

Item 2

Date: 10-1-14
Submitted in PS Committee
Council File No: 2
Item No.: 14-0600-5160
Deputy: Public Speaker

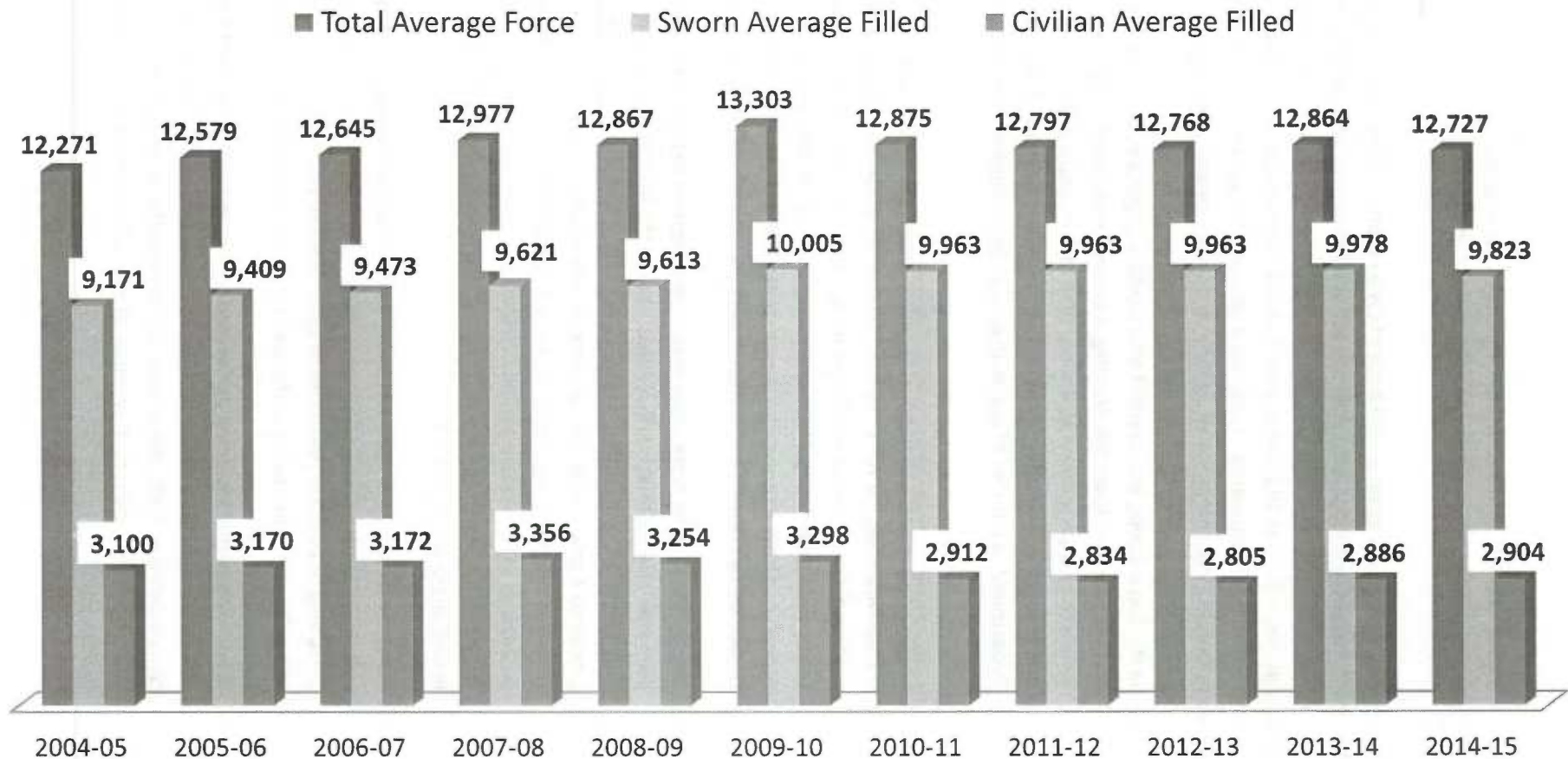
TO: Public Safety Committee Members, City of Los Angeles
FROM: Molly Rhodes, Ph.D., SEIU 721 Research & Policy Analyst
DATE: October 1, 2014

We are glad to join you again on the issue of Civilianization, raised by the Coalition of LA Unions during this year's Budget hearings. Line staff can tell you best about specific service impacts that have come with the Civilian force cuts. Our Coalition worries that the City's prior commitment to keeping the number of sworn staff at 10,000 has shrunk the Civilian workforce necessary for the most effective policing, including transparency. LAPD has a difficult task in assessing its workforce with diminished civilian resources. We commend what they've done so far and would like to help continue discussions.

1. **In the last decade, the overall LAPD workforce grew by 3.7%. Sworn jobs are up 7% but Civilian jobs are down 6%, creating a de-civilianization of the force.** (Slide 1). **The ratio of sworn to civilian is down 18% since Wall Street crashed the economy.** (Slide 2). As stated in one report to Committee, "Due to the continuing net loss of civilian employees in the Department, a number of duties that must be performed have been assumed by sworn personnel."
2. **LAPD Civilians perform invaluable police work:** taking 911 calls, processing critical data, maintaining files, caring for horses, monitoring evidence storage, maintaining the LAPD and analyzing crime scenes and finger prints. LAPD has identified clerical, detention officers, criminalists and management analysts as jobs where Officers are doing Civilian work. As the reports honestly express, the department even lacks the personnel to do the level of review requested by Council, and instead refers you and the public to a 2010 study of 2009 surveys.
3. **Cuts to the Civilian force since Wall Street crashed the economy have resulted in cost increases and staffing inefficiencies.** During the Budget discussions, the CAO agreed with the Coalition of LA Unions that it is more expensive to use sworn officers in civilian posts. LAPD produced a salary table for jobs where sworn staff sit in civilian posts. As there is no number of bodies in the positions, however, no one can quantify the dollar impact. But we have provided an analysis of healthcare and add/delete rate costs alongside the salary data produced by the department. Those calculations show it is anywhere from 20% to 71% more to use sworn staff in civilian positions (Slide 3).
4. **What civilian force work is not being performed now due to cuts? No one can say with certainty.** LAPD summarizes that in 2010, "about half of the Department entities assign sworn personnel to perform the duties of vacant civilian positions. The duties of the remaining civilian vacancies are either being performed by civilian personnel or not being performed at all."
5. **What Civilian work is being performed by Sworn staff? We don't know.** We do know that the number of budgeted vacancies this fiscal year was 322. When LAPD last surveyed officers in civilian duties in 2009, there were 154 sworn officers serving in 120 vacant civilian positions in 22 civilian classifications. How many of the 322 vacancies involve LAPD paying Sworn staff to do Civilian jobs?

A decade of LAPD filled positions

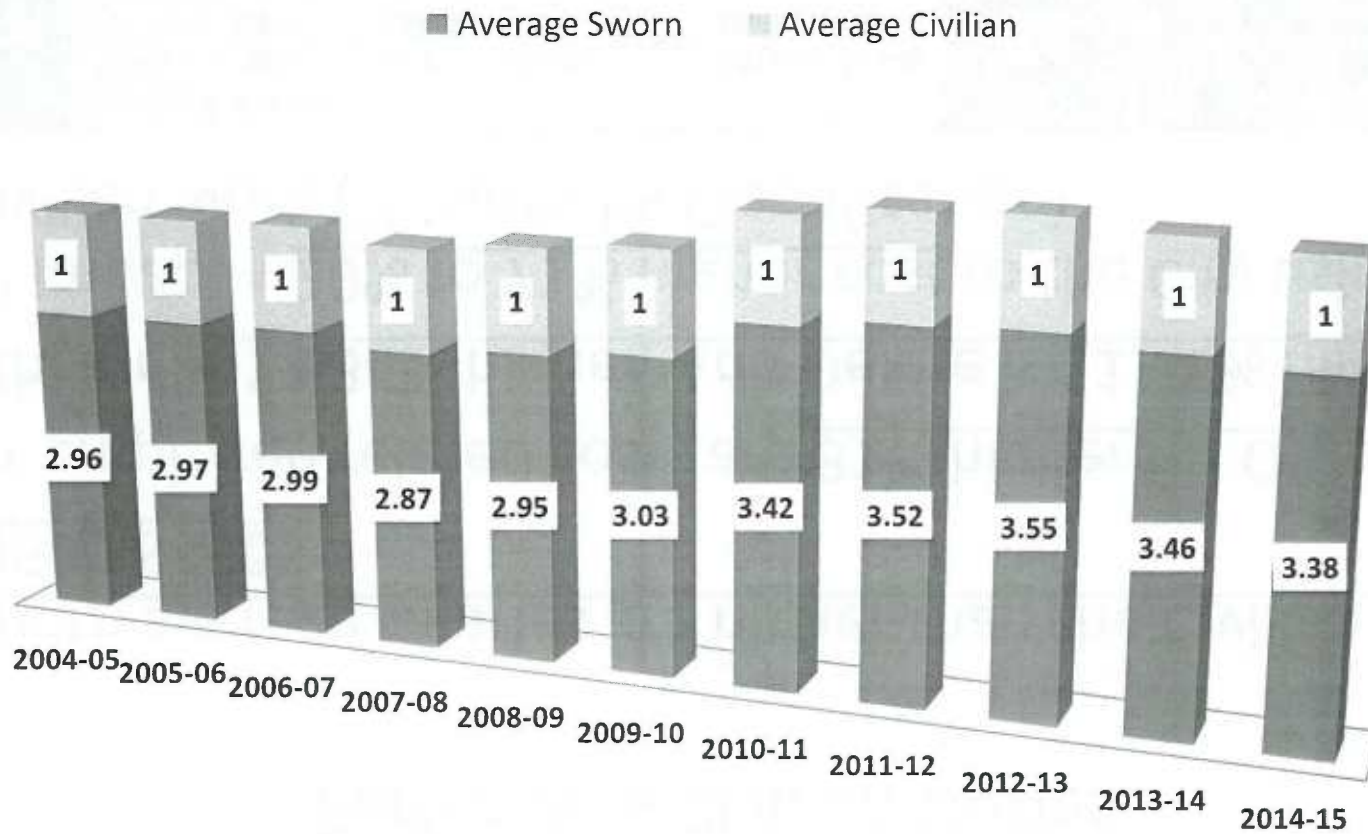
LAPD Force grew by 3.7%. Civilian jobs down 6%. Sworn jobs up 7%.



Source: City of LA Proposed Budget Supplemental Books, "Five-Year Projection of Sworn and Civilian Salaries in the Police Department."

Wall Street crash = diminishing LAPD Civilian filled positions

Ratio of Sworn per Civilian down 18% since Wall Street crash



Source: City of LA Proposed Budget Supplemental Books, "Five-Year Projection of Sworn and Civilian Salaries in the Police Department."

Fiscal Impact of Police Officers Performing Civilian Duties

- All Sworn average salaries are higher than the Civilian force. (14-0600-S160)
- Other employee related costs are 31% higher for Officers
- Healthcare is 19.34% higher, Add Delete is 11.78% higher
- Fiscal Impact = 20% to 71% higher cost to the City using Officers for Civilian work (% varies by Classification)

Assignment	Cost Increase of Using Sworn in Civilian	% Higher cost of Sworn in Civilian Position	Civilian Classification	Average Salary	Healthcare	Add Delete Rate 28.6%	Total City Cost	Sworn Classification	Average Salary	Healthcare	Add Delete Rate 37.94%	Total City Cost
Jail Division	\$47,412.95	46%	Detention Officer	\$70,003	\$12,230	\$20,230.65	\$102,243.36	Police Officer II	\$91,927	\$13,660	\$44,069.80	\$149,657
	\$76,369.50	71%	Sr. Detention Officer	\$74,594	\$12,230	\$21,533.63	\$108,147.38	Sgt. I	\$115,493	\$13,660	\$35,366.39	\$164,517
Crime Analysis	\$25,305.05	20%	Crime Analyst I	\$87,232	\$12,230	\$24,919.75	\$124,271.75	Police Officer II	\$91,927	\$13,660	\$44,069.80	\$149,657
	\$60,245.63	48%						Sgt. I	\$115,493	\$13,660	\$35,366.39	\$164,517
Administrative Support	\$25,305.05	20%	Mgt Analyst II	\$87,232	\$12,230	\$24,919.75	\$124,271.75	Police Officer II	\$91,927	\$13,660	\$44,069.80	\$149,657
	\$60,245.63	48%						Sgt. I	\$115,493	\$13,660	\$35,366.39	\$164,517
Clerical Support	\$53,878.95	96%	Sr. Clerk Typist	\$84,953	\$12,230	\$18,532.65	\$95,777.35	Police Officer II	\$91,927	\$13,660	\$44,069.80	\$149,657
	\$46,340.42	45%	Secretary	\$70,857	\$12,230	\$20,239.53	\$103,316.38					

Right Worker, Wrong Job

Budget Report back the fiscal impact of police officers performing civilian duties

- "Due to the continuing net loss of civilian employees in the Department, a number of duties that must be performed have been assumed by sworn personnel. The classifications generally affected are; Detention Officers, Crime Analyst, Management Analyst, and Sr. Clerk Typists. Below is a comparison of the salaries of the civilian classifications that should be performing the work and the sworn classifications who are assigned to these duties."
- http://clkrep.lacity.org/onlinedocs/2014/14-0600-s160_rpt_lapd_08-19-14.pdf