

MOTION

The 2022-23 Adopted City Budget includes a hiring plan of 780 Police recruits, with 13 classes of 60 recruits each. Funding to hire 625 recruits is in the Los Angeles Police Department (LAPD) Budget. To date, three classes totaling 99 recruits have been hired.

Several factors have been cited for contributing to a decline in applicants to become Los Angeles Police Officers, namely delays in the hiring process and competitive compensation incentives. The LAPD experienced a significant increase in sworn attrition, due to retirements and resignations to other agencies and fields of work. Currently, LAPD staffing levels have dipped to 9,226 sworn personnel, down from the peak sworn deployment of 10,072 in January 2019.

These circumstances are not unique to the LAPD, with many law enforcement agencies experiencing the same challenges. Industries across the country, including law enforcement, are offering bonuses to attract more diverse candidates. To stay competitive in the labor market, many agencies have found that offering a hiring bonus provided them a competitive advantage and subsequently have adjusted their recruitment initiatives and budgets to earmark funding for hiring bonuses. Law enforcement agencies throughout California, including Anaheim, Antioch, Bakersfield, Bay Area Rapid Transit, Beverly Hills, Chico, Colton, Dixon, Kern County Sheriff, Redding, San Diego Police, San Diego Sheriff, and San Gabriel Police Department all have hiring bonuses.

Attrition among civilian personnel, which provide critical support roles, has also borne an impact on deployment with sworn personnel serving in roles which would otherwise be filled by civilian staffing. A bonus hiring plan would allow the Department to immediately move hundreds of sworn officers out of civilian desk jobs and return to patrol. To gain eligibility for such a bonus, the plan would need to contain criteria that distinguishes between bonuses for new hires and lateral hires. Spreading a bonus out over time better incentivizes a longer term commitment and would mitigate the immediate budgetary impact.

Moreover, the hiring process managed by personnel has remained stagnant and requires reform to ensure qualified candidates are considered and reviewed in an expedited manner to prevent the limited candidate pool from pursuing other opportunities due to the slow pace of hire. Facing the continued attrition related to retirements and current staffing needs, a bonus hiring plan should be explored for both civilian and sworn positions, with an emphasis on filling the immediate needs of civilian staffing to return sworn personnel to the fulfill the roles they were prepared and trained to serve.

**I THEREFORE MOVE** that the City Council instruct the Personnel Department, with the assistance of the LAPD, to report back within 30 days with a plan to accelerate the hiring process for civilian and sworn personnel and to include a proposed plan for a hiring incentive that is designed to mitigate attrition and promote local hire.

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**I FURTHER MOVE** that the City Council instruct the Personnel Department, with the assistance of the LAPD, to report back with a proposal to attract applicants for civilian and non-specialized administrative positions, as well as for positions classified under “Police Service Representative 2207”.

**I FURTHER MOVE** that the City Council instruct the City Administrative Officer to identify and report back with funding to implement the aforementioned hiring bonus plans in the Fiscal Year 2022-23 as well as for the next three years.

PRESENTED BY:   
MONICA RODRIGUEZ  
Councilwoman 7th District

SECONDED BY:   
ORIGINAL