

PUBLIC SAFETY

BUDGET & FINANCE

MOTION

PERSONNEL

MAR 25 2008

Although the LAPD is the third largest law enforcement organization the nation, the City of Los Angeles remains the most under-policed big city in the United States. In order to support the LAPD and improve public safety, the City is currently working to hire 1,000 new police officers over five years.

Another strategy to maximize the LAPD's capacity is to reduce the number of sworn officers performing functions that can be more effectively performed by civilians. The Controller's Office recently released the "Review of Increased Civilianization of the Los Angeles Police Department." The report notes that over the past forty years, police departments around the country have civilianized a growing number of functions and positions. Factors driving this trend include the increasing cost of police services delivery and the need to reduce costs; a need to increase the number of sworn officers available for front-line duties; and a desire to increase civilian retention through expanded career opportunities.

The Controller's report identifies a total of 565 positions in the LAPD that should be considered for civilianization. Positions that are recommended to be civilianized include, among others, public front desks and equipment rooms at Area stations, community/media relations, crime analysis units, timekeeping, and sick/IOD coordination. The Controller's report also contains recommendations for a graduated, multi-phased implementation plan in order to civilianize identified positions.

As the City continues to augment LAPD's resources, it should pursue civilianization wherever possible in order to allow uniformed officers to return to core public safety functions.

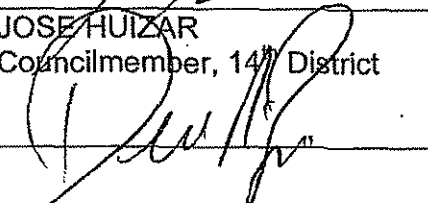
I THEREFORE MOVE that the Los Angeles Police Department, in collaboration with the City Administrative Officer, Chief Legislative Analyst, Office of the Controller, and Personnel Department, report back in 60 days on:

- (1) The number of positions in the LAPD that can feasibly be civilianized, with a breakdown of position classifications and functions;
- (2) Recommendations on the appropriate civilian classifications for those positions, including whether new, specialized classifications need to be created;
- (3) An estimate of the cost to convert identified positions to civilian positions and to recruit, train, and retain civilian employees; and
- (4) A long-term implementation plan to systematically civilianize positions and transition uniformed officers to core public safety functions.

PRESENTED BY:


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Councilmember, 14th District

SECONDED BY:



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