

CITY OF LOS ANGELES  
CALIFORNIA

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MAYOR

Office of the  
CITY CLERK

Council and Public Services  
Room 395, City Hall  
Los Angeles, CA 90012  
General Information - (213) 978-1133  
Fax: (213) 978-1040

KONRAD CARTER  
Acting Chief, Council and Public Services  
Division

[www.cityclerk.lacity.org](http://www.cityclerk.lacity.org)

December 11, 2009

To All Interested Parties:

The City Council adopted the action(s), as attached, under Council file No.  
09-0600-S142, at its meeting held DECEMBER 9, 2009.

  
City Clerk  
VCW

Mayor's Time Stamp  
OFFICE OF THE MAYOR  
RECEIVED  
2009 DEC -9 PM 4:44  
CITY OF LOS ANGELES

RECEIVED  
City Clerk's Time Stamp  
CITY CLERK'S OFFICE  
2009 DEC -9 PM 4:42  
CITY CLERK  
BY \_\_\_\_\_  
DEPUTY

**FORTHWITH**

SUBJECT TO THE MAYOR'S APPROVAL

COUNCIL FILE NO. 09-0600-S142

COUNCIL DISTRICT \_\_\_\_\_

COUNCIL APPROVAL DATE DECEMBER 9, 2009

RE: HIRING AND ATTRITION DATA FOR THE LOS ANGELES POLICE DEPARTMENT, AND DEFERRING THE DEPARTMENT'S JANUARY, 2010, ACADEMY CLASS

**DEC 21 2009**

LAST DAY FOR MAYOR TO ACT \_\_\_\_\_  
(10 Day Charter requirement as per LAAC Section 4.133)

**DO NOT WRITE BELOW THIS LINE - FOR MAYOR USE ONLY**

APPROVED

✓

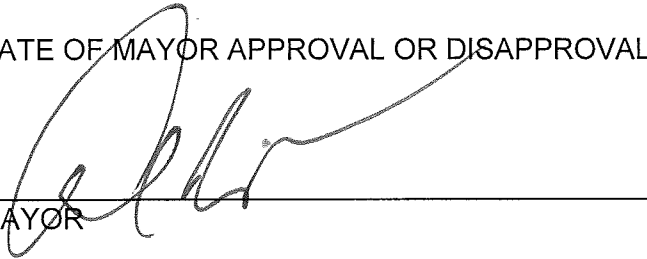
\*DISAPPROVED

\*Transmit objections in writing pursuant to LAAC Section 4.133

DATE OF MAYOR APPROVAL OR DISAPPROVAL

DEC 10 2009

MAYOR



RECEIVED  
CITY CLERK'S OFFICE  
2009 DEC 11 AM 10:44  
CITY CLERK  
BY \_\_\_\_\_  
DEPUTY

Your

**PUBLIC SAFETY and  
PERSONNEL COMMITTEES**

**report as follows:**

PUBLIC SAFETY and PERSONNEL COMMITTEES JOINT REPORT relative to hiring and attrition data for the Police Department, and deferring the Department's January, 2010, academy class.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. INSTRUCT the Police Department to:
  - a. Defer the January academy class, consistent with the Mayor and Council action to hire to attrition to maintain the size of the police force at 9,963 officers.
  - b. Report back within one week to the Public Safety and Personnel Committees with a modified hiring and attrition plan that is consistent with the Mayor and Council action to hire to attrition with a base of 9,963 and projects attrition based on current trends.
2. DIRECT the City Administrative Officer (CAO), Chief Legislative Analyst (CLA), and the Police Department to work with the Mayor and Council to establish one consistent method for tracking deployment for purposes of determining if new classes are needed and at what size.

Fiscal Impact Statement: The CAO reports that hiring a January academy class of 40 LAPD officers, along with the remaining scheduled classes, will negatively impact the General Fund. Future hiring will increase the Police Department's existing \$80.3 million General Fund deficit to \$88 million.

Community Impact Statement Submitted: None

SUMMARY

In a report to the Mayor and Council dated December 3, 2009 (attached to the Council file), the CAO recommends that Council instruct the Police Department to defer the January Academy class. The CAO reports that as of December 1, 2009, there are 10,010 officers on the police force. Attrition has been less than anticipated.

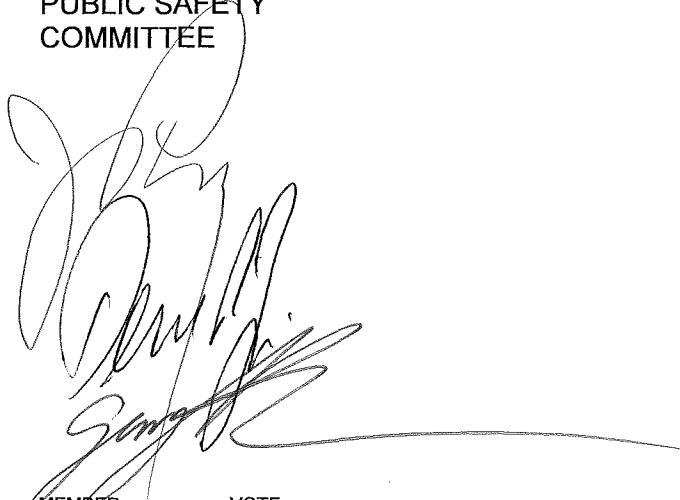
In an addendum report to the Mayor and Council dated December 7, 2009 (attached to the Council file), the CAO further discusses police hiring. According to the CAO, the Police Department has projected a higher attrition rate than what was originally reported by the CAO. It is further reported that police officers on State-rate injured on duty (IOD) disability status are excluded from the Police Department's estimate of the police force. Using data provided by the Police Department, the CAO still concludes that the Department could defer the January class and still finish the year with 9,963 budgeted officers.

At their joint meeting held December 7, 2009, the Public Safety and Personnel Committees discussed this matter with representatives of the CAO and the Police Department, and the Chief of Police. The Chief of Police reaffirmed his support for proceeding with January Academy class. The Chief stated that Department attrition will increase in January. Continued hiring is necessary to maintain the size of the force. Committee members objected to the exclusion of IOD officers from the police force count, and expressed concerns regarding the impact of further police hiring on the General Fund.

A representative of the CLA addressed the Committees and recommended that Council defer the January Academy class. The Committees concurred with this recommendation, further acting to recommend that Council direct the CAO, CLA, and the Police Department to develop one consistent method for tracking deployment for purposes of determining if new classes are needed and at what size.

Respectfully submitted,

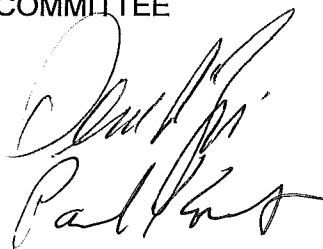
PUBLIC SAFETY  
COMMITTEE



| <u>MEMBER</u> | <u>VOTE</u> |
|---------------|-------------|
| SMITH:        | YES         |
| CARDENAS:     | ABSENT      |
| PERRY:        | YES         |
| REYES:        | ABSENT      |
| ZINE:         | YES         |

JAW  
09-0600-s142\_rpt\_ps\_12-07-2009

PERSONNEL  
COMMITTEE



| <u>MEMBER</u> | <u>VOTE</u> |
|---------------|-------------|
| ZINE:         | YES         |
| KORETZ:       | YES         |
| PARKS:        | YES         |

**ADOPTED**  
*AS AMENDED*  
DEC 09 2009

LOS ANGELES CITY COUNCIL

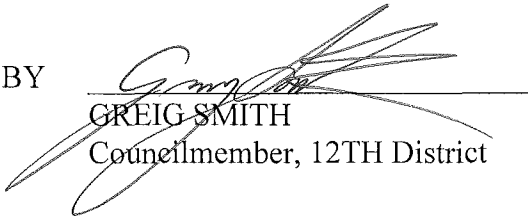
TO THE MAYOR FORTHWITH  
*see attached motion*

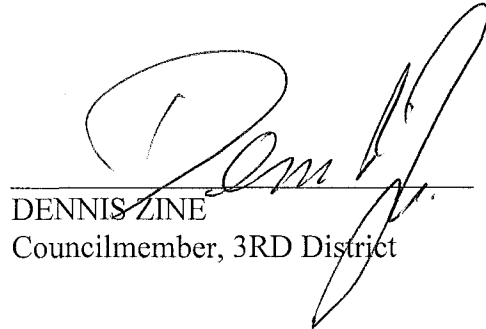
MOTION

I MOVE that Item 44 on today's Council Agenda (C.F. 09-0600-S142) relative to a joint report from Public Safety and Personnel Committees regarding hiring and attrition data for the Los Angeles Police Department, and deferring the January 2010 academy class, be AMENDED by substituting Recommendation 1.a. with the following language, inasmuch as additional information has been received relative to recruits who were injured during academy training and who are now available to complete their academy training:

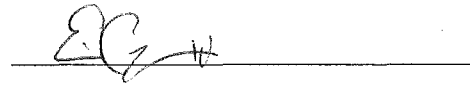
Instruct the LAPD to make offers for a January 2010 class consisting of up to 11 former academy recruits and, to provide a more conducive training environment, up to 21 new recruit offers, with future classes in 2010 requiring Council approval based on triggers to be identified in an upcoming report from the CAO and LAPD, in consideration of attrition and budgetary constraints.

PRESENTED BY

  
GREIG SMITH  
Councilmember, 12TH District

  
DENNIS ZINE  
Councilmember, 3RD District

SECONDED BY



December 9, 2009  
smt

**ADOPTED**

DEC 09 2009

LOS ANGELES CITY COUNCIL



**ORIGINAL**