

REPORT FROM

## OFFICE OF THE CITY ADMINISTRATIVE OFFICER

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Date: December 3, 2009

CAO File No. 0220-04531-0001  
Council File No. 09-0600-S142  
Council District: ALL

To: The Mayor  
The Council

From: Miguel A. Santana, City Administrative Officer



Reference: Transmittal from the City Council dated October 23, 2009

Subject: **DECEMBER 2009 LOS ANGELES POLICE DEPARTMENT HIRING AND  
ATTRITION REPORT**

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### SUMMARY

On October 23, 2009, the Council reaffirmed the Mayor and Council's original 2009-10 sworn hiring plan allowing the Los Angeles Police Department (LAPD) to hire to attrition and to maintain sworn deployment at 9,963 officers (C.F. 09-0600-S142). Motion #21 instructed the LAPD, the City Administrative Officer (CAO), the Chief Legislative Analyst (CLA), and the Personnel Department to provide a monthly written report addressing the LAPD's hiring and attrition activities. Council specifically requested the year-to-date numbers on the following items:

- As of December 1, 2009, the Los Angeles Police Department (LAPD) has 10,010 officers on the police force.
- The Department's 10,010 officers consist of 9,661 officers in General Funded position authorities, 326 officers in special or grant funded position authorities, 21 officers in unfunded State-rate injury on duty position authorities, and two officers in the Bounce program. A detailed breakdown of the LAPD's current authorities is provided in Attachment 1.
- As of December 1, 2009, the LAPD has 217 officers in the Police Academy. The Department's sworn hiring plan did not include a December class, so the LAPD has zero recruits scheduled to enter the Academy. The LAPD has six planned classes for the remainder of the fiscal year; the next planned class is scheduled to begin on January 4, 2010.
- As of December 1, 2009, the LAPD has 555 officers enrolled in the DROP program. Three officers are scheduled for retirement on December 30, 2009. An additional 85 officers must retire under the terms of the DROP program between January 1, 2010 and December 31, 2010.
- As of December 1, 2009, the LAPD is 138 officers behind planned attrition. The LAPD's planned attrition from July 1, 2009 to December 5, 2009 is 284 officers. As of December 1, 2009, the LAPD has experienced attrition of 146 officers.

- As of December 1, 2009, the LAPD has experienced attrition of 146 officers. The 146 officers consist of 48 retirees (44 retirees participated in the DROP program), 57 Academy recruits, 14 probationary officers in the Police Officer I class, and 27 other separations.
- As of Deployment Period 11, the LAPD reports 451 officers on permanent and long term restricted duty.

## **DISCUSSION**

On October 23, 2009, Council instructed the Personnel and Public Safety Committees to meet through the end of the fiscal year to assess LAPD hiring, LAPD recruitment, and future Academy classes. The LAPD's planned attrition from July 1, 2009 to December 5, 2009 is 284 officers. As of December 1, 2009, the LAPD has experienced attrition of 146 officers. Currently, the LAPD is 138 officers behind planned attrition. The Department's planned attrition from December 6, 2009 to February 28, 2010 is 92 officers. If the LAPD realizes all planned attrition between now and February 28, 2010, the Department will be behind planned attrition by 46 officers.

## **RECOMMENDATION**

That the Council, subject to the approval of the Mayor, instruct the Los Angeles Police Department to 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.

## **FISCAL IMPACT STATEMENT**

Hiring a January Academy class will negatively impact the General Fund and increase the LAPD's existing \$85 million General Fund budget deficit.

*MAS:JLK:04100065c*

ATTACHMENT

LAPD DEPLOYMENT AS OF 12/1/09		1-Jul	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
GF	Academy	357	217						
GF	Probation	730	608						
GF	Bounce	0	2						
GF	DROP	584	564						
CHRP ARRA	CHRP Grant Officers	0	50						
GF	Civilianization	65	65						
GF	General	7334	7706						
GF	Permanent Restrictions	518	451						
<b>Total CHRP Base (need to maintain 9,638)</b>		<b>9588</b>	<b>9663</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Non-CHRP	Grant/Special Funded	349	326						
Non-CHRP	State-rate IOD	26	21						
<b>Total Non-CHRP Base</b>		<b>375</b>	<b>347</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>LAPD Base (CHRP + Non-CHRP)</b>		<b>9963</b>	<b>10010</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Grant funded positions deleted after 7/6:

- One Sergeant II from Operation ABC - loss of funding
- One Detective III from Real Estate Fraud - loss of funding
- Three Detective II from Real Estate Fraud - loss of funding
- One Detective II from PSN - grant ends 12/31/09
- Two Detective III from CLEAR - \$2M drop in SLESF revenue
- 15 Detective II from CLEAR - \$2M drop in SLESF revenue

Special funded positions deleted after 7/6:

**SUBSTITUTE ITEM #21**

**MOTION**

I MOVE that the Council, subject to the approval of the Mayor:

1. INSTRUCT the Los Angeles Police Department (LAPD) to defer the November Academy class consistent with Council and Mayor action to hire to attrition maintaining the size of the police force at 9963.
2. INSTRUCT the LAPD, City Administrative Officer (CAO), Chief Legislative Analyst (CLA) and Personnel Departments to provide with monthly written reports on hiring and attrition that include monthly and year-to-date figures on the following:
  - ✓ a. The number of officers on the police force;
  - ✓ b. The number of officers currently in the Academy;
  - ✓ c. The number of recruits scheduled to enter the Academy;
  - ✓ d. Planned Academy classes for the remainder of the fiscal year;
  - ✓ e. The actual number of officers enrolled in the DROP program;
  - ✓ f. The actual number of officers enrolled in the DROP program that must retire in the next 12 months and the month they must retire;
  - ✓ g. The actual number of officers that have retired from the LAPD;
  - ✓ h. The actual number of officers that have attrited from the LAPD and the Police Academy;
  - ✓ i. The number of officers on permanent and long term restricted duty;
  - ✓ j. The number of officers hired back to the Department on the "Bounce" Program; and
  - ✓ k. Options available to fund ongoing police hiring.
3. INSTRUCT the Personnel and Public Safety Committees shall meet in the middle of each month through the end of the fiscal year, beginning in November to assess future LAPD hiring, recruitment, and noticing of future Academy classes.
4. INSTRUCT the CAO and LAPD to report back at the mid-January Joint Budget and Finance and Public Safety Committees meeting on options to address the impact on the LAPD of:
  - a. 65 sworn personnel currently working in civilian administrative positions;
  - b. 16 sworn personnel assigned to the Los Angeles International Airport;
  - c. 518 permanent light duty sworn personnel; and,
  - d. 634 temporary light duty sworn personnel.

PRESENTED BY: *[Signature]* *[Signature]* *[Signature]*  
 DENNIS ZINE                      GREIG SMITH                      ERIC GARCETTI  
 Councilmember, 3<sup>rd</sup> District      Councilmember, 12<sup>th</sup> District      Councilmember, 13<sup>th</sup> District

SECONDED BY: *[Signature]* *[Signature]*  
*[Signature]*                      *[Signature]*

October 23, 2009

**ORIGINAL**