

REPORT FROM

## OFFICE OF THE CITY ADMINISTRATIVE OFFICER

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Date: April 6, 2023

CAO File No. 0130-02142-0000

Council File No. 22-1140

Council District: --

To: The Mayor and Council

From: Matthew W. Szabo, City Administrative Officer 

Reference: Public Safety Committee Report dated October 6, 2022

Subject: **LOS ANGELES POLICE DEPARTMENT - SWORN HIRING INCENTIVE EXPENSE FUNDING**

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### RECOMMENDATION

That the Council, subject to the approval of the Mayor, instruct the Personnel Department, with the assistance of the LAPD and the City Administrative Officer, to report to Council with a proposal to establish a hiring incentive program for hard-to-fill civilian classifications within the LAPD, similar in structure to that for sworn hiring, and identify the necessary resources required to implement this program.

### SUMMARY

On October 11, 2022, the Council adopted Motion (Rodriguez- Blumenfield), which instructed this Office to report on the funding necessary to implement the Los Angeles Police Department's (LAPD) hiring bonus plans in Fiscal Year 2022-23, as well as for the next three years in order to mitigate the impacts of sworn officer attrition and to promote local hiring of Police Officers, (C.F. 22-1140). This Office has been working with the LAPD and the Personnel Department to examine the hiring process and the feasibility and resources required to effectively establish and implement sworn hiring bonus plans.

Although this report primarily focuses on sworn officer hiring incentives, we recommend that the Personnel Department work with LAPD in developing a civilian hiring incentive program, similar to that of the sworn program, to address the recruitment and retention of civilian and non-specialized administrative positions within the LAPD.

### DISCUSSION

This Office was instructed to provide an analysis of the Los Angeles Police Department's (LAPD) funding requests and to make recommendations on the need and justification for these resources to implement sworn hiring bonus plans in Fiscal Year 2022-23 and for the next three years.

## Actual Sworn Recruit Hiring

The Police Department hired 2,647 recruits at an annual average of 527 recruits, from Fiscal Years 2017-18 through 2021-22, excluding an outlier of 79 recruits in 2020-21 due to the reduction of \$150 million from the Department's General Fund budget, as shown on the table below.

### *LAPD Sworn Officer Hiring – Five-Year Summary*

Fiscal Year	Number of Recruits
2017-18	531
2018-19	489
2019-20	513
2020-21	79
2021-22	574
<b>Total</b>	<b>2,647</b>

## Projected Sworn Recruit Hiring

Based on the prior and current year trends, this Office projects new sworn recruits for Fiscal Year 2022-23 and for the next three years, as illustrated below.

### *LAPD Three-Year Projected Recruit Hiring*

Fiscal Year	Number of Recruits
2022-23	461
2023-24	527
2024-25	527
2025-26	527
<b>Total</b>	<b>2,042</b>

## Sworn Hiring Bonus for New Recruits

On October 11, 2022, the Council adopted Motion (Rodriguez- Blumenfield), which instructed the Personnel Department, with the assistance of the LAPD to establish a Hiring Bonus for (C.F. 22-1140):

- New LAPD Police Officer hires:
  - \$5,000 at the start of the Recruit Academy;
  - \$5,000 upon successful completion of probation; and
  - \$5,000 upon 36 months of service.
- Lateral Police Officer hires from outside agencies:
  - \$10,000 at the start of the Recruit Academy;
  - \$5,000 upon 18 months of service; and

- \$5,000 upon 36 months of service.

With the sworn hiring bonus program being implemented starting May 2023, this Office projects that 86 recruits (85 new Police Officers and one lateral Police Officer) will be qualified for the above hiring incentives. Based on the prior and current year trends, the ratio for new Police Officer hires to Lateral Police Officer hires is 110:1. Estimated annual costs for sworn hiring incentive are provided in the table below.

*Estimated Annual Costs for the Sworn Hiring Incentive*

Fiscal Year	Projected Recruits	Start of the Recruit Academy Incentive per Recruit		Successful Completion of Probation / 18 Months of Service		36 Months of Service		Estimated Total Costs Sworn Hiring Incentive
		New PO Hire (\$5,000)	Lateral PO Hire (\$10,000)	New PO Hire (\$5,000)	Lateral PO Hire (\$5,000)	New PO Hire (\$5,000)	Lateral PO Hire (\$5,000)	
2022-23	86	\$425,000	\$10,000	\$0	\$0	\$0	\$0	<b>\$435,000</b>
2023-24	527	\$2,600,000	\$70,000	\$0	\$0	\$0	\$0	<b>\$2,670,000</b>
2024-25	527	\$2,600,000	\$70,000	\$1,855,000	\$25,000	\$0	\$0	<b>\$4,550,000</b>
2025-26	527	\$2,600,000	\$70,000	\$2,810,000	\$35,000	\$575,000	\$5,000	<b>\$6,095,000</b>
<b>Total</b>	<b>1,667</b>	<b>\$8,225,000</b>	<b>\$220,000</b>	<b>\$4,665,000</b>	<b>\$60,000</b>	<b>\$575,000</b>	<b>\$5,000</b>	<b>\$13,750,000</b>

The Police Officer Recruitment Incentive Program (PORIP) was designed to encourage City employees, Neighborhood Councils and Non-Profit Organizations to become involved in the recruitment of qualified candidates for Police Officer. PORIP was implemented in July 1, 2022 to offer a total of \$2,000 to all successful referrals from City employees. PORIP payments consist of \$1,000 for each candidate that is appointed to the Academy, and \$1,000 upon candidate graduation. Seven PORIP-referred candidates have been hired as to date. This Office projects that the Fiscal Year 2022-23 costs associated with PORIP will be absorbed within existing Personnel Department budget appropriations. Estimated annual costs for PORIP are provided in the table below. We have also included total costs for both the Sworn Hiring Bonus and PORIP.

*Estimated Annual Costs for the PORIP*

Fiscal Year	Police Officer Recruitment Incentive Program (PORIP)	PORIP (\$2,000)	Estimated Total Costs Sworn Hiring Incentive + PORIP
2022-23	N/A	N/A	\$435,000
2023-24	10	\$20,000	\$2,690,000
2024-25	17	\$34,000	\$4,584,000
2025-26	21	\$42,000	\$6,137,000
<b>Total</b>	<b>48</b>	<b>\$96,000</b>	<b>\$13,846,000</b>

An analysis of the LAPD's Office and Administrative Account projection indicates an end-of-year surplus and therefore, an appropriation of funding is not recommended as the Department can move forward with this program within existing budgeted resources. This Office will work with the Department to monitor and report on its fiscal condition in a subsequent Financial Status Report.

### **FISCAL IMPACT STATEMENT**

Approval of the recommendation within this report will have no additional impact to the General Fund for Fiscal Year 2022-23. For Fiscal Year 2023-24, the projected annual General Fund impact is \$2,690,000 for the sworn hiring incentive programs, which would need to be considered for as part of the 2023-24 budget development process.

### **FINANCIAL POLICIES STATEMENT**

The recommendation stated in this report complies with the City's Financial Policies, as the required funding for this program will be determined through the annual budget process.

*MWS:EFR:CN:04230100*