

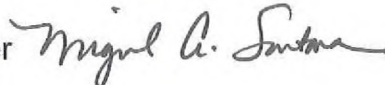
REPORT FROM

OFFICE OF THE CITY ADMINISTRATIVE OFFICER

Date: December 7, 2009

CAO File No. 0220-04531-0002
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 – ADDENDUM**

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.

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 was 284 officers. As of December 1, 2009, the LAPD has experienced attrition of 146 officers. Currently, the LAPD is 138 officers under 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. On December 3, 2009, our Office released a version of the subject report and the LAPD released their version of the subject report. At the request of the Mayor and Council, our Office is issuing an addendum to address the key differences in both reports. The following report follows the same format as the original with added emphasis and detail on the items that were not consistent between the two aforementioned reports. Council specifically requested the following information:

- 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, one Chief of Police and one officer in the Bounce program. A more detailed breakdown of the LAPD's current authorities is provided in Attachment 1. The following table is a reconciliation of the numbers submitted by our Office and the numbers submitted by the Department:

Category	CAO	Category	LAPD
General Funded	9,661	Payroll Checks Issued	9,987
Special Funded	326		-
Sub Total	9,987	Sub Total	9,987
State-rate Officers	21		-
Bounce	1		-
Chief of Police	1		-
Total Filled Authorities	10,010	Total Paid Authorities	9,987

The LAPD's Sworn Salary/Deployment Projection spreadsheet, Attachments 2-4, is a budgetary document, as such the document only tracks the number of positions that receive a paycheck in a specific pay period. Legacy status codes, such as suspension, unpaid leaves of absence, and State-rate injury on duty (IOD), are not captured. Since the Department backs into the attrition number, for budgetary purposes, it is not a useful tool in determining actual attrition. The way attrition is calculated in the spreadsheet results in negative attrition ("new hires") when employees return from suspension, unpaid leave, or State-rate IOD absences. Although the spreadsheet is a useful budgetary tool and a fair expression of the Department's payroll obligations in a pay period, it does not accurately illustrate the number of filled sworn position authorities.

- 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. The following sub-item is a reconciliation of the numbers submitted by our Office and the numbers submitted by the Department:
 1. Our Office's Academy number, 217 officers, is based on the number of cadets enrolled in the Academy on December 1, 2009. It is an accurate reflection of the number of cadets enrolled in the Academy at the time. Alternately, the number provided by the LAPD, 192 officers, is accurate for the day, December 5, 2009, in their report. The reason the numbers are different is a class of cadets graduated on December 4, 2009.
- 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 Deployment Period 11, the LAPD reports 451 officers on permanent and long term restricted duty.
- 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 December 1, 2009, the LAPD is 138 officers under 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 previously mentioned, the Department's budgetary spreadsheet does not accurately track attrition and the year-to-date attrition number is overstated. Our Office and the LAPD are currently working on fixing this issue from a personnel standpoint since the Department's spreadsheet accurately reflects the

number of payroll obligations in a pay period. The following table does not reconcile the numbers submitted by our Office and the numbers submitted by the Department, but it does illustrate where we are year-to-date (YTD) using both numbers:

	CAO Numbers			LAPD Numbers		
	Attrition	Hiring	Net	Attrition	Hiring	Net
Plan YTD	284	240	-44	284	240	-44
Actual YTD	146	199	53	175	199	24
Difference	138	41	97	109	41	68

The following sub-items along with the attached appendices elaborate on the table provided above:

1. Year-to-date, the LAPD is over deployed by 97 officers using our Office's number; the LAPD is over deployed by 68 officers using the Department's number. In either scenario, the Department is over deployed by at least 68 officers; the only way to bring the Department back within budgeted deployment is to defer Academy classes. If the November class had not been deferred, the Department would be over deployed by 108 officers at this point.
2. Based on the Salary Projection worksheet provided by the Department on November 25, 2009, Attachment 3, the Department could defer the January class and still finish the year with 9,963 budgeted officers, which is above the 9,963 total filled authorities authorized by the Mayor and Council.
3. Utilizing the year-to-date numbers above and the Department's salary projection worksheets, the Department has expended their entire 2009-10 budgeted sworn hiring allocation. This fact is illustrated by the increase in the Department's original \$129 million deficit, illustrated in Attachment 2, to a projected \$134.7 million, illustrated in Attachment 3, through the end of the fiscal year. This additional \$5.7 million deficit includes the deferral of the January 2010 Academy class. Utilizing the Department's December 4, 2009 Salary Projection worksheet, Attachment 4, which adds back the January 2010 Academy class, the Department's projected deficit increases to \$138.2 million.
4. The direct 2009-10 General Fund impact of hiring the January class is \$1.7 million, Attachment 5 - Table 3, and the indirect cost of remaining above budgeted deployment is an additional \$1.8 million. In total the January class will cost the City \$3.5 million and further expand the Department's existing deficit.
5. Based on all available information, the Department's over deployment through the first five months of the fiscal year has resulted in the Department utilizing their sworn hiring allocation to cover the salaries of the officers that have been carried above budget. Even if all remaining Academy classes are canceled the Department will have overspent by \$1.8 million. Every Academy class filled from now until the end of the fiscal year will result in the Department expanding their deficit.
6. All new sworn hires represent ongoing General Fund obligations, as such further civilian layoffs will be necessary to offset the costs of any new ongoing obligations.

- The following table illustrates the projected deficit in the Department's Sworn Salary Account resulting from hiring future Academy classes:

	Budgeted Expenditures	Actual Expenditures	Deficit
Year-to-date	\$375.3 million	\$376.6 million	\$1.3 million
	Budgeted Expenditures	Projected Expenditures	Projected Deficit*
January	\$521.6 million	\$523.9 million	\$2.3 million
February	\$592 million	\$594.8 million	\$2.8 million
March	\$662.6 million	\$665.9 million	\$3.3 million
April	\$733.1 million	\$736.9 million	\$3.8 million
May	\$803.9 million	\$808.2 million	\$4.3 million
June	\$874.7 million	\$879.5 million	\$4.8 million
Final	\$938 million	\$943.3 million	\$5.3 million

*Please note the projected deficit assumes the Department realizes all anticipated attrition through the end of the fiscal year; if the Department continues to realize 70% of anticipated attrition, the actual deficit will be as follows:

	Budgeted Expenditures	Actual Expenditures	Deficit
Year-to-date	\$375.3 million	\$376.6 million	\$1.3 million
	Budgeted Expenditures	Projected Expenditures	Projected Deficit*
January	\$521.5 million	\$523.7 million	\$2.1 million
February	\$592 million	\$594.6 million	\$2.6 million
March	\$662.6 million	\$665.8 million	\$3.2 million
April	\$733.1 million	\$736.9 million	\$3.8 million
May	\$803.9 million	\$808.4 million	\$4.5 million
June	\$874.7 million	\$879.9 million	\$5.2 million
Final	\$938 million	\$943.9 million	\$5.9 million

The Department's deficit in excess of the Shared Responsibility and Sacrifice (SRS) line item will be between \$1.3 million, if all remaining classes are canceled and \$5.9 million if classes continue as planned and if actual attrition continues to lag behind projected attrition. The Department's current Sworn Salaries deficit is as follows:

	SRS	Department	Total
July 1, 2009 to Current	-\$129M	-\$1.3M (includes hiring allocation)	-\$130.3M
Sworn OT	+\$45M		
Deferred Sick Payout	+\$5M		
Mid-year Subtotal	-\$79M	-\$1.3M (includes hiring allocation)	-\$80.3M

RECOMMENDATIONS

That the Council, subject to the approval of the Mayor:

- Instruct the Los Angeles Police Department to report back to the joint Public Safety and Personnel Committee within one week 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 CAO, CLA, and LAPD 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;
3. Direct the LAPD to hire all future classes to meet actual attrition consistent with the formula selected to track deployment, 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

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 LAPD's existing \$80.3 million General Fund deficit to \$88 million.

MAS:JLK:04100065c

ATTACHMENTS

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	20	2						
GF	DROP	584	564						
CHRP ARRA	CHRP Grant Officers	50	50						
GF	Civilianization	65	65						
GF	General	7334	7706						
GF	Permanent Restrictions	518	451						
Total CHRP Base (need to maintain 9,638)		9588	9663	0	0	0	0	0	0
Non-CHRP	Grant/Special Funded	349	326						
Non-CHRP	State-rate IOD	26	21						
Total Non-CHRP Base		375	347	0	0	0	0	0	0
LAPD Base (CHRP + Non-CHRP)		9963	10010	0	0	0	0	0	0

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:

**LOS ANGELES POLICE DEPARTMENT
SWORN SALARY/DEPLOYMENT PROJECTION**

ATTACHMENT 2

First Worksheet of 2009-10

FISCAL YEAR 2009-2010

Pay Period	Pay period Ending	Attrition Plan	Actual	Hiring Plan	Actual	Payout Vacation, 64%	No. of Empl	Average VC	Payout Sick, 50%	No. of Empl	Average SK	Projected Deployment	Average Salary	Budgeted Expenditure	Actual (Above Line) Projected	FMS	
1	06/30/09	7	7	40	40	\$ 35,618	4	\$ 13,919	\$ 40,465	3	\$ 13,488	9963	\$ 3,524	10,086,282	\$ 23,633,762	\$ 11,697,716	\$ 11,701,334
2	07/04/09	7	7	40	40	\$ 35,618	4	\$ 8,904	\$ 40,465	3	\$ 13,488	9966	\$ 3,519	\$ 9,404,546	\$ 9,404,546		
Uniform allowance																	
3	07/18/09	30	30	40	40	\$ 224,393			\$ 202,327			9966		35,747,228	\$ 35,496,546		
4	08/01/09	38	38	40	40	\$ 284,231			\$ 256,280			9968		35,921,487	\$ 35,617,375		
5	08/15/09	30	30	40	40	\$ 224,393			\$ 202,327			9938		35,648,556	\$ 35,398,015		
6	08/29/09	26	26	40	40	\$ 194,474			\$ 175,350			9952		35,614,286	\$ 35,390,384		
7	09/12/09	21	21	40	40	\$ 157,075			\$ 141,629			9931		35,435,775	\$ 35,245,367		
8	09/26/09	20	20	40	40	\$ 149,595			\$ 134,884			9951		35,485,353	\$ 35,301,522		
9	10/10/09	19	19	40	40	\$ 142,115			\$ 128,140			9932		35,397,496	\$ 35,220,438		
10	10/24/09	22	22	40	40	\$ 164,555			\$ 148,373			9950		35,523,632	\$ 35,326,451		
11	11/07/09	22	22	40	40	\$ 164,555			\$ 148,373			9928		35,446,104	\$ 35,249,034		
12	11/21/09	26	26	40	40	\$ 194,474			\$ 175,350			9942		35,579,046	\$ 35,355,195		
13	12/05/09	13	13	0	0	\$ 119,676			\$ 107,907			9926		35,313,647	\$ 35,156,652		
14	12/19/09	13	13	0	0	\$ 134,636			\$ 121,396			9908		35,292,018	\$ 35,121,759		
15	01/02/10	13	13	0	0	\$ 119,676			\$ 107,907			9992		35,193,831	\$ 35,037,008		
Excess Sick Out																	
Excess ML & IOD Payout																	
15	01/16/10	0	0	0	0	\$ 112,196			\$ 101,163			9917		35,261,030	\$ 35,110,758		
16	01/30/10	0	0	0	0	\$ 74,798			\$ 67,442			9907		35,121,283	\$ 35,004,448		
17	02/13/10	0	0	0	0	\$ 127,156			\$ 114,652			9930		35,348,645	\$ 35,184,952		
18	02/27/10	0	0	0	0	\$ 119,676			\$ 107,907			9914		35,271,359	\$ 35,114,425		
19	03/13/10	0	0	0	0	\$ 112,196			\$ 101,163			9939		35,338,558	\$ 35,188,174		
20	03/27/10	0	0	0	0	\$ 97,237			\$ 87,675			9926		35,250,943	\$ 35,113,980		
21	04/10/10	0	0	0	0	\$ 44,879			\$ 40,465			9960		35,224,449	\$ 35,134,057		
22	04/24/10	0	0	0	0	\$ 112,196			\$ 101,163			9945		35,359,702	\$ 35,209,288		
23	05/08/10	0	0	0	0	\$ 112,196			\$ 101,163			9970		35,447,802	\$ 35,297,262		
24	05/22/10	0	0	0	0	\$ 104,717			\$ 94,419			9956		35,377,564	\$ 35,233,773		
25	06/05/10	0	0	0	0	\$ 74,798			\$ 67,442			9986		35,399,679	\$ 35,282,445		
26	06/19/10	0	0	0	0	\$ 119,676			\$ 107,907			9970		35,468,703	\$ 35,311,486		
Estimated salary for last 11 days of FY 09-10																	
	06/30/10	480	7	480	40	\$ 3,521,183			\$ 3,183,270			9942		\$938,030,226	\$ 935,150,746		\$ 935,154,365

Assumptions:

- The actual average salary, vacation payout, and sick payout from fiscal year 07/08 pay period ending (PPE) 06/21/08 with the 3.75 % COLA adjustment, were used as the basis for the beginning value for fiscal year 08/09 projection. The beginning Projected Deployment is based on the projected deployment for PPE 06/21/08.
- The FY 08/09 attrition and hiring plan numbers were based on the projections provided by Personnel Division.
- Uniform Allowance projection was based on the attached calculation using FY 07/08 actual data with the 3.75% COLA.
- Total attrition consists of 334 regular attrition and 170 anticipated DROP attrition.

Adopted Budget 2009/10

Total Amount Available
Projected Surplus/Deficit

\$ 8,904

\$ 13,488

FISCAL YEAR 2009-2010

Pay Period	Pay Period Ending	Attrition Plan Actual	Hiring Plan Actual	Payout Vacation, 84%	No. of Empl	Average VC	Payout Sick, 50%	No. of Empl	Average SK	Projected Deployment	Average Salary	Budgeted Expenditure	Actual (Above Line) Projected	FMS	
1	06/30/09	6	39	\$ 35,618	4	\$ 13,919	\$ 40,465	3	\$ 13,488	9963	\$ 3,524	10,086,282	\$ 23,633,762		
2	07/04/09	19	40	\$ 209,349	11	\$ 19,032	\$ 174,707	9	\$ 19,412	9977	\$ 3,509	35,747,228	\$ 11,697,716		
3	07/18/09	13	40	\$ 176,011	12	\$ 14,668	\$ 119,143	6	\$ 19,857	10004	\$ 3,512	35,921,487	\$ 10,174,514		
4	08/01/09	28	40	\$ 201,138	15	\$ 13,409	\$ 121,178	7	\$ 17,311	9976	\$ 3,517	35,648,556	\$ 35,397,663		
5	08/15/09	21	40	\$ 155,687	8	\$ 19,461	\$ 162,802	8	\$ 20,350	9985	\$ 3,517	35,403,885	\$ 35,403,885		
6	08/29/09	13	40	\$ 69,334	4	\$ 17,333	\$ 16,297	2	\$ 8,148	9982	\$ 3,513	35,614,286	\$ 35,577,653		
7	09/12/09	17	40	\$ 261,959	16	\$ 16,372	\$ 167,705	10	\$ 16,770	10005	\$ 3,514	35,435,775	\$ 35,156,447		
8	09/26/09	18	40	\$ 38,468	5	\$ 7,694	-	0	n/a	9987	\$ 3,520	35,485,353	\$ 35,705,131		
9	10/10/09	9	40	\$ 160,613	9	\$ 17,846	\$ 55,144	4	\$ 13,786	10018	\$ 3,535	35,397,496	\$ 35,236,209		
10	10/24/09	22	0	\$ 120,121	12	\$ 10,010	\$ 40,206	2	\$ 20,103	9996	\$ 3,532	35,523,632	\$ 35,738,571		
11	11/07/09	22	0	\$ 194,516	12	\$ 10,010	\$ 215,550	2	\$ 20,103	9996	\$ 3,532	35,446,104	\$ 35,461,624	\$ 340,852,793	
12	11/21/09	26	0	\$ 194,516	12	\$ 10,010	\$ 132,646	2	\$ 20,103	9970	\$ 3,532	35,579,046	\$ 35,741,115		
13	12/05/09	18	0	\$ 218,831	12	\$ 10,010	\$ 132,646	2	\$ 20,103	9954	\$ 3,532	35,313,647	\$ 35,480,134		
14	12/19/09	16	0	\$ 194,516	12	\$ 10,010	\$ 132,646	2	\$ 20,103	9936	\$ 3,532	35,292,018	\$ 35,457,462		
15	01/02/10	16	0	\$ 194,516	12	\$ 10,010	\$ 132,646	2	\$ 20,103	9920	\$ 3,532	35,193,831	\$ 35,360,062		
Excess Sick Out															
Excess Mil. & IOD Payout															
15	01/16/10	5	0	\$ 182,359	12	\$ 10,010	\$ 124,356	2	\$ 20,103	9905	\$ 3,532	4,965,262	\$ 4,965,262		
16	01/30/10	10	0	\$ 121,573	12	\$ 10,010	\$ 82,904	2	\$ 20,103	9995	\$ 3,532	237,693	\$ 237,693		
17	02/13/10	17	0	\$ 206,674	12	\$ 10,010	\$ 140,936	2	\$ 20,103	9995	\$ 3,532	35,261,030	\$ 35,286,641		
18	02/27/10	6	0	\$ 194,516	12	\$ 10,010	\$ 132,646	2	\$ 20,103	9918	\$ 3,532	35,121,283	\$ 35,149,087		
19	03/13/10	15	0	\$ 182,359	12	\$ 10,010	\$ 124,356	2	\$ 20,103	9902	\$ 3,532	35,348,645	\$ 35,373,446		
20	03/27/10	13	0	\$ 158,044	12	\$ 10,010	\$ 107,775	2	\$ 20,103	9927	\$ 3,532	35,271,359	\$ 35,296,494		
21	04/10/10	15	0	\$ 72,944	12	\$ 10,010	\$ 49,742	2	\$ 20,103	9914	\$ 3,532	35,338,558	\$ 35,364,335		
22	04/24/10	15	0	\$ 182,359	12	\$ 10,010	\$ 124,356	2	\$ 20,103	9948	\$ 3,532	35,224,449	\$ 35,254,468		
23	05/08/10	15	0	\$ 182,359	12	\$ 10,010	\$ 124,356	2	\$ 20,103	9933	\$ 3,532	35,359,702	\$ 35,385,524		
24	05/22/10	14	0	\$ 170,202	12	\$ 10,010	\$ 116,065	2	\$ 20,103	9958	\$ 3,532	35,447,802	\$ 35,473,813		
25	06/05/10	10	0	\$ 121,573	12	\$ 10,010	\$ 82,904	2	\$ 20,103	9944	\$ 3,532	35,377,564	\$ 35,403,923		
26	06/19/10	6	0	\$ 194,516	12	\$ 10,010	\$ 132,646	2	\$ 20,103	9979	\$ 3,532	35,399,679	\$ 35,445,737		
	06/30/10	480	166	\$ 4,321,728	199	\$ 4,321,728	\$ 2,870,753	199	\$ 4,321,728	9958	\$ 3,532	27,868,267	\$ 27,902,221	\$ 940,219,658	
													\$ 938,030,226	\$ 940,463,486	\$ 940,219,658

Assumptions:
 1. The actual average salary, vacation payout, and sick payout from fiscal year 08/09 pay period ending (PPE) 06/20/09 with the 0% COLA adjustment, were used as the basis for the beginning value for fiscal year 09/10 projection. The beginning Projected Deployment is based on the projected deployment for PPE 06/20/09.
 2. The FY 09/10 attrition and hiring plan numbers were based on the projections provided by Personnel Division.
 3. Uniform Allowance projection was based on the attached calculation using FY 08/09 actual data with the 0% COLA.

Adopted Budget 2009/10 \$ 805,565,542
 Adopted Budget Deficit should be -\$129,000,000 \$ (134,654,116)
 Deferred Excess Sick Payout \$ 4,965,262
 Pending FSR Transfer from 1092 \$ 45,000,000
 Projected Surplus/Deficit \$ (84,688,854)

\$ 14,473

\$ 16,581

**LOS ANGELES POLICE DEPARTMENT
SWORN SALARY/DEPLOYMENT PROJECTION**

ATTACHMENT 4

12/4/09 Worksheet

FISCAL YEAR 2009-2010

Pay Period	Attrition	Hiring	Vacation	Payout	No. of Empl	Average VC	Payout Sick, 50%	No. of Empl	Average SK	Projected Deployment	Average Salary	Budgeted Expenditure	Actual (Above Line) Projected	FMS
06/30/09	6	39	\$ 35,618	\$ 13,919	4	\$ 8,904	\$ 40,465	3	\$ 13,488	9963	\$ 3,524	10,086,282	\$ 23,633,762	
07/04/09	6	40	\$ 209,349	\$ 19,032	11	\$ 19,412	\$ 174,707	9	\$ 19,412	9977	\$ 3,509	\$ 9,404,546	\$ 11,697,716	
07/18/09	19	40	\$ 176,011	\$ 14,668	12	\$ 14,668	\$ 119,143	6	\$ 19,857	10004	\$ 3,512	35,747,228	\$ 35,947,209	
08/01/09	13	40	\$ 201,138	\$ 13,409	15	\$ 13,409	\$ 121,178	7	\$ 17,311	9976	\$ 3,517	35,921,487	\$ 35,403,885	
08/15/09	28	40	\$ 155,687	\$ 19,461	8	\$ 19,461	\$ 162,802	8	\$ 20,350	9995	\$ 3,517	35,648,556	\$ 35,577,653	
08/29/09	21	40	\$ 69,334	\$ 17,333	4	\$ 17,333	\$ 16,297	2	\$ 8,148	9982	\$ 3,513	35,435,775	\$ 35,156,447	
09/12/09	13	40	\$ 261,959	\$ 16,372	16	\$ 16,372	\$ 167,705	10	\$ 16,770	10005	\$ 3,514	35,485,353	\$ 35,705,131	
09/26/09	17	40	\$ 38,468	\$ 7,694	5	\$ 7,694	-	0	n/a	9987	\$ 3,520	35,397,496	\$ 35,236,209	
10/10/09	18	40	\$ 160,613	\$ 17,846	9	\$ 17,846	\$ 55,144	4	\$ 13,786	10018	\$ 3,535	35,523,632	\$ 35,738,571	
10/24/09	9	40	\$ 120,121	\$ 10,010	12	\$ 10,010	\$ 40,206	2	\$ 20,103	9986	\$ 3,532	35,446,104	\$ 35,461,624	
11/07/09	22	0	\$ 108,659	\$ 18,110	6	\$ 18,110	\$ 72,551	6	\$ 12,092	9987	\$ 3,533	35,579,046	\$ 35,531,643	\$ 376,324,041
11/21/09	9	0	\$ 198,960	\$ 198,960	6	\$ 198,960	\$ 129,055	6	\$ 12,092	9971		35,313,647	\$ 35,569,413	
12/05/09	16	0	\$ 223,830	\$ 223,830	6	\$ 223,830	\$ 145,187	6	\$ 12,092	9953		35,292,018	\$ 35,536,814	
12/19/09	16	0	\$ 198,960	\$ 198,960	6	\$ 198,960	\$ 129,055	6	\$ 12,092	9937		35,193,831	\$ 35,439,278	
01/02/10	16	0	\$ 186,525	\$ 186,525	6	\$ 186,525	\$ 120,989	6	\$ 12,092	9962		4,965,262	\$ 4,965,262	
Excess Sick Out														
Excess MIL & O/D Payout														
01/16/10	15	20	\$ 124,350	\$ 124,350	6	\$ 124,350	\$ 80,659	6	\$ 12,092	9952		35,261,030	\$ 35,507,112	
01/30/10	10	20	\$ 211,395	\$ 211,395	6	\$ 211,395	\$ 137,121	6	\$ 12,092	9975		35,121,283	\$ 35,369,274	
02/13/10	17	20	\$ 198,960	\$ 198,960	6	\$ 198,960	\$ 129,055	6	\$ 12,092	9959		35,348,645	\$ 35,594,048	
02/27/10	16	20	\$ 186,525	\$ 186,525	6	\$ 186,525	\$ 120,989	6	\$ 12,092	9984		35,271,359	\$ 35,517,013	
03/13/10	15	20	\$ 161,655	\$ 161,655	6	\$ 161,655	\$ 104,657	6	\$ 12,092	9971		35,338,558	\$ 35,584,847	
03/27/10	15	20	\$ 74,610	\$ 74,610	6	\$ 74,610	\$ 48,396	6	\$ 12,092	10005		35,250,943	\$ 35,497,911	
04/10/10	15	20	\$ 186,525	\$ 186,525	6	\$ 186,525	\$ 120,989	6	\$ 12,092	9990		35,224,449	\$ 35,474,539	
04/24/10	15	20	\$ 174,090	\$ 174,090	6	\$ 174,090	\$ 112,923	6	\$ 12,092	10015		35,359,702	\$ 35,606,047	
05/08/10	14	20	\$ 124,350	\$ 124,350	6	\$ 124,350	\$ 80,659	6	\$ 12,092	10001		35,447,802	\$ 35,694,382	
05/22/10	10	20	\$ 198,960	\$ 198,960	6	\$ 198,960	\$ 129,055	6	\$ 12,092	10031		35,377,584	\$ 35,624,413	
06/05/10	18	20	\$ 4,173,175	\$ 4,173,175	6	\$ 4,173,175	\$ 2,680,173	6	\$ 12,092	10015		35,399,679	\$ 35,648,411	
06/19/10	18	20	\$ 4,173,175	\$ 4,173,175	6	\$ 4,173,175	\$ 2,680,173	6	\$ 12,092	10015		35,468,703	\$ 35,714,882	
06/30/10	480	175	\$ 4,173,175	\$ 4,173,175	6	\$ 4,173,175	\$ 2,680,173	6	\$ 12,092	9986		27,868,267	\$ 28,061,693	
										Averaged		\$938,030,226	\$ 943,261,298	\$ 942,957,074

Assumptions:

- The actual average salary, vacation payout, and sick payout from fiscal year 08/09 pay period ending (PPE) 06/20/09 with the 0% COLA adjustment, were used as the basis for the beginning value for fiscal year 09/10 projection. The beginning Projected Deployment is based on the projected deployment for PPE 06/20/09.
- The FY 09/10 attrition and hiring plan numbers were based on the projections provided by Personnel Division.
- Uniform Allowance projection was based on the attached calculation using FY 08/09 actual data with the 0% COLA.

\$ 14,804

\$ 16,132

\$ 2,563

Adopted Budget 2009/10 \$ 805,565,542
 Adopted Budget Deficit should be -\$129,000,000 \$ (137,391,532)
 Deferred Excess Sick Payout \$ 4,965,262
 Pending FSR Transfer from 1092 \$ 45,000,000
 Projected Surplus/Deficit \$ (87,426,270)

Appendix Table 1. Comparison of Prior Recruit Expenses and Current Recruit Expenses

	Bi-weekly Salary	Salary Earned While in the Academy (12 Pay Periods or 6 Deployment Periods)	GCP - Pension Savings Plan (3%)	Medicare (1.5%)	Health and Welfare (Flat rate)	Equipment (Flat rate)	Fully Loaded Cost of One Recruit From the Start of the Academy to the Graduation
7-1-09 Salary of a Police Officer I Step 1	\$ 2,165.60	\$ 25,987.20	\$ 779.62	\$ 389.81	\$ 11,041.00	\$ 9,118.00	\$ 47,315.62
7-1 Salary Reduced by 20%	\$ 1,732.48	\$ 20,789.76	\$ 623.69	\$ 311.85	\$ 11,041.00	\$ 9,118.00	\$ 41,884.30

Appendix Table 2. Before and Now Costs for Running Academy Classes

	Cost to Run a Class of 40	Cost to Run a Class of 35	Cost to Run a Class of 30	Cost to Run a Class of 25	Cost to Run a Class of 20	Cost to Run a Class of 15	Cost to Run a Class of 10
Before	\$ 1,892,625	\$ 1,656,047	\$ 1,419,469	\$ 1,182,891	\$ 946,312	\$ 709,734	\$ 473,156
Now	\$ 1,675,372	\$ 1,465,950	\$ 1,256,529	\$ 1,047,107	\$ 837,686	\$ 628,264	\$ 418,843

Appendix Table 3. Comparison of Prior Probationary Police Officer I Expenses and Current Probationary Police Officer I Expenses

	Bi-weekly Salary	Salary Earned While on Probation (26.1 Pay Periods or 13 Deployment Periods)	Pension (36.41%)	2010/11 Health and Welfare (Flat rate)	Fully Loaded Cost of One Recruit During One Year Probation Term
7-1-09 Salary of a Police Officer I Step 2	\$ 2,252.80	\$ 58,798.08	\$ 1,763.94	\$ 12,035	\$ 72,597.02
7-1 Salary Reduced by 20%	\$ 1,802.24	\$ 47,038.46	\$ 1,411.15	\$ 12,035	\$ 60,484.62

Appendix Table 4. Before and Now Costs for Probationary Officers

	Cost of 40 Probationary Officers	Cost of 35 Probationary Officers	Cost of 30 Probationary Officers	Cost of 25 Probationary Officers	Cost of 20 Probationary Officers	Cost of 15 Probationary Officers	Cost of 10 Probationary Officers
Before	\$ 2,903,881	\$ 2,540,896	\$ 2,177,911	\$ 1,814,926	\$ 1,451,940	\$ 1,088,955	\$ 725,970
Now	\$ 2,419,385	\$ 2,116,962	\$ 1,814,539	\$ 1,512,115	\$ 1,209,692	\$ 907,269	\$ 604,846

Appendix Table 5. Impact of Remaining Academy Classes on the General Fund in Fiscal Year 2009-10 and Fiscal Year 2010-11

Class Start Date	First Pay Check Issued*	Pay Periods	Cost to Run a Class of 40	Cost to Run a Class of 35	Cost to Run a Class of 30	Cost to Run a Class of 25	Cost to Run a Class of 20	Cost to Run a Class of 15	Cost to Run a Class of 10
1/4/2010	1/27/2010	12	\$ 1,675,372	\$ 1,465,950	\$ 1,256,529	\$ 1,047,107	\$ 837,686	\$ 628,264	\$ 418,843
		0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2/1/2010	2/24/2010	10	\$ 1,087,367	\$ 959,966	\$ 820,565	\$ 687,164	\$ 553,763	\$ 420,362	\$ 286,961
		2	\$ 588,005	\$ 511,983	\$ 435,964	\$ 359,944	\$ 283,923	\$ 207,903	\$ 131,882
3/1/2010	3/24/2010	8	\$ 873,925	\$ 767,204	\$ 660,484	\$ 553,763	\$ 447,042	\$ 340,321	\$ 233,601
		4	\$ 801,447	\$ 698,746	\$ 596,045	\$ 493,345	\$ 390,644	\$ 287,943	\$ 185,242
3/29/2010	4/21/2010	6	\$ 660,484	\$ 580,423	\$ 500,402	\$ 420,362	\$ 340,321	\$ 260,281	\$ 180,240
		6	\$ 1,014,888	\$ 885,507	\$ 756,127	\$ 626,746	\$ 497,365	\$ 367,384	\$ 238,603
4/26/2010	5/19/2010	4	\$ 447,042	\$ 393,682	\$ 340,321	\$ 286,961	\$ 233,601	\$ 180,240	\$ 126,880
		8	\$ 1,228,330	\$ 1,072,269	\$ 916,208	\$ 760,147	\$ 604,085	\$ 448,024	\$ 291,963
5/24/2010	6/16/2010	2	\$ 233,601	\$ 206,920	\$ 180,240	\$ 153,560	\$ 126,880	\$ 100,200	\$ 73,519
		10	\$ 1,241,771	\$ 1,059,030	\$ 910,629	\$ 788,548	\$ 640,806	\$ 528,063	\$ 345,321
6/21/2010	7/14/2010	0	\$ 20,159	\$ 20,159	\$ 20,159	\$ 20,159	\$ 20,159	\$ 20,159	\$ 20,159
		12	\$ 1,655,213	\$ 1,445,791	\$ 1,236,370	\$ 1,026,948	\$ 817,527	\$ 608,105	\$ 398,684

Appendix Table 6. Future Fiscal Year Probationary Costs for Future Academy Cadets Hired in Fiscal Year 2009-10

Class Start Date	Pay Periods	Cost to Run a Class of 40	Cost to Run a Class of 35	Cost to Run a Class of 30	Cost to Run a Class of 25	Cost to Run a Class of 20	Cost to Run a Class of 15	Cost to Run a Class of 10
1/4/2010	10/11 Impact	\$ 2,419,385	\$ 2,116,962	\$ 1,814,539	\$ 1,512,115	\$ 1,209,692	\$ 907,269	\$ 604,846
	11/12 Impact	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2/1/2010	10/11 Impact	\$ 2,233,278	\$ 1,954,115	\$ 1,674,939	\$ 1,395,799	\$ 1,116,639	\$ 857,479	\$ 558,320
	11/12 Impact	\$ 1,861,072	\$ 1,622,843	\$ 1,339,580	\$ 1,116,166	\$ 931,953	\$ 697,999	\$ 465,266
3/1/2010	10/11 Impact	\$ 2,047,172	\$ 1,791,275	\$ 1,535,379	\$ 1,279,482	\$ 1,023,586	\$ 767,689	\$ 511,793
	11/12 Impact	\$ 372,213	\$ 325,686	\$ 279,160	\$ 232,633	\$ 186,107	\$ 139,580	\$ 93,053
3/29/2010	09/10 Impact	\$ 1,861,065	\$ 1,628,432	\$ 1,395,799	\$ 1,163,166	\$ 930,538	\$ 697,999	\$ 465,266
	10/11 Impact	\$ 558,320	\$ 488,580	\$ 418,740	\$ 348,950	\$ 279,160	\$ 209,370	\$ 139,580
4/26/2010	10/11 Impact	\$ 1,674,959	\$ 1,465,589	\$ 1,256,219	\$ 1,046,849	\$ 837,479	\$ 628,109	\$ 418,740
	11/12 Impact	\$ 744,426	\$ 651,373	\$ 558,320	\$ 465,266	\$ 372,213	\$ 279,160	\$ 186,107
5/24/2010	09/10 Impact	\$ 1,488,852	\$ 1,302,746	\$ 1,116,639	\$ 930,533	\$ 744,426	\$ 558,320	\$ 372,213
	10/11 Impact	\$ 830,533	\$ 814,216	\$ 697,999	\$ 581,583	\$ 465,266	\$ 348,950	\$ 232,633
6/21/2010	10/11 Impact	\$ 1,302,746	\$ 1,139,902	\$ 977,059	\$ 814,216	\$ 651,373	\$ 488,530	\$ 325,686
	11/12 Impact	\$ 1,116,639	\$ 977,059	\$ 837,479	\$ 697,999	\$ 558,320	\$ 418,740	\$ 279,160

LOS ANGELES POLICE DEPARTMENT
 SWORN SALARY/DEPLOYMENT PROJECTION
 FISCAL YEAR 2009-2010

July 1, 2009 Deployment Compared with December 5, 2009

Pay Period	Pay period Ending	7-1-09 Projected Deployment	Actual (above line) Deployment	Officers Over Budget
1	06/30/09	9963	9963	0
2	07/04/09	9996	9996	0
3	07/18/09	9966	9977	11
4	08/01/09	9968	10004	36
5	08/15/09	9938	9976	38
6	08/29/09	9952	9995	43
7	09/12/09	9931	9982	51
8	09/26/09	9951	10005	54
9	10/10/09	9932	9987	55
10	10/24/09	9950	10018	68
11	11/07/09	9928	9996	68
12	11/21/09	9942	9987	45
13	12/05/09	9926	9971	45
14	12/19/09	9908	9953	45
15	01/02/10	9892	9937	45
16	01/16/10	9917	9962	45
17	01/30/10	9907	9952	45
18	02/13/10	9930	9975	45
19	02/27/10	9914	9959	45
20	03/13/10	9839	9984	45
21	03/27/10	9926	9971	45
22	04/10/10	9960	10005	45
23	04/24/10	9945	9990	45
24	05/08/10	9970	10015	45
25	05/22/10	9956	10001	45
26	06/05/10	9986	10031	45
	06/19/10	9970	10015	45
	06/30/10	9942	9986	45
		Averaged	Averaged	

LOS ANGELES POLICE DEPARTMENT
SWORN SALARY/DEPLOYMENT PROJECTION

FISCAL YEAR 2009-2010
PROJECTED FILLED AUTHORITIES WITHOUT A JANUARY CLASS

Pay Period	Pay period Ending	ATTRITION		HIRING Plan Actual	7-1-09 Projected Deployment	Actual (above line) Deployment	Officers Over Budget	Based on Original Projected Attrition		Based on 70% of Original Projected Attrition	
		Plan Actual	Actual					CAO	LAPD	CAO	LAPD
1	06/30/09				9963	9963	0	9,994	9,971	9,999	9,976
2	07/04/09	6	14	40	9996	9996	0	9,976	9,953	9,986	9,958
3	07/18/09	19	30	39	9966	9977	11	9,960	9,937	9,975	9,942
4	08/01/09	13	38	40	9968	10004	36	9,945	9,922	9,965	9,927
5	08/15/09	28	30	40	9938	9976	38	9,935	9,912	9,958	9,915
6	08/29/09	21	26	40	9952	9995	43	9,958	9,935	9,986	9,940
7	09/12/09	13	21	40	9931	9982	51	9,942	9,919	9,974	9,924
8	09/26/09	17	20	40	9951	10005	54	9,967	9,944	10,004	9,949
9	10/10/09	18	19	40	9932	9987	55	9,954	9,931	9,995	9,935
10	10/24/09	9	22	40	9950	10018	68	9,988	9,965	10,031	9,967
11	11/07/09	22	22	40	9928	9996	68	9,973	9,950	10,020	9,955
12	11/21/09	9	26	40	9942	9987	45	9,998	9,975	10,050	9,980
13	12/05/09	16	16	40	9926	9971	45	9,984	9,961	10,040	9,965
14	12/19/09	18	18	40	9908	9953	45	10,014	9,991	10,073	9,994
15	01/02/10	16	16	0	9892	9937	45	9,998	9,975	10,062	9,980
16	01/16/10	15	15	0	9877	9922	45				
17	01/30/10	10	10	40	9867	9912	45				
18	02/13/10	17	17	40	9890	9935	45				
19	02/27/10	16	16	40	9874	9919	45				
20	03/13/10	15	15	40	9899	9944	45				
21	03/27/10	13	13	40	9886	9931	45				
22	04/10/10	6	6	40	9920	9965	45				
23	04/24/10	15	15	40	9905	9950	45				
24	05/08/10	15	15	40	9930	9975	45				
25	05/22/10	14	14	40	9916	9961	45				
26	06/05/10	10	10	40	9946	9991	45				
	06/19/10	16	16	40	9930	9975	45				
					Estimated salary for last 11 days of FY 09-10						
		480	175	440	199	9924	9968				
				Averaged	Averaged						

**LOS ANGELES POLICE DEPARTMENT
SWORN SALARY/DEPLOYMENT PROJECTION
FISCAL YEAR 2009-2010
PROJECTED FILLED AUTHORITIES WITH A JANUARY CLASS**

Pay Period	Pay period Ending	ATTRITION		HIRING	7-1-09 Projected		Actual (above line)		Officers Over Budget	
		Plan	Actual		Deployment	Deployment	Deployment	Budget		
1	06/30/09				9963	9963	9963	0		
2	07/04/09	14	6	40	9996	9996	9996	0		
3	07/18/09	30	19	39	9966	9966	9977	11		
4	08/01/09	38	13	40	9968	9968	10004	36		
5	08/15/09	30	28	40	9938	9938	9876	38		
6	08/29/09	26	21	40	9952	9952	9995	43		
7	09/12/09	21	13	40	9931	9931	9982	51		
8	09/26/09	20	17	40	9951	9951	10005	54		
9	10/10/09	19	18	40	9932	9932	9987	55		
10	10/24/09	22	9	40	9950	9950	10018	68		
11	11/07/09	22	22	40	9928	9928	9996	68		
12	11/21/09	26	9	40	9942	9942	9987	45		
12	12/05/09	16			9926	9926	9971	45		
13	12/19/09	18		0	9908	9908	9953	45		
14	01/02/10	16		40	9892	9892	9937	45		
15	01/16/10	15		40	9917	9917	9962	45		
16	01/30/10	10		40	9907	9907	9952	45		
17	02/13/10	17		40	9930	9930	9975	45		
18	02/27/10	16		40	9914	9914	9959	45		
19	03/13/10	15		40	9939	9939	9984	45		
20	03/27/10	13		40	9926	9926	9971	45		
21	04/10/10	6		40	9960	9960	10005	45		
22	04/24/10	15		40	9945	9945	9990	45		
23	05/08/10	15		40	9970	9970	10015	45		
24	05/22/10	14		40	9956	9956	10001	45		
25	06/05/10	10		40	9986	9986	10031	45		
26	06/19/10	16			9970	9970	10015	45		
		Estimated salary for last 11 days of FY 09-10								
		480	175	480	199	9942	9986	Averaged	Averaged	

Based on Original Projected Attrition		Based on 70% of Original Projected Attrition	
CAO	LAPD	CAO	LAPD
9,994	9,974	9,999	9,976
9,976	9,953	9,986	9,958
9,960	9,937	9,975	9,942
9,985	9,962	10,005	9,967
9,975	9,952	9,998	9,966
9,998	9,975	10,026	9,980
9,982	9,959	10,014	9,964
10,007	9,984	10,044	9,989
9,994	9,971	10,035	9,975
10,028	10,005	10,071	10,007
10,013	9,990	10,060	9,995
10,038	10,015	10,090	10,020
10,024	10,001	10,080	10,005
10,054	10,031	10,113	10,034
10,038	10,015	10,102	10,020

Monthly Hiring/ Attrition Tracking Fiscal Year 2009-2010

ITEM	DP 11 - 09		DP 12 - 09		DP 13 - 09		DP 1 - 2010		DP 2 - 2010		DP 3 - 2010		DP 4 - 2010		DP 5 - 2010		DP 6 - 2010	
	Nov. 2009	Dec. 2009	Dec. 2009	Jan. 2010	Jan. 2010	Jan. 2010	Jan. 2010	Feb. 2010	Feb. 2010	Mar. 2010	Mar. 2010	Apr. 2010	Apr. 2010	May 2010	May 2010	June 2010	June 2010	June 2010
a Number of Officers on the Police Force	10,018		9,987															
b Number of Officers currently in Academy	243		192															
c Number of Recruits scheduled to enter Academy	0		0															
d Planned Academy classes for remainder of fiscal year	6		6															
e Actual number of Officers enrolled in DROP program	564		554															
f Actual number of Officers enrolled in DROP program that must retire in next 12 months and the month they must retire	Nov. 2009	7	1	Dec. 2009			Jan. 2010											
	Dec. 2009		4	Jan. 2010			Feb. 2010											
	Jan. 2010	4	6	Feb. 2010			Mar. 2010											
	Feb. 2010	6	10	Mar. 2010			Apr. 2010											
	Mar. 2010	10	7	Apr. 2010			May 2010											
	Apr. 2010	7	10	May 2010			June 2010											
	May 2010	10	3	June 2010														
	June 2010	3																
TOTAL	48		41		0		0		0		0		0		0		0	
g Actual number of Officers that have retired from LAPD	49		57															
h Actual number of Officers that have attrited from LAPD and Police Academy	144		175															
i Number of Officers on permanent and long term restricted duty	451		451															
j Number of Officers hired back to Department on Bounce Program	0		0															

* Last Updated 12-02-09

* Currently there is (1) Bounce employee who will separate on 01/04/10.

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, 3rd District Councilmember, 12th District Councilmember, 13th District

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

October 23, 2009

ORIGINAL

LOS ANGELES POLICE DEPARTMENT

2009 DEPLOYMENT SCHEDULE

13 DEC 7, 2008 - JAN 3, 2009

	S	M	T	W	Th	F	S
A	7	8	9	10	11	12	13
B	14	15	16	17	18	19	20
C	21	22	23	24	25	26	27
D	28	29	30	31	1	2	3
Note: Two SWORN holidays, to be taken anytime within the DP						2	2

1 JAN 4 - JAN 31, 2009

	S	M	T	W	Th	F	S
A	4	5	6	7	8	9	10
B	11	12	13	14	15	16	17
C	18	19	20	21	22	23	24
D	25	26	27	28	29	30	31
						1	1

2 FEB 1 - FEB 28, 2009

	S	M	T	W	Th	F	S
A	1	2	3	4	5	6	7
B	8	9	10	11	12	13	14
C	15	16	17	18	19	20	21
D	22	23	24	25	26	27	28
						1	1

3 MAR 1 - MAR 28, 2009

	S	M	T	W	Th	F	S
A	1	2	3	4	5	6	7
B	8	9	10	11	12	13	14
C	15	16	17	18	19	20	21
D	22	23	24	25	26	27	28
						0	0

4 MAR 29 - APR 25, 2009

	S	M	T	W	Th	F	S
A	29	30	31	1	2	3	4
B	5	6	7	8	9	10	11
C	12	13	14	15	16	17	18
D	19	20	21	22	23	24	25
						1	1

5 APR 26 - MAY 23, 2009

	S	M	T	W	Th	F	S
A	26	27	28	29	30	1	2
B	3	4	5	6	7	8	9
C	10	11	12	13	14	15	16
D	17	18	19	20	21	22	23
						0	1

6 MAY 24 - JUN 20, 2009

	S	M	T	W	Th	F	S
A	24	25	26	27	28	29	30
B	31	1	2	3	4	5	6
C	7	8	9	10	11	12	13
D	14	15	16	17	18	19	20
						1	1

7 JUN 21 - JUL 18, 2009

	S	M	T	W	Th	F	S
A	21	22	23	24	25	26	27
B	28	29	30	1	2	3	4
C	5	6	7	8	9	10	11
D	12	13	14	15	16	17	18
						1	1

8 JUL 19 - AUG 15, 2009

	S	M	T	W	Th	F	S
A	19	20	21	22	23	24	25
B	26	27	28	29	30	31	1
C	2	3	4	5	6	7	8
D	9	10	11	12	13	14	15
						0	1

9 AUG 16 - SEP 12, 2009

	S	M	T	W	Th	F	S
A	16	17	18	19	20	21	22
B	23	24	25	26	27	28	29
C	30	31	1	2	3	4	5
D	6	7	8	9	10	11	12
						1	1

10 SEP 13 - OCT 10, 2009

	S	M	T	W	Th	F	S
A	13	14	15	16	17	18	19
B	20	21	22	23	24	25	26
C	27	28	29	30	1	2	3
D	4	5	6	7	8	9	10
						0	1

11 OCT 11 - NOV 7, 2009


	S	M	T	W	Th	F	S
A	11	12	13	14	15	16	17
B	18	19	20	21	22	23	24
C	25	26	27	28	29	30	31
D	1	2	3	4	5	6	7
						1	1


12 NOV 8 - DEC 5, 2009


	S	M	T	W	Th	F	S
A	8	9	10	11	12	13	14
B	15	16	17	18	19	20	21
C	22	23	24	25	26	27	28
D	29	30	1	2	3	4	5
						1	1

13 DEC 6, 2009 - JAN 2, 2010


	S	M	T	W	Th	F	S
A	6	7	8	9	10	11	12
B	13	14	15	16	17	18	19
C	20	21	22	23	24	25	26
D	27	28	29	30	31	1	2
Note: Two SWORN holidays to be taken anytime within the DP						2	2

 HOLIDAYS-CIVILIAN Plus one unspecified holiday, LACSWA, Local 547, AFUCID & LACBCTC members get the unspecified holidays.

 DAYS OFF IN LIEU OF HOLIDAYS-SWORN (540 schedule)

 DAYS OFF IN LIEU OF HOLIDAYS-SWORN (4/10 schedule)

 PAY PERIOD ENDS

 PAYDAY