

PUBLIC SAFETY COMMITTEE REPORT relative to establishing a hiring incentive program for civilian classifications within the Los Angeles Police Department (LAPD) and identifying the necessary resources to implement the program.

Recommendations for Council action:

1. INSTRUCT the Personnel Department, with the assistance of the LAPD and the City Administrative Officer (CAO), 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 for the current Fiscal Year (FY) 2022-23 only.
2. DIRECT the CAO to report at the next Public Safety Committee meeting on the inclusion of the civilian staff hiring bonuses and include the extension of both sworn and civilian bonuses through FY 2025-26.

Fiscal Impact Statement: The CAO reports that approval of the recommendations within this report will have no additional impact to the General Fund for FY 2022-23. For FY 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 FY 2023-24 budget development process.

Financial Policies Statement: The CAO reports that the recommendations 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.

Community Impact Statement: None submitted

SUMMARY

At the meeting held on April 11, 2023, your Public Safety Committee considered a CAO report relative to establishing a hiring incentive program for civilian classifications within the LAPD and identifying the necessary resources to implement the program.

After an opportunity for public comment was held, the Committee recommended to move forward the recommendation contained in the CAO report, as detailed above, as amended. This matter is now submitted to the Council for consideration.

Respectfully Submitted,

PUBLIC SAFETY COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
RODRIGUEZ:	YES
LEE:	YES
MCOSKER:	YES
PARK:	YES
SOTO-MARTINEZ:	NO

LV 4.11.23

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