

14-0600-S169

ADOPTED BUDGET RECOMMENDATION

REFER to the Public Safety Committee 2014-15 Budget Memo No. 114 regarding Police - Jail Staffing.

(Pursuant to adoption of the Mayor's 2014-15 Budget on May 21, 2014)

MAY 21 2014

REFERRED TO

PUBLIC SAFETY

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Memo No. 114

Date: May 7, 2014

To: Budget and Finance Committee

From: Miguel A. Santana, City Administrative Officer


Subject: **POLICE – JAIL STAFFING**

During consideration of the 2014-15 Proposed Budget, the Committee requested a report on the difference in costs between using Detention Officers and Police Officers to staff Los Angeles Police Department jails.

The annual starting salary for a Police Officer in the Los Angeles Police Department (LAPD) is currently \$49,924. The starting salary for a Detention Officer is \$49,548 per year. These rates are for direct salary costs only. When factoring in the related costs for health and retirement benefits associated with each position using the 2014-15 Proposed Budget Add/Delete Rates (page 133 of the 2014-15 Supporting Information for the Budget and Finance Committee), the annual costs for each position are as follows:

Position	Annual Salary	Retirement (Percentage)	Retirement (Dollars)	Health	Total Annual Cost
Police Officer	\$49,924	47.94%	\$23,934	\$13,660	\$87,518
Detention Officer	\$49,548	19.63%	\$9,726	\$12,220	\$71,494

Note: The Retirement Percentage for Detention Officers represents Tier 2 pension costs for new civilians hired by the City of Los Angeles effective July 1, 2013.

Based on a query from the City's payroll system on May 5, 2014, there are 87 Police Officers assigned to Jail Division with an average annual salary of \$65,814, and 241 Detention Officers with an average annual salary of \$66,273. When factoring in the related costs for health and retirement benefits for these positions, the annual costs for each position are as follows:

Position	Annual Salary	Retirement (Percentage)	Retirement (Dollars)	Health	Total Annual Cost
Police Officer	\$65,814	47.94%	\$31,551	\$13,660	\$111,025
Detention Officer	\$66,273	28.06%	\$18,596	\$12,220	\$97,089

The LAPD's Civilian Hiring Plan for Fiscal Year 2014-15 currently includes 15 Detention Officer (DO) positions to allow the LAPD to hire DOs to attrition. The following table shows the costs if the Department were to hire 87 additional DOs in 2014-15 to replace the 87

Police Officers assigned to the jails. As indicated in the table below, this assumes hiring approximately 22 DOs each quarter. The cost to hire 87 DOs is approximately \$3.9 million.

Hiring 87 Detention Officers in 2014-15

No. of DOs Hired	Months of Salary Funding	Salary Costs	Retirement (Percentage) Tier 2	Retirement (Dollars)	Health	Total Cost
22	12	\$49,548	19.63%	\$9,726	\$12,220	\$1,572,870
22	9	\$37,161	19.63%	\$7,295	\$9,165	\$1,179,653
22	6	\$24,774	19.63%	\$4,863	\$6,110	\$786,435
21	3	\$12,387	19.63%	\$2,432	\$3,055	\$375,344
87						\$3,914,303

FISCAL IMPACT STATEMENT

The General Fund impact of replacing 87 Police Officers assigned to the LAPD jails with 87 Detention Officer positions in Fiscal Year 2014-15 is \$3,914,303 (\$2,712,753 in direct costs and \$1,201,550 in indirect costs). This is an additional cost to the General Fund unless the Council chooses to reduce funding to hire Police Officers by this amount, or recognize additional General Fund revenue or offsetting appropriations.

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Question No. 426