

## CITY OF LOS ANGELES

### EXECUTIVE DIRECTIVE NO. 14

Issue Date: September 11, 2025  
 Subject: 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 most densely populated 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 14,000 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. Hiring more officers, especially as we host major events like the 2026 FIFA World Cup and 2028 Olympic and Paralympic Games welcoming millions of visitors to our neighborhood. 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 a steady stream of 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 completing 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 continuing the 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 business days:

- 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;
- 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, and the Department to complete the entire selection process within 180 days; and
- 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 Office of the City Administrative Officer to examine Academy graduation rates and the sentiment of recruits to determine whether there are refinements or improvements to the training and drug programs to increase the likelihood of graduating qualified recruits to become Police Officers.

Executed this 11<sup>th</sup> day of September 2025  
 KAREN BASS  
 Mayor

DJ-3967581#

### PUBLIC HEARING NOTICE

Hearing: Associate Zoning Administrator  
 Date: October 9, 2025  
 Time: 10:00 a.m.

**Place:** This public hearing will be conducted entirely virtually and will allow for remote public comment.  
 https://planning-lacity-org.zoom.us/j/83301104255

**Meeting ID:** 833 0110 4255  
**Passcode:** 432747

Participants may also dial by phone:

(669) 900-9128 or (213) 338-8477

When prompted, enter the Meeting ID of: 833 0110 4255#

**Case No.:** ZA-2023-8355-CUB

**CEQA No.:** ENV-2023-8356-CE

**Council No.:** 7

**Plan Area:** Mission Hills - Panorama City

**North Hills**

**Zone:** [Q]C2-IVL, [T]Q[C]2-1

**Applicant:** Kimberly Desousa

**Representative:** Bruce Evans

**Project Site:** 9900 N. Sepulveda Boulevard, Mission Hills, CA. 91345

**PROPOSED PROJECT:**

A Conditional Use to allow the renewal of the continue sales and dispensation of full line of alcohol for off-site consumption in conjunction with a drive thru, drive up, drive in convenience and pharmacy store in the [Q]C2-IVL, [T]Q[C]2-1 zone.

The proposed hours of operation are 7:00 am to 11:00 am daily, with extended holiday hours to 12:00 am.

**REQUESTED ACTION(S):**

The Associate Zoning Administrator will consider:

1. An exemption from CEQA pursuant to CEQA Guidelines Section 15301, Class 1, and that there is no substantial evidence demonstrating that an exception to a categorical exemption apply to CEQA Guidelines, Section 15302.2 applies.

2. Pursuant to Los Angeles Municipal Code Section 12.24 W.V.1, a Conditional Use Permit to allow the continue sale and dispensation of a full line of alcohol for off-site consumption in conjunction with an existing convenience and pharmacy store in the [Q]C2-IVL, [T]Q[C]2-1 zone.

**Puede obtener información en Español acerca de esta junta llamando al (213) 978-1300**

**GENERAL INFORMATION**

**FILE REVIEW** - The complete file will be available for public inspection by appointment only. Please email the staff identified on the front page, at least three (3) days in advance, to arrange for a public hearing. **Files are not available for review the day of or day before the hearing.**

**TESTIMONY AND CORRESPONDENCE** - Your attendance is optional; oral testimony can only be given at the public hearing and may be limited due to time constraints. Written testimony or evidentiary documentation may be submitted prior to, or at the hearing. Decision-makers such as Associate Zoning Administrators function in a quasi-judicial capacity and therefore, cannot be contacted directly. Any materials submitted to the Department become City property and will not be returned. This includes any correspondence or exhibits used as part of your testimony.

**ACCOMMODATIONS** - As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability. Sign language interpreters, assistive listening devices, or other services, such as translation between English and other languages, may also be provided upon written request submitted in advance to: per.planning@lacity.org. Be sure to identify the language you need English to be translated into, and indicate if the request is for oral or written translation services. If translation of a written document is requested, please include the document to be translated as an attachment to your email.

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**Case No.:** ZA-2023-8119-ZAD-DRB-SPP-MSP-HCA

**CEQA No.:** ENV-2023-8120-CE

**Council No.:** 4

**Plan Area:** Sherman Oaks - Studio City - Toluca Lake - Chahuenga Pkss

**Zone:** R-1

**Applicant:** Tony Holder

**Representative:** Jordan Mitchell

**Project Site:** 6850 - 6854 Chahuenga Park Trail & 6873 - 6875 Woody Road 90068

**PROPOSED PROJECT:**

The addition of 430 square-feet to an existing 1,500 square-foot single-family dwelling, with a 500 square attached garage, new decks, retaining wall and 796 square-foot ADU to be reviewed through a separate ministerial permit.

The proposed building height is 33 feet on 3 lots totaling approximately 7,613 square feet, and located on a thoroughfare lot. The total proposed residential floor area is 1,930 square feet.

The project is located in the Baseline Hillside Ordinance. The project is downslope and Non-Visible from Mulholland Drive. The project is proposed to be 220 cubic yards (CUYD) of cut, 25 CUYD of fill, 0 CUYD of import, and 295 CUYD of export grading. The project does not propose the removal of any protected or rare plant.

**REQUESTED ACTION(S):**

The Associate Zoning Administrator will consider:

1. An exemption from CEQA pursuant to CEQA Guidelines Section 15303, Class 1 and that there is no substantial evidence demonstrating that an exception to a categorical exemption pursuant to CEQA Guidelines, Section 15302.2 applies.

2. Pursuant to Los Angeles Municipal Code Sections 12.24-X-28, a Zoning Administrator's Determination to permit an addition for the continued use of a written document is requested, please include the document to be translated as an attachment to your email.

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**Case No.:** ZA-2019-7227-CUB-PA1

**CEQA No.:** ENV-2025-2092-CE

**Council No.:** 10

**Zone:** C2-1 and [T]Q[RA]-1

**Applicant:** Mike Barry, Royal Hospitality Group Inc.

**Representative:** Bill Robinson

**Project Site:** 3200 West 8th Street (3200-3222 West 8th Street, 801 South Florida Avenue), Los Angeles, 90008

**PROPOSED PROJECT:**

The proposed project is an approval of plans to consolidate two Conditional Use Permits (CUP), Case Nos. ZA-2019-7227-CUB and ZA-2019-7227-CUB-PA1, into one CUP under Case No. ZA-2019-7227-CUB-PA1 for two separate restaurants in an existing 22,209 square-foot hotel with 45 guest rooms.

Restaurant No. 1 is authorized to sell and dispense a full line of alcoholic beverages for on-site consumption within an existing 1,336 square-foot lobby restaurant with 1,400 seats and 3,000-foot outdoor dining area with 18 outdoor seats operating from 7:00 am to 2:00 am. Restaurant No. 1 proposes no changes.

Restaurant No. 2 is authorized to sell and dispense a full line of alcoholic beverages for on-site consumption within an existing 3,300 square-foot karaoke restaurant (1,900 square feet on the first floor and 1,400 square feet on the mezzanine level) with 66 indoor seats operating from 11:00 am to 2:00 am. Restaurant No. 2 proposes a restaurant in lieu of a karaoke restaurant, 1,400 seats in lieu of 66 indoor seats, and operation from 7:00 am to 2:00 am in lieu of 11:00 am to 2:00 am.

**REQUESTED ACTION(S):**

The Associate Zoning Administrator will consider:

1. An exemption from CEQA pursuant to CEQA Guidelines Article 19, Section 15301, Class 1 (Existing Facilities), EXEMPTION OF ADMINISTRATIVE REMEDIES AND JUDICIAL REVIEW - If you challenge these agenda items in court, you may be limited to raising only those issues you or someone else raised at the public hearing agnized here, or in written correspondence on these matters submitted to the agency or prior to the public hearing. It's no seek judicial review of any decision of the City pursuant to California Code of Civil Procedure Section 1094.5, the petition for writ of mandate pursuant to that section must be filed no later than the 90th day following the date on which the City's decision became final pursuant to California Code of Civil Procedure Section 1094.5. There may be other time limits which also affect your ability to seek judicial review.

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