


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCEREVISED
Memo No. 7

Date: May 07, 2025

To: Budget and Finance Committee

From: Matthew W. Szabo, City Administrative Officer 

Subject: **REVISED - POLICE – SAVINGS FROM REDUCING SWORN HIRING**

APPLICABLE BUDGET THEMES:

- Fulfills legal obligations
- Improves accessibility requirements
- Supports public safety
- Relates to proposed position or expense account eliminations
- Above themes do not apply

RECOMMENDATION

Note and file as this report is provided for informational purposes.

DISCUSSION

The Budget and Finance Committee requested information on the potential cost savings from attrition, salary savings, and reducing sworn recruitment levels from 25-75-percent in Fiscal Years 2025-30. Attachment 1 projects potential savings over five years from hiring 480, 360, 240, or 120 officers in 2025-26 and thereafter hiring to attrition of 530. Attachment 2 projects potential savings over five years from hiring 480, 360, 240, or 120 officers in each of the next five years with attrition of 530.

The estimated impacts of these factors are identified in the Attachment. To project these changes, the following factors were considered:

1. *Deployed Sworn Officers July 1 and Change to Deployed Sworn Officers*: These figures are critical for calculating non-Academy related funding changes in the Salary Sworn Account (*Obligatory Changes and Sworn Deployment Adjustment*). Obligatory changes include the impacts of cost-of-living increases, changes to bonuses, promotions, change in the number of working days, and other costs the City is obligated to pay. The Sworn Deployment Adjustment modifies funding based on changes to the number of deployed sworn officers on July 1 versus those funded in the prior year's Adopted Budget. For example, the Proposed Budget includes a Sworn Deployment Adjustment reduction of \$6,406,497 due to a projected 44 fewer officers being deployed on July 1, 2025 than were funded in the 2024-25 Adopted Budget.

2. *Attrition Savings:* Attrition savings depends on the number of attritions, salary costs of officers resigning/retiring, and their payouts for accrued vacation and sick time. Due to the variability of these inputs, the projection assumes that 2025-26 estimated attrition (530) and attrition savings (\$17,873,657) will continue through 2029-30.
3. *Academy Savings:* Attachment 1 –The projection includes four recruit hiring options in 2025-26: 480 (Proposed Budget), 360 (25-percent reduction), 240 (50-percent reduction), and 120 (75-percent reduction); in subsequent years, hiring of 530 to offset attrition is assumed. Attachment 2 –The projection includes four recruit hiring options for all years - - 480 (Proposed Budget), 360 (25-percent reduction), 240 (50-percent reduction), and 120 (75-percent reduction).

To reflect the cumulative result of each hiring scenario on the change to deployed officers, the prior year's year-end number of deployed officers carries over to the next year's July 1 Deployed Sworn Officer starting number. For example, the 2026-27 50-percent reduced hiring scenario starts July 1 with 8,399 deployed sworn officers, the same deployment figure as this scenario ends in 2025-26.

FISCAL IMPACT STATEMENT

The recommendation to note and file this Memorandum will have no fiscal impact. Should the Council approve reductions to Police recruit hiring in the 2025-26 Proposed Budget, it may reduce 2025-26 costs between \$5,503,216 and \$15,552,047, based upon hiring between 360 to 120 recruits versus 480 in the Proposed Budget, with an attrition of 530 officers. Compound cost savings through 2029-30 depend on many unknown factors including but not limited to, future year hiring levels, attrition, and cost-of-living increases, and may range between \$33,708,930 and \$385,211,792 with hiring between a minimum of 120 and a maximum of 530 annually. These projections assume sworn officer attrition of 530 annually and cost-of-living salary increases of 2.74-percent in 2026-27 and two-percent annually through 2029-30.

FINANCIAL POLICY COMPLIANCE

The recommendation in this memo complies with the City's Financial Policies.

MWS:TJM:04250126

Question No. 291

Attachment

2025-30 Police Department Sworn Recruit Class Scenarios

Recruit Class Scenarios	Deployed Sworn Officers July 1	Attrition	Recruits Hired	Deployed Sworn Officers Year-End	Change to Deployed Sworn Officers	Academy Salaries	Academy Expenses	Academy Total	Obligatory Changes ¹	Sworn Deployment Adjustment ²	Attrition Savings ³	Total	Cost Compared to 2025-26 Proposed Budget	Cumulative Savings	Academy Savings vs. 2025-26 Proposed Budget
2025-26															
12 classes of 40	8689	(530)	480	8639	(50)	\$ 18,199,641	\$ 3,813,221	\$ 22,012,861	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 44,677,181	\$ -	\$ -	\$ -
12 classes of 30	8689	(530)	360	8519	(170)	\$ 13,649,730	\$ 2,859,916	\$ 16,509,646	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 39,173,966	\$ (5,503,216)	\$ (5,503,216)	\$ (5,503,216)
6 classes of 40	8689	(530)	240	8399	(290)	\$ 10,624,588	\$ 1,906,610	\$ 12,531,198	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 35,195,518	\$ (9,481,663)	\$ (9,481,663)	\$ (9,481,663)
4 classes of 30	8689	(530)	120	8279	(410)	\$ 5,507,509	\$ 953,305	\$ 6,460,815	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 29,125,135	\$ (15,552,047)	\$ (15,552,047)	\$ (15,552,047)
2026-27															
12 classes of 44-45	8639	(530)	530	8639	0	\$ 21,320,644	\$ 4,336,744	\$ 25,657,389	\$ 36,677,660	\$ (7,479,585)	\$ (17,873,657)	\$ 36,981,807	\$ (7,695,375)	\$ (7,695,375)	\$ 3,644,527
12 classes of 44-45	8519	(530)	530	8519	0	\$ 21,320,644	\$ 4,336,744	\$ 25,657,389	\$ 36,168,189	\$ (25,430,590)	\$ (17,873,657)	\$ 18,521,331	\$ (26,155,850)	\$ (31,659,066)	\$ 3,644,527
12 classes of 44-45	8399	(530)	530	8399	0	\$ 21,320,644	\$ 4,336,744	\$ 25,657,389	\$ 35,658,718	\$ (43,381,594)	\$ (17,873,657)	\$ 60,856	\$ (44,616,326)	\$ (54,097,989)	\$ 3,644,527
12 classes of 44-45	8279	(530)	530	8279	0	\$ 21,320,644	\$ 4,336,744	\$ 25,657,389	\$ 35,149,247	\$ (61,332,599)	\$ (17,873,657)	\$ (18,399,620)	\$ (63,076,801)	\$ (78,628,848)	\$ 3,644,527
2027-28															
12 classes of 44-45	8639	(530)	530	8639	0	\$ 21,747,057	\$ 4,423,479	\$ 26,170,536	\$ 26,998,503	\$ -	\$ (17,873,657)	\$ 35,295,383	\$ (9,381,799)	\$ (17,077,174)	\$ 4,157,675
12 classes of 44-45	8519	(530)	530	8519	0	\$ 21,747,057	\$ 4,423,479	\$ 26,170,536	\$ 26,623,480	\$ -	\$ (17,873,657)	\$ 34,920,360	\$ (9,756,821)	\$ (41,415,887)	\$ 4,157,675
12 classes of 44-45	8399	(530)	530	8399	0	\$ 21,747,057	\$ 4,423,479	\$ 26,170,536	\$ 26,248,458	\$ -	\$ (17,873,657)	\$ 34,545,337	\$ (10,131,844)	\$ (64,229,833)	\$ 4,157,675
12 classes of 44-45	8279	(530)	530	8279	0	\$ 21,747,057	\$ 4,423,479	\$ 26,170,536	\$ 25,873,435	\$ -	\$ (17,873,657)	\$ 34,170,315	\$ (10,506,867)	\$ (89,135,715)	\$ 4,157,675
2028-29															
12 classes of 44-45	8639	(530)	530	8639	0	\$ 22,181,998	\$ 4,511,949	\$ 26,693,947	\$ 27,181,000	\$ -	\$ (17,873,657)	\$ 36,001,290	\$ (8,675,891)	\$ (25,753,065)	\$ 4,681,086
12 classes of 44-45	8519	(530)	530	8519	0	\$ 22,181,998	\$ 4,511,949	\$ 26,693,947	\$ 26,803,442	\$ -	\$ (17,873,657)	\$ 35,623,733	\$ (9,053,449)	\$ (50,469,336)	\$ 4,681,086
12 classes of 44-45	8399	(530)	530	8399	0	\$ 22,181,998	\$ 4,511,949	\$ 26,693,947	\$ 26,425,885	\$ -	\$ (17,873,657)	\$ 35,246,175	\$ (9,431,006)	\$ (73,660,839)	\$ 4,681,086
12 classes of 44-45	8279	(530)	530	8279	0	\$ 22,181,998	\$ 4,511,949	\$ 26,693,947	\$ 26,048,327	\$ -	\$ (17,873,657)	\$ 34,868,617	\$ (9,808,564)	\$ (98,944,279)	\$ 4,681,086
2029-30															
12 classes of 44-45	8639	(530)	530	8639	0	\$ 22,625,638	\$ 4,602,188	\$ 27,227,826	\$ 27,367,147	\$ -	\$ (17,873,657)	\$ 36,721,316	\$ (7,955,865)	\$ (33,708,930)	\$ 5,214,965
12 classes of 44-45	8519	(530)	530	8519	0	\$ 22,625,638	\$ 4,602,188	\$ 27,227,826	\$ 26,987,004	\$ -	\$ (17,873,657)	\$ 36,341,173	\$ (8,336,009)	\$ (58,805,345)	\$ 5,214,965
12 classes of 44-45	8399	(530)	530	8399	0	\$ 22,625,638	\$ 4,602,188	\$ 27,227,826	\$ 26,606,860	\$ -	\$ (17,873,657)	\$ 35,961,029	\$ (8,716,152)	\$ (82,376,991)	\$ 5,214,965
12 classes of 44-45	8279	(530)	530	8279	0	\$ 22,625,638	\$ 4,602,188	\$ 27,227,826	\$ 26,226,717	\$ -	\$ (17,873,657)	\$ 35,580,886	\$ (9,096,295)	\$ (108,040,574)	\$ 5,214,965

¹Obligatory changes include the impacts of cost-of-living increases, changes to bonuses, promotions, change in the number of working days, and other costs the City is obligated to pay. This projection assumes an obligatory cost increase of 2.74 percent in 2026-27 and 2 percent increases annually thereafter. The obligatory changes shown for 2025-26 are based on the annual Wages and Count exercise; the obligatory changes shown for subsequent years are simplified projections for illustration purposes.

²The Sworn Deployment Adjustment reflects savings from increases/reductions to sworn deployment from the funded sworn deployment of the prior year. For example, the Proposed Budget anticipates that there will be 50 fewer officers deployed on July 1, 2026 than July 1, 2025; should this occur, it would result in a Sworn Deployment Adjustment to the Salaries Sworn Account of approximately \$7,479,585 in 2026-27.

³Attrition and related savings are assumed to be consistent with projected savings for 2025-26, without adjusting for inflation.

2025-30 Police Department Sworn Recruit Class Scenarios

Recruit Class Scenarios	Deployed Sworn Officers July 1	Attrition	Recruits Hired	Deployed Sworn Officers Year-End	Change to Deployed Sworn Officers	Academy Salaries	Academy Expenses	Academy Total	Obligatory Changes ¹	Sworn Deployment Adjustment ²	Attrition Savings ³	Total	Cost Compared to 2025-26 Proposed Budget	Cumulative Savings	Academy Savings vs. 2025-26 Proposed Budget
2025-26															
12 classes of 40	8689	(530)	480	8639	(50)	\$ 18,199,641	\$ 3,813,221	\$ 22,012,861	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 44,677,181	\$ -	\$ -	\$ -
12 classes of 30	8689	(530)	360	8519	(170)	\$ 13,649,730	\$ 2,859,916	\$ 16,509,646	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 39,173,966	\$ (5,503,216)	\$ (5,503,216)	\$ (5,503,216)
6 classes of 40	8689	(530)	240	8399	(290)	\$ 10,624,588	\$ 1,906,610	\$ 12,531,198	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 35,195,518	\$ (9,481,663)	\$ (9,481,663)	\$ (9,481,663)
4 classes of 30	8689	(530)	120	8279	(410)	\$ 5,507,509	\$ 953,305	\$ 6,460,815	\$ 46,944,474	\$ (6,406,497)	\$ (17,873,657)	\$ 29,125,135	\$ (15,552,047)	\$ (15,552,047)	\$ (15,552,047)
2026-27															
12 classes of 40	8639	(530)	480	8589	(50)	\$ 18,700,357	\$ 3,927,617	\$ 22,627,975	\$ 36,677,660	\$ (7,479,585)	\$ (17,873,657)	\$ 33,952,393	\$ (10,724,789)	\$ (10,724,789)	\$ 615,113
12 classes of 30	8519	(530)	360	8349	(170)	\$ 14,025,268	\$ 2,945,713	\$ 16,970,981	\$ 36,168,189	\$ (25,430,590)	\$ (17,873,657)	\$ 9,834,923	\$ (34,842,258)	\$ (40,345,474)	\$ (5,041,881)
6 classes of 40	8399	(530)	240	8109	(290)	\$ 10,917,017	\$ 1,963,809	\$ 12,880,825	\$ 35,658,718	\$ (43,381,594)	\$ (17,873,657)	\$ (12,715,708)	\$ (57,392,889)	\$ (66,874,552)	\$ (9,132,036)
4 classes of 30	8279	(530)	120	7869	(410)	\$ 5,659,137	\$ 981,904	\$ 6,641,041	\$ 35,149,247	\$ (61,332,599)	\$ (17,873,657)	\$ (37,415,968)	\$ (82,093,149)	\$ (97,645,196)	\$ (15,371,820)
2027-28															
12 classes of 30	8589	(530)	480	8539	(50)	\$ 19,074,365	\$ 4,006,170	\$ 23,080,534	\$ 26,998,503	\$ (7,629,177)	\$ (17,873,657)	\$ 24,576,203	\$ (20,100,978)	\$ (30,825,767)	\$ 1,067,673
12 classes of 20	8349	(530)	360	8179	(170)	\$ 14,305,773	\$ 3,004,627	\$ 17,310,400	\$ 26,244,092	\$ (25,939,202)	\$ (17,873,657)	\$ (258,367)	\$ (44,935,548)	\$ (85,281,022)	\$ (4,702,461)
6 classes of 40	8109	(530)	240	7819	(290)	\$ 11,135,357	\$ 2,003,085	\$ 13,138,442	\$ 25,489,680	\$ (44,249,226)	\$ (17,873,657)	\$ (23,494,761)	\$ (68,171,943)	\$ (135,046,495)	\$ (8,874,420)
4 classes of 30	7869	(530)	120	7459	(410)	\$ 5,772,319	\$ 1,001,542	\$ 6,773,862	\$ 24,735,268	\$ (62,559,251)	\$ (17,873,657)	\$ (48,923,778)	\$ (93,600,959)	\$ (191,246,155)	\$ (15,239,000)
2028-29															
12 classes of 30	8539	(530)	480	8489	(50)	\$ 19,455,852	\$ 4,086,293	\$ 23,542,145	\$ 27,028,416	\$ (7,781,760)	\$ (17,873,657)	\$ 24,915,144	\$ (19,762,037)	\$ (50,587,804)	\$ 1,529,284
12 classes of 20	8179	(530)	360	8009	(170)	\$ 14,591,889	\$ 3,064,720	\$ 17,656,608	\$ 25,888,912	\$ (26,457,986)	\$ (17,873,657)	\$ (786,122)	\$ (45,463,304)	\$ (130,744,325)	\$ (4,356,253)
6 classes of 40	7819	(530)	240	7529	(290)	\$ 11,358,064	\$ 2,043,147	\$ 13,401,211	\$ 24,749,407	\$ (45,134,211)	\$ (17,873,657)	\$ (24,857,250)	\$ (69,534,431)	\$ (204,580,927)	\$ (8,611,651)
4 classes of 30	7459	(530)	120	7049	(410)	\$ 5,887,766	\$ 1,021,573	\$ 6,909,339	\$ 23,609,903	\$ (63,810,436)	\$ (17,873,657)	\$ (51,164,851)	\$ (95,842,033)	\$ (287,088,188)	\$ (15,103,522)
2029-30															
12 classes of 30	8489	(530)	480	8439	(50)	\$ 19,844,969	\$ 4,168,019	\$ 24,012,988	\$ 27,055,876	\$ (7,937,396)	\$ (17,873,657)	\$ 25,257,812	\$ (19,419,370)	\$ (70,007,174)	\$ 2,000,127
12 classes of 20	8009	(530)	360	7839	(170)	\$ 14,883,726	\$ 3,126,014	\$ 18,009,741	\$ 25,526,035	\$ (26,987,145)	\$ (17,873,657)	\$ (1,325,026)	\$ (46,002,208)	\$ (176,746,533)	\$ (4,003,121)
6 classes of 40	7529	(530)	240	7239	(290)	\$ 11,585,225	\$ 2,084,010	\$ 13,669,235	\$ 23,996,194	\$ (46,036,895)	\$ (17,873,657)	\$ (26,245,123)	\$ (70,922,304)	\$ (275,503,231)	\$ (8,343,627)
4 classes of 30	7049	(530)	120	6639	(410)	\$ 6,005,521	\$ 1,042,005	\$ 7,047,526	\$ 22,466,353	\$ (65,086,645)	\$ (17,873,657)	\$ (53,446,423)	\$ (98,123,604)	\$ (385,211,792)	\$ (14,965,336)

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