

LOS ANGELES POLICE DEPARTMENT



CHARLIE BECK
Chief of Police

ERIC GARCETTI
Mayor

P. O. Box 30158
Los Angeles, CA 90030
Telephone: (213) 486-8590
TDD: (877) 275-5273
Ref #: 3.5

June 15, 2018

The Honorable City Council
c/o Holly Wolcott
Office of the City Clerk
City Hall, Room 395
Los Angeles, California 90012

Honorable Members:

Enclosed for your review is the Los Angeles Police Department's response to Adopted Budget Recommendation 86a regarding sworn and civilian hiring (C.F. 18-0600-S135) that was raised during the Fiscal Year (FY) 2018-19 Budget deliberations:

Instruct the Police Department to report to the Budget and Finance Committee by June 15, 2018 with:

- Updated sworn and civilian hiring plans, with the latter to focus on civilian positions to improve the cost effectiveness and field redeployment of sworn officers
- The expected number of sworn and civilian positions that will be filled on June 30, 2018
- The optimal size of recruit training classes to maintain the sworn attrition hiring plan
- What vacant civilian positions will be filled and the impact of the overall number of civilian positions on the Department's deployment

The table below summarizes the Department's projected sworn and civilian personnel on June 30, 2018.

Projected Sworn and Civilian on Payroll (as of June 30, 2018)		
Civilian Personnel Authorized		3,374
Civilian Personnel on Payroll as of June 30, 2018		2,979
	Civilian Vacancies	395
Sworn Personnel Authorized		10,649
Sworn Personnel on Payroll as of June 30, 2018		10,055
	Municipal Police Officers	28
	Sworn	10,027

Sworn Hiring

The sworn hiring plan anticipates the Department will have 10,055 sworn officers on June 30, 2018. The FY 2018-19 plan includes hiring 12 classes with approximately 40 recruit officers in each class and not hiring a class in July 2018. The optimal number of recruits in each class to maintain the sworn attrition hiring plan is 40.

Civilian Hiring

The FY 2017-18 Adopted Budget provided for ending the fiscal year at 2904 civilian employees. However, an aggressive hiring effort maintained momentum, and the Department exceeded its civilian hiring plan. It is important to note that we have done so while remaining within budget. As such, we will end the current fiscal year with 2,979 civilian employees, resulting in a net increase of 75. Thanks to additional funding provided for FY 2018-19, the Department anticipates hiring 187 civilians in various classifications to support field patrol and operations. The Department anticipates attrition of 233 civilians and ending next fiscal year at 2,933, an overall increase of 29 positions over the last two years.

In the current fiscal year, and in prior years, the Department has been allowed to hire to attrition. Additional hiring beyond that has included Public Safety classifications, specialized/technical classifications (firearms analysis, DNA backlog-support classifications, systems support personnel) and other classifications deemed critical by the Mayor, City Council, and Department. The Department has been fortunate to be able to hire above attrition, while still managing its resources and staying within the budgeted funding allocations approved in each budget cycle.

In Fiscal Year 2018-19, we anticipate civilian attrition of 233 in the following classifications:

- 43 Detention Officers (Safety)
- 30 Police Service Representatives (Safety)
- 24 Security Officer and Property Officers (Safety)
- 43 Analysts and Auditors (Analytical, Performance Auditors, Payroll, Investigators)
- 52 Clerical (Administrative, Records, Automotive, Warehouse)
- 41 Technical and Specialized classifications (Firearms Analysis, DNA Support, Systems Technicians)

Civilian hiring will support field operations by realizing efficiencies in officer time and effort, and assist officers with immediate crime prevention and apprehension tools (i.e. dispatch support personnel, crime analysis, fingerprint experts, photographers, forensic specialists, property officers, report processing, etc.). Support for continued civilian hiring, while managing Department resources and remaining within budget, will allow the Department to maintain the civilian support functions and maximize the amount of time officers are in the field.

The Department has been in the process of redeploying 69 Police Officers (POs) from Custody Services Division (CSD) to patrol assignments during the current and previous fiscal years by hiring civilian Detention Officers (DOs). It is expected that by July 2018, there will be only six

non-fixed post POs remaining down from a high of 69 in CSD. The Department also anticipates redeploying eight Sergeants to the field in FY 2018-19 with the addition of eight Principal Detention Officer positions to the Department’s FY 2018-19 budget. Unfortunately, because of the need for and nature of the civilian positions the Department anticipates filling, next year’s civilian hiring will not result in a one-for-one redeployment of police officers to the field other than the 14 positions in Custody Services Division. As previously reported, in addition to redeploying sworn officers to the field by hiring DOs, the Department has already redeployed nearly 350 sworn personnel in the current fiscal year from specialized and administrative divisions and various functions to assignments within the Office of Operations.

The Civilian Hiring chart below represents the Department’s civilian hiring efforts and the impact of civilian hiring in FY 2018-19 with funds provided in the Adopted Budget.

Civilian Hiring

Classification	DPO Authorized FY 2017-18	Positions Filled (end FY 2017-18)	# Vacant % Vacant (end FY 2017-18)	Attrition (Average per month)	FY 2018 -19 Hire	FY 2018-19 Projected Attrition	End FY 2018 -19	# Vacant % Vacant (end FY 2018-19)
Safety (PSR, Detention Officer, Property Officer, Security Officer)	1335	1261	74 6%	6	120	97	1284	51 4%
Analysts and Auditors	484	424	60 12%	4	18	43	399	85 18%
Clerical	857	707	150 18%	6	38	52	693	164 19%
Technical and Specialized	698	587	111 16%	5	11	41	557	141 20%
	3374	2979	395		187	233	2933	441

The inability to hire additional personnel within the classification categories above will impact services levels in a variety of ways.

The Safety classifications support police operations ranging from securing arrestees, dispatching police patrol cars, and safeguarding facilities. The Department’s inability to staff the safety

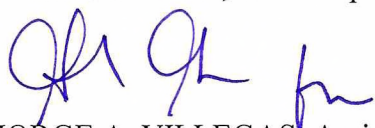
classifications will negate accomplishments that have occurred regarding sworn redeployment; hamper the Department's ability to fulfill its contractual obligations; result in an increase use of sworn and civilian overtime and use of contract security that is not funded; and, hinder the Department's ability to meet State standards related to responding to 911 calls.

The Analyst and Auditor classifications perform a wide-range of duties throughout the Department including providing analytical and administrative support and auditing Body-Worn Video and Digital-In-Car-Video data. The impact of not filling vacancies within these classifications includes delays in responding to public records requests, delays in procuring supplies and equipment, and limited ability to respond immediately to Police Commission and City Council information and data requests. Additionally, within some commands due to an absence of civilians, sworn personnel will have to continue to perform duties such as subpoena control and property disposition.

The Clerical positions support the 21 Geographical Area Stations and are responsible for inputting and retrieving reports from the various Criminal History Databases. In the past, the Department has had to deploy on an as-needed basis sworn personnel to assist with this civilian function. Over the past few years, the Department has been focused on redeploying sworn personnel to patrol functions. Vacancy increases within these classifications minimize achievements that have been realized in this area as it relates to civilianization. Reduced staffing within these classifications can negatively impact call response times for information from various law enforcement agencies.

The Technical and Specialized category includes all technology classifications; Equipment Mechanic series; Forensic Print Specialists; Criminalists; and Fingerprint Identification Experts. Vacancies in the technology classifications may compromise the Department's cybersecurity and reduce overall efficiencies and accountability. Equipment Mechanics ensures officers are safe and equipped with well-maintained vehicles and respond to calls in a timely and safe manner. The Forensic Science classifications support crime-solving efforts by assisting sworn personnel investigating crimes and testifying in court. If the Department is not able to staff these classifications and maintain sufficient personnel, crime-solving efforts may be hindered.

If you have any questions regarding this information, please contact Police Administrator II Annemarie Sauer, Fiscal Operations Division, at (213) 486-8590.



JORGE A. VILLEGAS, Assistant Chief
Director, Office of Administrative Services