

**TO THE COUNCIL OF THE  
CITY OF LOS ANGELES**

Your

**PUBLIC SAFETY Committee**

**reports as follows:**

PUBLIC SAFETY COMMITTEE REPORT relative to reconsideration of the Budget and Finance Committee Minority Report recommendations 13a and 13b, relative to amending the emergency declaration to include sworn furloughs in the context of continuing negotiations with sworn personnel, and related matters.

Recommendations for Council action:

1. INSTRUCT the Los Angeles Police Department (LAPD) to cease hiring after the October 2009 class and that an evaluation be conducted on a monthly basis, with a re-evaluation of hiring to be done when the number of sworn personnel drops below the 10,000 number.
2. INSTRUCT the LAPD and the Personnel Department to stop recruitment efforts inasmuch as over 1000 prospective applicants are currently in the candidate pool.
3. INSTRUCT the Budget and Finance and Public Safety Committees to meet in mid-January 2010 to assess future LAPD hiring and recruitment.
4. REQUEST the City Attorney and INSTRUCT the City Administrative Officer (CAO) to reconfigure the Emergency Resolution to include information relative to sworn furloughs, with the Resolution to specifically state that it not be implemented without a specific vote of the City Council.
5. RECEIVE and FILE the Motion (Hahn-Zine) relative to instructing the LAPD to suspend sending any future letters out for new police officer hiring inasmuch as Recommendation No. 1 of this Committee report addresses this matter and no further action on this Motion is necessary.
6. 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.

Fiscal Impact Statement: Neither the CAO nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted

## SUMMARY

On October 5, 2009, the Budget and Finance (B&F) and Public Safety Committees met jointly to reconsider the B&F Committee Minority Report recommendations 13a and 13b, relative to amending the emergency declaration to include sworn furloughs in the context of continuing negotiations with sworn personnel, cessation of LAPD sworn hiring after the October 2009 Police Academy class, and the Motion (Hahn-Zine) relative to instructing the LAPD to suspend sending any future letters out for new police officer hiring. These matters were referred back to Committee by the Council on September 29, 2009.

During a lengthy discussion which included public comment as well as questions to the President of the Police Protective League (PPL), the Committee members questioned both LAPD and the CAO on numerous issues related to the LAPD's \$129 - 140 million shortfall in the sworn and civilian salary accounts. While the LAPD has identified \$11.5 million in savings, it does not come close to addressing the combined sworn/civilian budget shortfall.

LAPD personnel costs represent 96 percent of the Department's budget; therefore, the necessary savings cannot be achieved through reductions in equipment expenditures, etc. The only option to achieve the required savings is through a reduction in personnel costs. The CAO reported that additional savings are hoped to be achieved through negotiations with the PPL. The LAPD reported that the Chief of Police has stated that if the concessions do not come forth from the PPL, that he is considering furloughs for sworn personnel. It was reported that the Chief does not find layoffs to be acceptable because it would reduce the Department's deployable workforce. The LAPD additionally reported that the Chief of Police favors continuing to hire which would allow the Department to maintain the current number of officers. The PPL President advised the Committees that furlough of experienced employees while continuing to hire new employees is not supported by the PPL. In a roll call vote of both Committees, the Public Safety Committee (unanimous vote of members present) and B&F Committee (4 yes votes; 1 no vote) voted to cease hiring after the October 2009 Police Academy class, to evaluate attrition on a monthly basis with a re-evaluation of hiring to be done when the number of sworn personnel drops below the 10,000 number. In a subsequent vote, the Committees agreed (one No vote) to stop sworn recruitment efforts by the Personnel Department and the LAPD, inasmuch as there are currently over 1000 individuals in the LAPD application process.

In response to questions from members of the Committees, the LAPD reported that there are currently 65 sworn personnel filling civilian positions, as well as 518 permanent light duty sworn personnel and 634 temporary light duty sworn personnel. Additionally, 16 sworn personnel remain assigned to the Los Angeles International Airport sub-station for which LAPD is not being reimbursed by the Los Angeles World Airports. The Committees unanimously approved a recommendation to meet in mid-January 2010 to assess future LAPD hiring, options to replace sworn personnel currently working in civilian positions, as well as to consider requested report backs by the CAO and LAPD relative to the impacts on the Department of these personnel issues.

In their reconsideration of the Emergency Resolution to include sworn furloughs in the context of continuing negotiations with sworn personnel, which was referred back to the Committees by the Council, the Public Safety Committee voted 3 to 1 in favor of reconfiguring the Emergency Resolution to include information relative to sworn furloughs, with the Resolution to specifically state that it not be implemented without a specific vote of the City Council. The members of the B&F Committee, however, voted 3 to 2 against reconfiguring the Emergency Resolution. The Public

Safety and B&F Committee members that voted against reconfiguring the Emergency Resolution felt that a Yes vote on this issue would send the wrong message, that they supported furloughs when they do not, even though the instruction to the City Attorney relative to the Emergency Resolution is to include a clause that the Resolution not be implemented without a specific vote of the Council.

Following a lengthy discussion and roll call votes of both Committees on the various recommendations, the recommendations contained in this Public Safety Committee report reflects the actions taken by the Committee. This matter is now forwarded to the Council for its consideration.

Respectfully submitted,

PUBLIC SAFETY COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
SMITH:	YES
CARDENAS:	YES
PERRY:	ABSENT
REYES:	YES
ZINE:	YES ( <b>NO vote on recommendation 4</b> )

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**-NOT OFFICIAL UNTIL COUNCIL ACTS-**