

COMMUNICATION FROM MEMBER, PUBLIC SAFETY COMMITTEE AND PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to activities undertaken by the Los Angeles Police Department (LAPD) regarding the recruitment and selection of qualified police officer candidates during the period of January through June, 2012.

Recommendation for Council action:

RECEIVE and FILE the December 28, 2012 Personnel Department report relative to activities undertaken by the LAPD regarding the recruitment and selection of qualified police officer candidates during the period of January through June, 2012.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On February 22, 2013, two members of the Public Safety Committee considered a December 28, 2012 Personnel Department report relative to activities undertaken by the LAPD regarding the recruitment and selection of qualified police officer candidates during the period of January through June, 2012. According to the Personnel Department, they and the LAPD are continuing their cooperative efforts for the recruitment and selection of the most qualified Police Officer candidates. Due to the City's financial situation, the focus of Police Officer hiring in Fiscal Year 2011-12 has been to hire for attrition. The number of recruits ready for hire and the number of Academy classes fluctuate in order to maintain a total sworn workforce of 9,963 officers.

Despite the reduction in hiring, there remains a critical need to continue recruitment and outreach efforts to ensure that the LAPD has a qualified and diverse candidate pool from which to select its recruit officers. The LAPD and Personnel Department's Public Safety Bureau (PSB) Recruitment Section continue to work together to attract candidates to the LAPD selection process. In accordance with the approved Recruitment Strategic Plan, concerted efforts are being made to recruit both active and passive jobseekers with specific outreach to women and minorities. Outreach teams of LAPD recruiters, backed by the resources of the PSB Recruitment Section, are active throughout Southern California at a variety of events and seminar locations. A mixture of paid media sources and canvassing opportunities to support these seminars include: print ads; electronic media; both internet and broadcast radio advertising; direct mail; banners; posters; and partnering with community organizations to attract qualified candidates to achieve our recruitment goals.

After further consideration, the members of the Public Safety Committee moved to receive and file the December 28, 2012 Personnel Department report, inasmuch as the report is for information only and no Council action is required.

Subsequently, on January 7, 2014, the Personnel and Animal Welfare Committee also considered the above report and after consideration and having provided an opportunity for public comment, moved to concur with the members of the Public Safety Committee. This matter is now referred to Council for its consideration.

Respectfully Submitted,

COUNCILMEMBER JOSE BUSCAINO, MEMBER  
PUBLIC SAFETY COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
ENGLANDER:	ABSENT
PERRY:	ABSENT
BUSCAINO:	YES
KREKORIAN:	ABSENT
ZINE:	YES

PERSONNEL AND ANIMAL WELFARE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
O'FARRELL:	YES
FUENTES:	YES

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**