

## PERSONNEL AND HIRING

### MOTION

The City of Los Angeles continues to face pressing public safety challenges and staffing shortages within the Los Angeles Police Department (LAPD). As the City works to build a modern and effective police force, it is critical to evaluate and understand the existing barriers within the hiring pipeline that may be impacting recruitment, particularly of qualified and diverse candidates.

In recent years, concerns have been raised regarding the LAPD's candidate review and background investigation processes, including whether overly stringent or outdated criteria may be preventing otherwise qualified individuals from moving forward in the hiring process. A clearer understanding of who is being denied, and why, is essential to ensuring the department's hiring practices are equitable, reflective of City values, and aligned with broader recruitment goals.

I THEREFORE MOVE that the City Council instruct the Personnel Department, with the assistance of the Los Angeles Police Department (LAPD), and any other relevant departments, to report back on the number of candidates who were disqualified for entry into the LAPD officer hiring process over the past five years. This report should include the following data:

- The total number of applicants and the number of applicants denied or held at each major hiring stage (e.g., reading and writing assessment, personal history statement, interview, medical, polygraph, physical fitness qualification, field investigations, psychological, certification); and
- The total number of attrition through the Police Academy Recruits;
- A breakdown of denied or held candidates and Police Academy attrition hires by:
  - Educational background
  - Geographical origin (e.g., within Los Angeles City, LA County, out-of-county)
  - Demographics (age, race/ethnicity, gender)
  - Reason(s) for denial, including whether the decision was due to automated disqualifiers or discretionary assessments
  - Any appeal outcomes or reversals
- A summary of the criteria used during the candidate review and background process.

I FURTHER MOVE that the City Council instruct the Chief Legislative Analyst, with the assistance of the Personnel Department and the Los Angeles Police Department (LAPD), to report back with recommendations on improvements to the screening and hiring process that ensure LAPD can maintain high hiring standards while broadening the pool of qualified candidates, and to include a detailed breakdown of each stage in the hiring process, specifying the department responsible for determining whether candidates advance at each step.

PRESENTED BY:



MONICA RODRIGUEZ  
Councilwoman, 7th District

SECONDED BY:

  
JUN 03 2025

ORIGINAL