

PERSONNEL AND HIRING COMMITTEE REPORT relative to the Los Angeles Police Department (LAPD) hiring process.

Recommendations for Council action, pursuant to Motion (Rodriguez – Park):

1. INSTRUCT the Personnel Department, with the assistance of the LAPD, and any other relevant departments, to report on the number of candidates who were disqualified for entry into the LAPD officer hiring process over the past five years with said report to include the following data:
 - a. 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).
 - b. The total number of attrition through the Police Academy Recruits
 - c. A breakdown of denied or held candidates and Police Academy attrition hires by:
 - i. Educational background
 - ii. Geographical origin (e.g., within Los Angeles City, LA County, out-of-county)
 - iii. Demographics (age, race/ethnicity, gender)
 - iv. Reason(s) for denial, including whether the decision was due to automated disqualifiers or discretionary assessments
 - v. Any appeal outcomes or reversals
 - vi. A summary of the criteria used during the candidate review and background process.
2. INSTRUCT the Chief Legislative Analyst (CLA), with the assistance of the Personnel Department and LAPD, to report with:
 - a. Recommendations on improvements to the screening and hiring process that ensure that the LAPD can maintain high hiring standards while broadening the pool of qualified candidates.

Include a detailed breakdown of each stage in the hiring process, specifying the Department responsible for determining whether candidates advance at each step.

Fiscal Impact Statement: Neither the City Administrative Officer nor CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On June 27, 2025, your Committee considered a Motion (Rodriguez – Park) relative to the Los Angeles Police Department (LAPD) hiring process. According to the Motion, the City of Los Angeles continues to face pressing public safety challenges and staffing shortages within the 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER VOTE

McOSKER:	YES
RODRIGUEZ:	ABSENT
HUTT:	YES

ARL
6/27/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-