

**PUBLIC SAFETY**

**MOTION**

**PERSONNEL, AUDITS & HIRING**

The City is facing a hiring crisis at several fronts. When it comes to public safety, the Los Angeles Police Department (LAPD) has experienced a significant increase in sworn attrition due to several factors, including retirements and resignations to other agencies. As stated in the 2022-23 Adopted City Budget, a hiring plan of 780 Police recruits, with 13 classes of 60 recruits each was contemplated. Departmental and Council initiatives to carry out this plan include marketing strategies (Council File #23-0078), financial incentive hiring plans (Council File #22-1140) and rental incentive programs (“Under Housing for Hires”). With these pursuits underway, LAPD’s sworn deployment remains the lowest it has been since 2006.

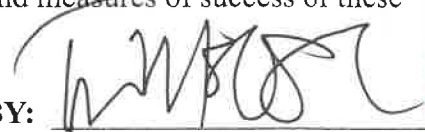
The Mayor of Los Angeles has expressed an interest in moving Los Angeles police officers out of desk jobs and into patrols, while ensuring that the department returns to its authorized strength of officers. In order to accomplish that goal, being able to hire additional civilian employees can effectively free up officers from performing clerical duties. Another key function of the Department’s workforce are detectives and investigators. The LAPD has solved slightly just over half of the City’s murders in 2020 pointing to a potential need for more detectives and investigators. The current moment we are in necessitates that we assess and evaluate the civilian and sworn hiring plans in order to address the targets set forth by the Mayor.

**I THEREFORE MOVE** that the City Council direct the Personnel Department to report within 60 days on an multi-faceted implementation plan to increase the number of new police officers and lateral transfers, from other City departments, including innovative recruitment strategies targeting non-traditional talent such as social workers, teachers, and nurses.

**I FURTHER MOVE** that the City Council direct the Los Angeles Police Department to report within 60 days on the active promotion of diversity and inclusion within the Department, including metrics on gender, race, and ethnicity by rank, that can be deployed through the implementation plan to bolster diversity, equity and inclusion within the hiring goals.

**I FURTHER MOVE** that the City Council direct the Los Angeles Police Department and the Personnel Department to report within 60 days on the status of all the civilian and sworn hiring plans being explored and deployed. This should be inclusive of the funding that has been provided and spent on these plans as well as targets, metrics and measures of success of these plans.

**PRESENTED BY:**



**TIM McOSKER**  
Councilmember 15th District

**SECONDED BY:**



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**FEB 21 2023**

**ORIGINAL**