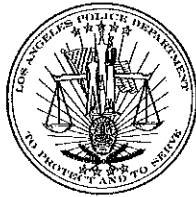


# LOS ANGELES POLICE DEPARTMENT



**WILLIAM J. BRATTON**  
Chief of Police

P. O. Box 30158  
Los Angeles, CA 90030  
Telephone: (213) 485-3277  
TDD: (877) 275-5273  
Ref #: 10.4.1

**ANTONIO R. VILLARAIGOSA**  
Mayor

August 6, 2009

The Honorable Bernard C. Parks, Chair  
Budget and Finance Committee  
City Council, Room 395  
200 North Spring Street  
Los Angeles, California 90012

Dear Councilmember Parks:

At the request of the Budget and Finance Committee, we are providing the attrition numbers (enclosed) for the last four fiscal years in order to identify trends. After analyzing the data there were no significant spikes other than Pay Period No. 24 of Fiscal Year 2006/07. During that pay period, the first mandatory Deferred Retirement Option Program (DROP) separations occurred. Aside from that spike, the only noticeable trend was that the second quarter of the fiscal year consistently garnered the least amount of attrition. This may be contributed to the holidays and/or tax liability. If an employee retires in January (third fiscal quarter) when they receive their payout, it decreases tax liability for that year as they will be earning less due to retirement.

The average attrition for the last four fiscal years is as follows:

	FY 05/06	FY 06/07	FY 07/08	FY 08/09	4 YR AVG PER QTR
1st QTR AVG PER PP	19	18	22	27	22
2nd QTR AVG PER PP	13	14	16	18	15
3rd QTR AVG PER PP	17	17	23	21	20
4th QTR AVG PER PP	24	35	21	16	24
<b>FY AVG PER PP</b>	<b>18</b>	<b>21</b>	<b>21</b>	<b>21</b>	

**4 year average per pay period and per quarter = 20**

The Honorable Bernard C. Parks, Chair

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Should you have questions, please contact Senior Personnel Analyst II Francois L. Gardere Jr., Acting Commanding Officer, Personnel Division, at (213) 485-3243.

Very truly yours,

WILLIAM J. BRATTON

Chief of Police

A handwritten signature in cursive script that reads "Rhonda L. Sims-Lewis". The signature is written in dark ink and is positioned above the printed name and title.

RHONDA L. SIMS-LEWIS, Police Administrator

Commanding Officer

Administrative and Technical Services Bureau

Enclosure

ATTRITION TRENDS

Pay Period	FY 2005-06			FY 2006-07			FY 2007-08			FY 2008-09			FY 2009-10		
	Planned	Actual	Diff.	Planned	Actual	Diff.	Planned	Actual	Diff.	Planned	Actual	Diff.	Planned	Actual	Diff.
1	11	14	3	11	10	-1	27	11	-16	40	11	-29	14	7	-7
2	29	32	3	29	15	-14	53	28	-25	39	39	0	30		
3	24	17	-7	24	26	2	27	38	11	33	42	9	38		
4	17	14	-3	17	15	-2	21	30	9	19	36	17	30		
5	14	17	3	14	19	5	18	23	5	15	27	12	26		
6	5	17	12	5	14	9	17	15	-2	14	26	12	21		
7	17	21	4	17	26	9	19	11	-8	18	13	-5	20		
8	8	13	5	8	13	5	18	20	2	20	18	-2	19		
9	17	11	-6	17	16	-1	13	10	-3	19	11	-8	22		
10	16	12	-4	16	20	4	21	17	-4	24	18	-6	22		
11	7	16	9	7	13	6	10	26	16	9	14	5	26		
12	3	8	5	3	13	10	15	9	-6	13	20	7	16		
13	12	17	5	12	10	-2	12	14	2	13	26	13	18		
14	12	10	-2	17	12	-5	31	10	-21	25	44	19	16		
15	11	25	14	16	11	-5	22	31	9	30	23	-7	15		
16	20	20	0	25	19	-6	30	19	-11	20	13	-7	10		
17	16	18	2	21	24	3	17	28	11	22	12	-10	17		
18	6	20	14	11	10	-1	20	24	4	8	18	10	16		
19	16	21	5	21	28	7	17	27	10	21	28	7	15		
20	6	6	0	11	17	6	16	19	3	7	12	5	13		
21	22	34	12	52	23	-29	29	19	-10	29	18	-11	6		
22	17	48	31	47	18	-29	14	32	18	17	21	4	15		
23	14	20	6	44	22	-22	30	12	-18	14	10	-4	15		
24	7	19	12	37	120	83*	13	21	8	9	17	8	14		
25	7	5	-2	12	16	4	27	12	-15	10	13	3	10		
26	16	18	2	21	11	-10	17	32	15	8	16	8	16		
Totals	350	473	123	515	541	26	554	538	-16	496	546	50	480		

Uniform allowance paid July  
 Excess Sick, ML, IOD payout January  
 \* Initial phase of mandatory DROP separation