

PUBLIC SAFETY COMMITTEE REPORT relative to the Los Angeles Police Department's (LAPD) hiring process for civilian and sworn personnel; and hiring incentives to mitigate attrition and promote local hire; and to attract applicants for civilian and non-specialized administrative positions; and related matters.

Recommendations for Council action, as initiated by Motion (Rodriguez – Blumenfeld):

1. INSTRUCT the Personnel Department, with the assistance of the LAPD, to report to Council within 30 days with:
  - a. 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.
  - b. A plan to implement the bonuses as outlined in the Public Safety Committee report dated October 6, 2022, attached to Council file No. 22-1140, no later than January 1, 2023.
  - c. A comparison of average salaries between the LAPD and the surrounding agencies in the region; and to include where the LAPD ranks in comparison.
2. INSTRUCT the Personnel Department, with the assistance of the LAPD, to report to Council with a proposal to attract applicants for civilian and non-specialized administrative positions, as well as for positions classified under "Police Service Representative 2207".
3. INSTRUCT the Personnel Department, with the assistance of the LAPD, to:
  - a. Establish a Hiring Bonus for new LAPD Police Officer hires as follows:
    - i. \$5,000 following the start of the Recruit Academy.
    - ii. \$5,000 upon successful completion of probation.
    - iii. \$5,000 upon 36 months of service.
  - b. Establish a Hiring Bonus for lateral Police Officers hires to the LAPD as follows:
    - i. \$10,000 following the start of the Recruit Academy.
    - ii. \$5,000 upon 18 months of service.
    - iii. \$5,000 upon 36 months of service.
4. INSTRUCT the City Administrative Officer (CAO) to identify and report to Council with:
  - a. Funding to implement the aforementioned hiring bonus plans in the Fiscal Year 2022-23 (FY 22-23), as well as for the next three years.
  - b. Funding totaling \$1,375,000 to implement the hiring bonus plan in FY 22-23.

Fiscal Impact Statement: Neither the CAO nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted

**(Personnel, Audits, and Animal Welfare Committee waived consideration of the above matter)**

## SUMMARY

At the meeting held on October 6, 2022, your Public Safety Committee considered a Motion (Rodriguez – Blumenfield) relative to the LAPD's hiring process for civilian and sworn personnel; and hiring incentives to mitigate attrition and promote local hire; and to attract applicants for civilian and non-specialized administrative positions; and related matters.

After an opportunity for public comment was held, the Committee moved to approve the recommendations contained in the Motion, as detailed above, as amended. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

## PUBLIC SAFETY COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
RODRIGUEZ:	YES
LEE:	YES
BUSCAINO:	ABSENT
HARRIS-DAWSON:	YES
KORETZ:	ABSENT

LV 10/6/22

A handwritten signature in dark ink, appearing to read "Hon. Rodriguez", with a stylized flourish at the end.

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**