

# LOS ANGELES POLICE COMMISSION

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August 30, 2023

BPC #23-173

The Honorable Public Safety Committee  
City of Los Angeles  
c/o City Clerk's Office  
City Hall, Room 395  
Los Angeles, CA 90012

RE: LATERAL HIRING BARRIERS, CITY COUNCIL FILE NO. 23-600.

At the regular meeting of the Board of Police Commissioners held Tuesday, August 22, 2023, the Board APPROVED the Department's report relative to the above matter.

Respectfully,

BOARD OF POLICE COMMISSIONERS

A handwritten signature in blue ink that reads "Rebecca Munoz".

REBECCA MUNOZ  
Commission Executive Assistant

Attachment

c: Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

23-173  
RECEIVED  
RICHARD M. TEJANA  
EXECUTIVE DIRECTOR  
8/16/23  
DATE

August 10, 2023  
1.3

**TO:** The Honorable Board of Police Commissioners

**FROM:** Chief of Police

**SUBJECT:** LOS ANGELES POLICE DEPARTMENT'S RESPONSE TO LOS ANGELES CITY COUNCIL PUBLIC SAFETY COMMITTEE (CITY COUNCIL FILE NO. 23-600, ITEM #131)

**RECOMMENDED ACTION**

1. That the Board of Police Commissioners (BOPC) REVIEW and APPROVE the Los Angeles Police Department's (LAPD) response to the Public Safety Committee.
2. That the BOPC TRANSMIT to the Public Safety Committee the attached response.

**DISCUSSION**

On May 18, 2023, the Public Safety Committee directed the LAPD to report with the following:

1. Identify and provide recommendations to address barriers to hiring lateral transfers of personnel employed by law enforcement agencies external to the City of Los Angeles.
2. Provide options for providing competitive salaries and a pension plan option for public safety within the Los Angeles City Employees' Retirement Plan (LACERS) that is competitive to the Police and Fire pension plans and establish reciprocity with the California Public Employees' Retirement Systems (CalPERS).

The attached documents should address the Public Safety Committee's questions. If you have questions regarding this matter, please contact the Office of Support Services, at (213) 486-4810.

Respectfully,

  
MICHEL R. MOORE  
Chief of Police

BOARD OF  
POLICE COMMISSIONERS  
Approved August 22, 2023  
Secretary Rebecca Munoz

Attachment

**FACT SHEET**  
**LATERAL HIRING BARRIERS**  
 August 10, 2023

**Background**

On May 18, 2023, the Los Angeles City Council instructed the Los Angeles Police Department (Department) to provide recommendations for competitive salaries, pension plans, and benefits for purposes of recruiting Lateral Police Officers (Council File NO. 23-600, Item #131).

**Discussion**

Currently, many surrounding law enforcement agencies offer lateral hiring bonuses in addition to competitive salaries, incentives, and comparable benefit packages to entice current Department personnel.

See Table-1 and Table-2 for more information.

**Lateral Salary and Benefits Package Comparison**

*Table-1*

**LAPD Salary and Benefits Package**

Agency	Salary Range	Lateral Bonus	Incentives / Special Pay
LAPD	\$74,019 - \$113,983	None	1.25 % Patrol Bonus
			Up to 24,000 total rent subsidy for two-years
			Education incentive 4,940 a year for associate degree, \$7,540 for bachelor's degree
			\$1,525 yearly uniform allowance
			Longevity pay up to 8.25%
			Special Assignment Pay
			Hazard Pay
			Eligible officers receive up to \$2,000 per Fiscal Year for education reimbursement and up to \$1,000 per Fiscal Year for Training reimbursement

Table-2

**Outside Agency Salary and Benefits Package**

Agency	Salary Range	Lateral Bonus	Incentives / Special Pay
Irvine PD	\$81,140.80 - \$142,565	None	Shift differential (2% swing shift, 4% graveyard)
			2 % bilingual pay
			Special Assignment Pay (1.5%- 6%)
			Shift differential (4% Alpha shift, 2% Delta Shift)
			Pay for performance incentive- Employees can receive a 5-8% salary adjustment based on performance review up to their maximum salary
			If eligible, can convert personal sick leave in excess of 168 hours to vacation hours
			Up to \$300 reimbursement in work-related equipment purchases each calendar year
Santa Monica PD	\$109,392 - \$135,048	None	\$250 low sick leave usage
			\$2,500 tuition reimbursement per year
			\$46.16 Bi-Weekly Uniform Allowance
			60 minutes per workweek wellness period
Torrance PD	\$87,360 - \$118,056	\$10,000	\$170 annual uniform replacement vouchers, \$125/mo. bilingual pay, 12 paid holidays Special Assignment Pay 3.5%-10 %
Manhattan Beach PD	\$96,924 - \$117,828	3% - 10% of base salary	Up to \$3,000 Tuition reimbursement
			Education incentive 2.5% of base pay for a bachelor's degree and 2.5% base pay for a master's degree
			Special Assignment Pay 5-10%
			\$700 yearly uniform allowance
Gardena PD	\$89,844 - \$114,672	\$5,000	40 Hours of lateral vacation hour credit
			50 hours of lateral sick time credit
			Eligible to be placed on pay step close to their previous Pay (Chief of Police Discretion)
			\$5,500 annual education reimbursement
			\$965 per month education incentive for AA/AS degree. \$141 for BA/BS
			Bilingual Pay
Uniform Allowance			

Lateral Hiring Barriers

Agency	Salary Range	Lateral Bonus	Incentives / Special Pay
Pasadena PD	\$96,355.38 - \$111,743.01	\$8,000	Bilingual Pay \$140 per month
			Education incentive per month: at least 60 college units \$175, AA Degree \$225, BA Degree \$550.
			Uniform allowance \$1,000 per year.
			Special assignment pay 3.75% - 8.75%.
Burbank PD	\$89,142 - \$111,291.44	None	Special Assignment pay 3.4%-11.3 %.
			Bilingual pay \$100 a per month.
			Longevity Pay \$150-\$500 per month depending on years and classification.
			Uniform Allowance- \$1,250 per fiscal year
			After Hours education program- reimbursement up to a maximum \$5,000 per year
			Education incentive per month: AA Degree \$192.50, BA Degree \$302.50, Master's Degree \$495
			Lateral Hires receive 120 hours of Vacation and 120 hours of sick time at the time of hiring
Long Beach PD	\$87,006.24 - \$116,188.56	\$15,000	Bilingual pay additional \$1.20 per hour
			Patrol Premium pay at \$1.596 per hour
			L-Car pay at \$5.041 per hour during certain overnight hours
			Wellness Pay (amount depends on participation)
LASD	\$77,832 - \$131,616	None	Bilingual pay
			Education Step increase
			5.6-24 % bonus pay for coveted positions
			2% patrol retention bonus
Ontario PD	\$83,199.96 - \$101,150.40	None	Bilingual pay of 6%
			7% education pay
			3% shift differential
			Special assignment pay 5-8%
Inglewood PD	\$87,658 - \$106,960	\$40,000	8% specialty assignment pay

Lateral Hiring Barriers

Agency	Salary Range	Lateral Bonus	Incentives / Special Pay
Pomona PD	\$87,048 - \$106,272	\$25,000	\$40 per pay period uniform allowance Education incentive of 3% of base pay plus \$100 for AA/AS 6% of base pay plus \$200 additional payment per month for Masters' or Doctorate Degree Bilingual Pay of \$58 per pay period
Redondo PD	\$92,424 - \$112,212	\$10,000	Education incentive 9% pay for BA Uniform allowance \$650 per year Specialty Assignment pay 4% of base pay Longevity Pay 6-18% based on years of service
Glendale PD	\$93,146.52 - \$115,382.76	None	Uniform allowance \$1400 per year Foreign language pay \$175 per month Tuition reimbursement of \$10,000 for each 10-year cycle Longevity Pay 4-8% based on years of service
Anaheim PD	\$78,228.84- \$133,348.80	\$15,000	Bilingual pay up to 7.5% Night shift bonus 2% Special Assignment pay 2.5%-5% Longevity Pay 4% after 25 years of total law enforcement service, 15 years minimum with the City of Anaheim Educational incentive: "Master intermediate/advance pay" 10-15% if assigned to patrol duty Police Wellness Incentive Program (WIN)- Employees can receive a day off up to 12 hours of paid leave and \$200 for fitness membership/equipment each year

On average, the Department loses 450-500 officers per year due to attrition (retirements and resignations). However, in Fiscal Year (FY) 2021-22, the Department saw an increase in early separations totaling to 680 officers.

Sworn personnel who are resigning or retiring are required to conduct "exit interviews". However, reasons for leaving provided by these officers are often vague and general, as officers are not obligated to provide specific reasons as to why they are leaving the Department.

Recruitment and Employment Division (RED) developed a list of potential barriers for officers wanting to lateral to the Department. The RED gathered the list from personal and professional interactions with active Department sworn personnel, speaking with officers from outside agencies and potential police officer candidates inquiring through various channels:

- No lateral bonuses;
- Other agencies offer more competitive wages and benefit packages;
- High cost of living – other agencies may be closer to their homes; and,
- COVID-19 vaccine mandate.

In addition, RED was asked to elaborate on LAPD pension plan options to see if there is a way for LAPD to match the pension plan with CalPERS/LACERS:

- Los Angeles Fire and Police Pension (LAFPP) currently does not have reciprocity with any other pension plans.
- LACERS has had reciprocity with CalPERS for civilian employees since July 14, 1997.
- CalPERS has reciprocity with 19 other public retirement systems (not including LAFPP).
- If LAFPP established reciprocity with another retirement plan, it has the potential to negatively impact LAPD retention.
  - Establishing reciprocity would require negotiations between the City of Los Angeles, the Chief Administrative Officer, the respective retirement system, and the heads of the hiring departments (LAPD, LAFD, Airport Police Department, and Port Police Department). In addition, this would necessitate a change to the Los Angeles City Charter, which requires a ballot measure.

The LAFPP states that its pension plan is 98 percent funded, which makes it one of the highest-funded public pension systems in the country. Establishing reciprocity could potentially make it easier for current LAPD employees to leave the Department. Changing the pension system to recruit more lateral applicants appears to be a lengthy, potentially difficult, and ultimately unsuccessful process.

### **Recommendations**

To attract high-caliber qualified police candidates, the City of Los Angeles will need to offer better compensation and benefits that are in proportion to the high cost of living. The City will have an opportunity to address this during the current negotiations of Memorandum of Understanding No. 24 (MOU 24). Some recommendations provided by RED include:

- Substantial pay increase upfront instead of small, incremental increases spread over the length of the contract;
- Overall increases in benefits, including educational incentive, sick leave, vacation time, and uniform allowance;
- Increased patrol bonus to encourage officers to work longer in patrol;
- Implement shift differential pay for Watch-3 patrol officers; and,
- Offer competitive lateral hiring bonuses and incorporate them into the MOU.

Despite these barriers, the Department will continue to strive to achieve hiring goals by promoting the Department's police officer referral program, police officer recruits housing subsidy, and opportunities available for lateral police officers to work specialized assignments within the Department.