

Communication from Public

Name:

Date Submitted: 03/13/2026 01:32 AM

Council File No: 25-0660

Comments for Public Posting: I am submitting this comment as a City employee speaking in my personal capacity. I would like to highlight the critical role civilian employees play in supporting public safety operations. Much of the work that allows investigations to move forward, victims to obtain reports, prosecutors to pursue cases, and officers to safely perform their duties relies on civilian staff working behind the scenes. Civilian personnel maintain records, process requests, and ensure that critical information—such as stolen vehicles and firearms—is properly entered into statewide and national systems relied upon by law enforcement agencies. However, when civilian staffing levels do not keep pace with operational demands, significant backlogs occur. These backlogs are not theoretical—they are already here. In some areas they may extend many months, potentially six months to a year or longer, if current staffing challenges continue. At the same time, years of transfers and retirements have resulted in the loss of significant institutional knowledge. Many of the employees who once held that knowledge are no longer in these roles. What remains are overlapping responsibilities, unclear processes, and employees trying to determine who is responsible for what work, when it needs to be done, and why. In order to keep operations moving forward, some staff are performing duties outside of their classification simply to maintain essential services. Many employees are doing everything they can with the resources available to them. However, the reality is that the available human resources are not sufficient to meet the operational demands being placed on these units. Another challenge is that many civilian classifications exist only within the Police Department. Employees in these roles cannot simply transfer elsewhere in the City. Their options are often limited to promotion or demotion. I also struggle to understand how promoting employees into other “safe” departments is considered a cost-saving measure if those positions are also funded through the General Fund. The administrative effort, time, and cost associated with moving and promoting employees may outweigh the savings compared to maintaining experienced staff in the positions where they already perform essential work. At the same time, civilian employees within the department would benefit from more meaningful professional development opportunities. Many employees want to

better understand the City's budgeting processes, operational systems, and management structures so they can contribute more effectively to solutions. Instead, much of the available training focuses on personal topics rather than the work-related knowledge needed to strengthen operations. Workload pressures also contribute to significant burnout among staff. Many employees are managing multiple roles simultaneously while attending numerous meetings that could often be handled through more efficient communication. Valuable time is lost while employees are already trying to perform the work of multiple positions. By the end of the first day of the work week, many staff members are already operating at full capacity. This also affects the human side of City service. Employees want to do their jobs well and support the community, but they also want to go home and help their children with math homework, make sure they complete their independent reading, spend time with their families, and take their dogs for a walk. When employees feel that every ounce of energy is being drained while they face the possibility of layoffs, demotions, or reduced pay, it creates significant stress for the workforce that the City relies upon. I also find it difficult to understand why civilian employees within the Police Department appear to be among the largest targets for workforce reductions when these positions support functions that allow sworn officers to remain focused on field operations and public safety. Civilian employees are not simply administrative support. They are essential infrastructure that allows the City's public safety system to function effectively. I respectfully ask the Committee to carefully consider the operational and human impacts of these decisions. Thank you for your time and consideration.

Respectfully submitted, Exhausted

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Name:

Date Submitted: 03/13/2026 01:47 AM

Council File No: 25-0660

Comments for Public Posting: I have reviewed the Personnel Department report posted on March 11 regarding the expedited transfer process. While I understand the intent to avoid layoffs through transfers, the operational realities within departments such as LAPD raise important questions about whether moving employees across departments is the most effective solution when the work still exists where those employees currently serve.