

14-1115

MOTION

BUDGET & FINANCE & PUBLIC SAFETY

The men and women of the Los Angeles Police Department are truly America's finest in that they do more with less than any other law enforcement agency. This is the reason that police departments from across the globe come to Los Angeles to learn best practices, proven tactics and strategies. The Los Angeles Police Department has been a model police agency which has created world-wide emulated programs such as SWAT, mounted units, community policing, air support, motors, Neighborhood Watch, reserve cadre, cadets, and a plethora of other cutting edge law enforcement and crime reduction initiatives. This state of affairs is the direct result of the persistent commitment and tireless effort of the Department, its officers, and civilian support staff.

The City of Los Angeles has made it a major priority to ensure that Los Angeles is the safest large city in the United States. To accomplish this colossal objective, it was critical to maintain the ranks of the Police Department (LAPD) through continued recruitment, training and retention of officers – all during a time when most jurisdictions were reducing hiring and decreasing deployment.

In the face of the nation's worst financial crisis since the Great Depression, the City of Los Angeles partnered with the Police Department (LAPD) and the Los Angeles Police Protective League, which represents rank-and-file officers, to ensure crime reduction goals continued. Concessions that were agreed to, and are in place to this day, reduced the starting salaries of new officers, adjusted the method by which overtime is paid out, and made other cuts in officer compensation.

Today, it is increasingly clear that these concessions and sacrifices, necessary during the depths of the recent financial crisis, are having an adverse effect on the morale of our officers and the City's ability to attract and retain new officers. Furthermore, as the City begins its financial recovery, it must continue to track and measure LAPD's compensation packages against other agencies to ensure continued recruitment and retention of new officers, upon whom crime reduction programs ultimately rely.

As the cost to recruit and train a single new officer is well over \$100,000, it critical that LAPD not only hire the best and brightest, but that they continue to offer competitive compensation packages at every level. Towards this end, the City should immediately perform a comprehensive analysis of police officer compensation packages.

I THEREFORE MOVE that the City Administrative Officer, in consultation with the Chief Legislative Analyst, be directed to prepare a comprehensive analysis of police officer compensation and compare that information to neighboring jurisdictions and other departments of similar size in California and other parts of the United States. The analysis should include all of the following information:

- Details of their labor agreements by position class, including direct salary, overtime compensation (including when overtime begins to accrue), health, dental, pension, and any other employer-provided benefits, including take-home vehicles;
- The size of the department and the numbers of officers in each class, as well as information on how much time is needed for promotion, and how promotion works in each department;
- All bonuses, including but not limited to uniforms, equipment, and special qualifications, and the amount paid for each bonus; and
- Information on conditions for retirement, any Deferred Retirement Option Programs (DROP), whether or not an officer pays into their retiree healthcare or pension benefits, and if so, at what amount/rate and whether they participate in a defined benefit or defined contribution plan.

PRESENTED BY

Mitchell Englander
MITCHELL ENGLANDER
Councilmember, 12th District

SECONDED BY

Paul Bretz
Paul Bretz

ORIGINAL

AUG 12 2014

[Signature]