



KAREN BASS
MAYOR

EXECUTIVE DIRECTIVE NO. 14

Issue Date: September 11, 2025

Subject: Modernizing the Officer Hiring Process to Grow the Police Department

The City of Los Angeles is the largest city geographically in the United States at 550 square miles, and the second-largest city in the United States in population, with a population of 3.8 million people. Yet, the LAPD currently has about two officers for every 1,000 residents. By comparison, the City of New York has a force size of 36,000 sworn officers, or about four officers for every 1,000 New Yorkers. The City of Chicago has a force of approximately 11,600 sworn officers for a population of 2.7 million, equating to about 4.3 officers per 1000 residents. We must have enough officers to effectively and sustainably keep Angelenos safe in the coming years, especially as we host major events like the 2026 FIFA World Cup and 2028 Olympic and Paralympic Games welcoming millions of visitors to our neighborhoods.

The City has worked to address officer retention and attrition by securing competitive and fair pay for LAPD officers and personnel. Following this action, the number of LAPD applicants reached a four-year-high. In addition to investing in increased wages, with enhanced salaries for new officers, the City has bolstered the recruiting pipeline to ensure that candidates with a desire to serve their communities are applying to join the force, and augmented its background investigations staff with support from the Police Department to increase the size of Academy classes.

Yet, the City's hiring process for officers has prevented many applicants from moving efficiently through the selection process to join the LAPD Academy and ultimately serve in the LAPD. On average, it takes 322 days - nearly one calendar year - for a candidate to get from their Personal History Statement submission to the last step required to be assigned to an academy class. We must work urgently to make change.

By combining process improvements and enhancements to candidate selection processes, it should be possible to fill existing academy classes and overcome the natural attrition in the Department to begin growing the size of the LAPD.

To that end, I am hereby directing the Personnel and Police Departments to perform the following actions within 15 days:

1. Develop and implement written protocols and a case management agreement to effectively expedite the Police Officer selection process to increase the number of qualified candidates selected for the LAPD Academy; and
2. Establish benchmarks for the duration of each stage in the City's Police Officer selection process, such as field investigation, medical, polygraph, and psychiatric exams and implement measures to shorten the time required for each stage, aiming for candidates to complete the entire selection process within 180 days; and
3. Ensure that the expedited process maximizes class sizes with a goal of achieving consistently full LAPD Academy classes with highly qualified candidates that are likely to become Police Officers.

I further direct the Personnel Department to create and staff a dedicated LAPD Hiring Division within the Personnel Department that has appropriate staffing to work in partnership with the LAPD to ensure that Police Academy candidates move through the selection process swiftly and efficiently and meet the LAPD's standards for graduation.

I further direct the Office of the City Administrative Officer to work with the Personnel Department to ensure that the new LAPD Hiring Division has appropriate supervision and staff support to succeed.

I further direct the Police Department to examine Academy graduation rates and the sentiment of recruits to determine whether there are refinements or improvements to the training and drill programs to increase the likelihood of graduating qualified recruits to become Police Officers.

Executed this 11th day of September 2025



KAREN BASS
Mayor