finally and most importantly, the communities that officers and firefighters serve are often not the ones that they themselves belong to, which can create a natural disconnect between public servants and constituents.

The City of Los Angeles should take steps to ensure the police officers and firefighters protecting and serving our residents are representative of the diverse population of the City, and actively seek out and recruit from the over four million Angelenos who call this City home.

I THEREFORE MOVE that the Los Angeles Police Department, the Los Angeles Fire Department, and any other departments, as needed, be DIRECTED to report in 30 days with recommendations to increase the recruitment and hiring of City of Los Angeles residents.

I FURTHER MOVE that LAPD and LAFD report with recommendations to establish an incentive program for current personnel who successfully recruit City residents to join the departments.

PRESENTED BY: Joe Buscaino  
JOE BUSCAINO  
Councilmember, 15th District

SECONDED BY: Monica Rodriguez

DEC 08 2021

