

# CITY OF LOS ANGELES

CALIFORNIA



ANTONIO R. VILLARAIGOSA  
MAYOR

JUNE LAGMAY  
City Clerk

KAREN E. KALFAYAN  
Executive Officer

HOLLY L. WOLCOTT  
Executive Officer

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

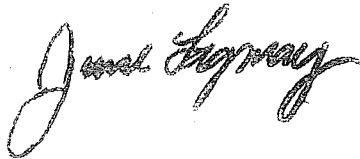
KONRAD CARTER  
Acting Chief, Council and Public Services  
Division

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

December 28, 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 16, 2009.



City Clerk  
et

Mayor's Time Stamp  
OFFICE OF THE MAYOR  
RECEIVED  
2009 DEC 21 PM 3:16  
CITY OF LOS ANGELES

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City Clerk's Time Stamp  
CITY CLERK'S OFFICE  
2009 DEC 21 PM 2:58  
CITY CLERK  
BY \_\_\_\_\_  
DEPUTY

**FORTHWITH**

SUBJECT TO THE MAYOR'S APPROVAL

COUNCIL FILE NO. 09-0600-S142

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

COUNCIL APPROVAL DATE DECEMBER 16, 2009

RE: LOS ANGELES POLICE DEPARTMENT HIRING AND ATTRITION TRIGGERS

LAST DAY FOR MAYOR TO ACT DEC 31 2009  
(10 Day Charter requirement as per LAAC Section 4.133)

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DO NOT WRITE BELOW THIS LINE - FOR MAYOR USE ONLY

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APPROVED  
✓  
\_\_\_\_\_

\*DISAPPROVED  
\_\_\_\_\_

\*Transmit objections in writing  
pursuant to LAAC Section 4.133

DEC 23 2009

DATE OF MAYOR APPROVAL OR DISAPPROVAL \_\_\_\_\_

  
\_\_\_\_\_  
MAYOR

RECEIVED  
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2009 DEC 23 PM 4:22  
CITY CLERK  
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DEPUTY

TO THE COUNCIL OF THE  
CITY OF LOS ANGELES

File No. 09-0600-S142

Your

**PUBLIC SAFETY and  
PERSONNEL COMMITTEES**

report as follows:

PUBLIC SAFETY REPORT and COMMUNICATION FROM CHAIR, PERSONNEL COMMITTEE relative to Police Department hiring and attrition triggers.

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

1. ADOPT Modified Hiring Plan A, as contained in Attachment 1 of the City Administrative Officer (CAO) report to the Mayor and Council dated December 11, 2009 (attached to the Council file), which is consistent with the Mayor and Council action to hire to attrition with a base of 9,963 officers and projects attrition based on current trends.
2. ADOPT the following police officer hiring formula:

If projected sworn deployment, based on the CAO's analysis, falls 20 or more below the Council authorized deployment target, currently set at 9,963 officers, in a pay period in which a class is currently scheduled to begin, the Police Department will be authorized to hire a class, up to 45, to return projected deployment in the same pay period to 9,963. If projected deployment is less than 20 below the Council authorized deployment target, currently set at 9,963 officers, in a pay period in which a class is currently scheduled to begin, the Police Department will defer the class.
3. DIRECT the CAO to issue a monthly report that determines if new classes are needed and at what size based on the aforementioned formula.
4. DIRECT the Police Department to hire all future classes to meet actual attrition by the end of the fiscal year, consistent with the hiring formula, and fill the remaining training slots with recruits from airports, port and/or other police departments and receive full reimbursement for all costs.

Fiscal Impact Statement: The CAO reports that adopting Modified Hiring Plan A will increase the Police Department's Reserve Fund obligation by \$4,123,905.

Community Impact Statement Submitted: None

**SUMMARY**

In the December 11, 2009 report to the Mayor and Council, the CAO presents Modified Hiring Plan A, as stated above. This formula is based on the following parameters:

- Hire a class of 21 on January 4, 2010.
- Revise attrition projections through the end of the fiscal year to two-thirds of original plan.

- Determine class size each deployment period based on catching up to 9,963 with each class.
- If less than 20 hires are needed to reach 9,963, no class will be hired.
- Finish pay period 26 at 9,963.

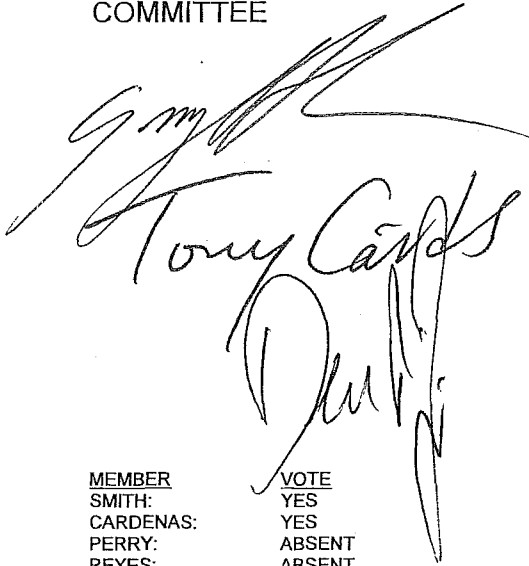
The CAO reports that Modified Hiring Plan A complies with all of the above parameters, with one exception caused by the calendar: the last class (hired in pay period 25) puts the number above 9,963 because that class needs to cover the pay period 26 attrition in order to finish the year at 9,963. The CAO recommends approval of this hiring formula.

At their joint meeting held December 7, 2009, the Public Safety Committee and the Chair, Personnel Committees discussed this matter with representatives of the CAO and the Police Department. At this time, the Police Department representative expressed support for the CAO's proposed hiring plan. The Public Safety Committee and the Chair, Personnel Committee recommended that Council approve the CAO's recommended hiring plan and other recommendations, as amended to direct the Police Department to hire all future classes to meet actual attrition by the end of the fiscal year.

Respectfully submitted,

PUBLIC SAFETY  
COMMITTEE

PERSONNEL  
COMMITTEE



Handwritten signatures of committee members, including Tony Cardenas and another signature.



Handwritten signature of a committee member.

MEMBER	VOTE
SMITH:	YES
CARDENAS:	YES
PERRY:	ABSENT
REYES:	ABSENT
ZINE:	YES

MEMBER	VOTE
ZINE:	YES
KORETZ:	ABSENT
PARKS:	ABSENT

JAW  
09-0600-s142\_rpt\_ps\_12-14-2009

**ADOPTED**

DEC 16 2009

**LOS ANGELES CITY COUNCIL  
TO THE MAYOR FORTHWITH**