



COMPRISED OF
THE POLICE OFFICERS
OF THE CITY
OF LOS ANGELES

LOS ANGELES POLICE PROTECTIVE LEAGUE

A PROFESSIONAL POLICE UNION

1308 WEST EIGHTH STREET
LOS ANGELES, CALIFORNIA 90017
TELEPHONE (213) 251-4554
FACSIMILE (213) 251-4566
www.lapd.com

BOARD OF DIRECTORS

CRAIG D. LALLY
PRESIDENT

JERRETTA SANDOZ
VICE PRESIDENT

ROBERT HARRIS
SECRETARY

HANNU TARJAMO
TREASURER

MARK R. CRONIN
DIRECTOR

STEVE GORDON
DIRECTOR

CORINA LEE
DIRECTOR

JAMIE A. McBRIDE
DIRECTOR

LOUIS TURRIAGA
DIRECTOR

April 27, 2018

Honorable Paul Krekorian, Chair
Honorable Mitchell Englander
Honorable Paul Koretz
Honorable Bob Blumenfield
Honorable Mike Bonin
City of Los Angeles Budget and Finance Committee
200 North Spring Street
Los Angeles, CA 90012

RE: April 30, 2018, Budget and Finance Committee Meeting
Item No. 1: Consideration of the Mayor's 2018-19 Proposed Budget

Dear Councilmembers,

We write to express our support for the Los Angeles Police Department's request to increase the Mayor's proposed budgeted amount of sworn overtime by \$10 million, increasing the total amount of overtime available for non-MTA patrol and investigative purposes from \$80 million to \$90 million.

With a population nearing four million residents, innumerable tourists and entertainment venues to protect, continued increases in emergency calls for service and spikes in violent crime, coupled with a sworn police officer staffing level that has not increased commensurately, justifies the reliance upon overtime to keep Los Angeles safe. Currently, there are approximately 8,500 street-ready police officers available to address our public safety needs.

Sworn overtime funds are critical to ensuring adequate police patrols in our neighborhoods and thorough crime investigations; overtime funds are also necessary in ensuring that the prosecution of criminals are not negatively impacted.

Simply put, an adequate overtime budget is essential to preserving public safety. Below is an example of some, but not all, of the negative impacts that will occur without an adequate overtime budget:

Negative Impacts of Overtime Shortage

Patrol Minimum Staffing Levels

Patrol divisions will be forced to go below minimum deployment levels, which have been

Patrol Operations

Investigations that go beyond the standard end of a watch will need to be ceased. Further, court filings and arrest reports, required for the detention and prosecution of suspects, will be forgone if they occur near the end of a watch. There will be a diminished capacity to carry out neighborhood specific investigations, such as serial home burglaries.

Crime Investigation

A loss of overtime funds will severely impact detectives' ability to investigate major crimes, particularly violent crimes, sexual assaults and homicides that are time intensive. These detectives will investigate fewer cases overall, will be forced to not use overtime to follow up on investigatory leads, possibly resulting in the statute of limitations being exceeded in some cases.

Public Accountability & Transparency

The LAPD is a national leader for the thoroughness of its investigations and reviews of use of force incidents. Overtime is critical to ensure those investigations are conducted as thoroughly and quickly as possible to maintain trust with the public. A loss of overtime funds will impact how quickly those incidents can be fully investigated. Further, with the full implementation of body-worn video, the amount of time needed to review this critical additional evidence prior to concluding an investigation has increased.

Responding to Major Unknown Events

In addition to the services listed above, which is known, overtime funds are used to deal with the unknown issues that arise. Unplanned events, which typically require quick and substantial allocation of officers' time to address, greatly impact the overtime budget. This fiscal year, for example, the LAPD has had to address:

- Multiple major fires requiring resident and business evacuations;
- Major flooding/rainstorms requiring evacuation and/or significant police presence to make ingress/egress of neighborhoods safe;
- Hosting the World Series;
- Large First Amendment demonstrations and protests.

Impact of Overtime "Earmarks"

The proposed budget proposes several specified uses of sworn overtime. All are undoubtedly important to ensuring a safe city. However, the amount of overtime funding dedicated to these activities has increased relative to the total overtime budget. For example, it is proposed that \$2.3 million be allocated toward the enforcement and investigation of issues related to the cannabis industry, which the City is anticipating being a source of significant revenue for the General Fund. This is a new function for the LAPD, yet additional resources are not being allocated to assist in ensuring this newly regulated industry operates safely and in a responsible manner. Without an increase in base overtime funding, the new service must be absorbed in the expense of the other services the Department provides.

LAPPL Efforts to Reduce Demand on Overtime

The LAPPL is keenly aware that the use of overtime is not the only solution to addressing the staffing shortages the LAPD faces. Rather, over the last two years, we have worked in

partnership with the Mayor, City Council, the CAO's Office and the LAPD on efforts to ensure more police officers are in the field responding to calls for service and investigating crimes.

We appreciate the efforts of all parties in establishing our Alternative Dispute Resolution solution, which will address our broken Workers' Compensation system, and the funding to get it started; to help get injured officers the medical treatment they need so they can return to work as soon as possible—lessening the need for overtime to backfill positions.

Likewise, together, we have begun to increase the use of civilians to fill positions by sworn officers performing non-sworn duties, which is increasing the number of officers who are in the field, reducing demand for overtime. The LAPPL worked collaboratively with the Department to ensure the fair implementation of its managed attrition plan, which resulted in 350 officers being returned to the field, again, reducing demand for overtime.

Finally, we are actively advocating for an increase in resources for the LAPD's recruitment efforts in order for our Department to better attract and compete for new recruits so that at a minimum, we can keep up with attrition.

Fiscal & Morale Impacts of "Banking Time"

If an adequate overtime budget is not allocated, the LAPD may resort to compensatory time, or "comp time," effectively growing the overtime banks of officers throughout the year. This poses two challenges. First, this approach increases the City's financial liability overtime, resulting in a more costly approach to financing police services.

Second, there is a morale impact when excessive amounts of "comp time" are required. Typically, "comp time" is used when extended shifts and additional shifts are required. This results in officers being away from their families for longer periods of time, missing personal events, and bringing an overall decrease in downtime. As this occurs, an individual employee will not see an impact in their present financial situation; rather, they will essentially have to delay the benefit of working extra hours and shifts for years, and for some, until retirement. This will take a toll on your police officers.

Conclusion

We understand that you all have many difficult decisions to make. We appreciate your willingness to consider increasing the LAPD sworn overtime budget in order to ensure our officers have the resources they need to keep our city safe.

Sincerely,
Board of Directors

