

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

PERSONNEL
COMMITTEE

- NOT OFFICIAL UNTIL COUNCIL ACTS -

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

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

JAW
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