

Communication from Public

Name:

Date Submitted: 08/15/2026 10:54 PM

Council File No: 26-1108

Comments for Public Posting: Dear City Council, I am writing to urge the Council to investigate why the Los Angeles Police Department is embedded within the City's Personnel Department and performing civilian Human Resources functions. I am concerned that LAPD personnel are assigned to office settings—such as cubicles and administrative work—rather than being deployed to patrol and field duties. In addition, I am concerned about the presence of LAPD-associated symbols and indicators in a civilian workplace. To the extent LAPD personnel display markers such as the “Blue Line” flag or similar insignia within the Personnel Department, that may raise ethics and compliance concerns under the City's ethics rules and applicable civil service and administrative code requirements governing appropriate conduct and neutrality in civilian government offices. I also request that the Council review the creation and operation of a unit described as an “LAPD Hiring Division,” referenced in connection with Mayor Bass's Executive Directive #14. If the Personnel Department has created a hiring unit staffed by sworn officers to conduct civilian hiring work, that structure appears inconsistent with the principle that the Personnel Department should be staffed by non-sworn civilian workers performing civilian HR responsibilities, while LAPD officers remain deployed for their sworn public safety duties. Finally, I ask the Council to examine whether recruiting practices administered by sworn officers within this HR framework have contributed to persistent recruitment challenges, including concerns related to implicit bias or disparate outcomes. If LAPD recruitment functions are contributing to hiring inequities, returning these responsibilities to civilian HR professionals would be a more appropriate and ethically consistent approach.

Requested actions: Direct an independent review of the rationale, legal authority, and ethics/compliance basis for LAPD personnel operating within the Personnel Department (including the presence of any symbols/insignia in civilian office settings). Review Mayor Bass Executive Directive #14's implementation regarding the “LAPD Hiring Division,” including staffing, job functions, and oversight. Consider amending or rescinding internal practices that place sworn LAPD personnel in civilian HR functions, and require that HR hiring and civilian personnel duties be performed exclusively by non-sworn civilian Personnel

Department staff. Assess recruitment and hiring outcomes for evidence of implicit bias or inequitable impacts, and recommend corrective measures with measurable benchmarks. Thank you for your attention to this matter. I respectfully request written updates on the steps the City Council will take, including timelines for review and any interim actions the Council will require. Sincerely,