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**File No. 17-1152**

**PUBLIC WORKS AND GANG REDUCTION COMMITTEE REPORT** relative to the Innovation and Performance Commission's (IPC) Innovation Fund (IF) funding for the Personnel Department - Virtual Reality Officer Experience.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. ESTABLISH and APPROPRIATE a new appropriation account within the IF Fund No. 105/10 in the amount of \$50,000 from the available cash balance of the IF entitled: Personnel Department - Virtual Reality Officer Experience.
2. TRANSFER \$50,000 from the IF Fund No. 105/10, Account to be Established, Personnel Department- Virtual Reality Officer Experience to Fund No. 100/66 as follows:

<u>Account</u>	<u>Title</u>	<u>Amount</u>
003040	Contractual Services	\$50,000

3. INSTRUCT the Personnel Department to:
  - a. Separately track all encumbrances and expenditures of IF monies so that unspent funds can be returned to the IF at the end of the fiscal year.
  - b. Report to the IPC with an accounting of the funds, the lessons learned, and any obstacles faced.
  - c. Report to the IPC if, after the receipt of funds, the scope of the funded item differs from the scope approved for funding by the Mayor and the Council.
4. AUTHORIZE the City Administrative Officer (CAO) to make technical corrections as necessary to those transactions included in this report to implement Mayor and Council intentions.

Fiscal Impact Statement: The CAO reports that approval of these recommendations will allocate \$50,000 of the remaining \$795,434 IF 2017-18 available balance. The \$50,000 will be transferred to Personnel Department to begin implementation of the pilot project that has been approved by the IPC. In some cases, departments will incur ongoing costs.

Community Impact Statement: None submitted.

SUMMARY

At the meeting held on October 18, 2017, your Public Works and Gang Reduction Committee considered a CAO report relative to funding from the IF for the Personnel Department - Virtual Reality Officer Experience. The CAO reports that the Personnel Department, in partnership with the Los Angeles Police Department (LAPD), proposes to integrate virtual reality content into the LAPD recruiting process, in an effort to increase the number of LAPD applicants. According to Personnel Department, the LAPD lacks state-of-the-art technology that can be used to attract millennial candidates. Personnel indicates that over the next few years, LAPD will lose over

4,000 officers and there are currently insufficient qualified candidates to fill those vacancies. Through this pilot, Personnel Department will use virtual reality technology to provide potential candidates first-hand experience in the life of an LAPD officer. The goal of the pilot, which is the first phase of Personnel Department's virtual reality project, is to increase the number of high quality recruits and provide potential candidates a better understanding of the job duties of a police officer.

In addition, Personnel Department states the technology will allow the Department to track eye movements of the users to understand what candidates focus on during the virtual reality experience. This eye movement data could be used in subsequent phases, which could include research to assist in the identification of more successful candidates and what content those candidates prefer to view, as well as for onboarding and training purposes. After an opportunity for public comment was held, the Committee moved to approve the CAO's recommendations, as detailed above. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

PUBLIC WORKS AND GANG REDUCTION COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
BLUMENFIELD:	YES
BUSCAINO:	ABSENT
MARTINEZ:	YES
RYU:	YES
RODRIGUEZ:	YES

ME

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**