

**LOS ANGELES POLICE  
DEPARTMENT  
RECRUITMENT AND  
EMPLOYMENT DIVISION**

CAPTAIN ROBIN PETILLO  
COMMANDING OFFICER

SERGEANT II MONICA HELPER  
ACTING OFFICER-IN-CHARGE  
RECRUITMENT SECTION



# PRESENTATION OBJECTIVES

- Goals
- Statistics
- Ongoing efforts in the recruitment of women
- Policies and Equity
- Q & A

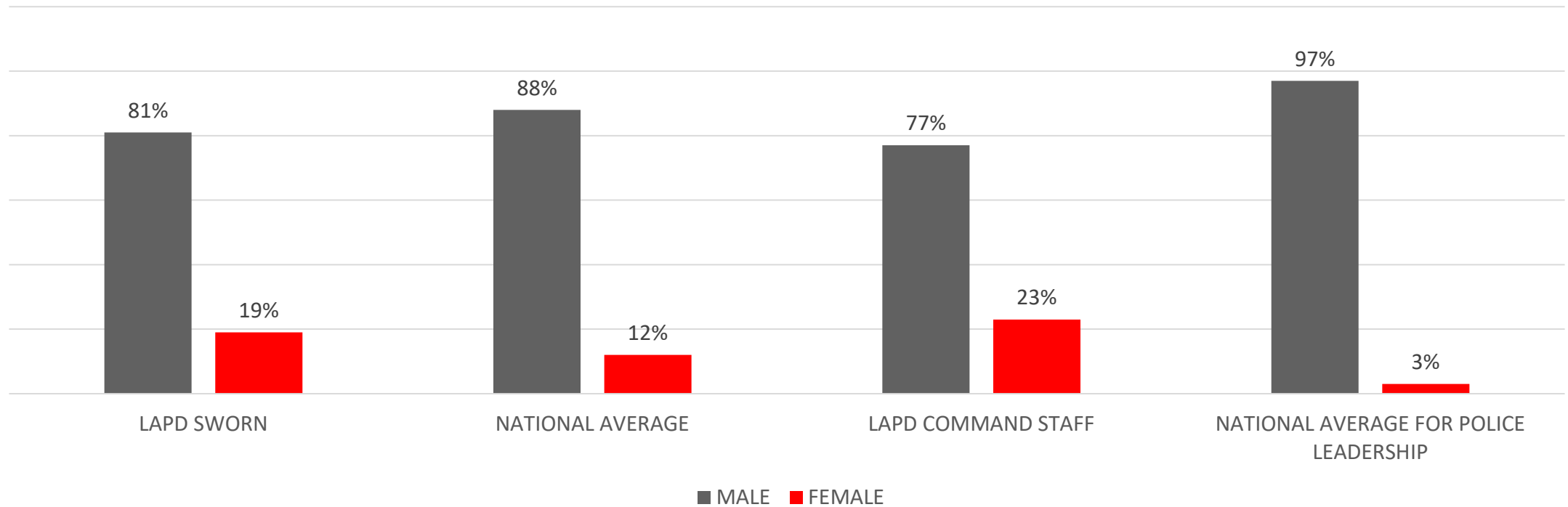


# LAPD RECRUITMENT GOALS

Hire all qualified candidates who can meet background, medical and physical fitness standards.

- Hire 780 recruits a year
- Hire 30% female recruits in each class
- Increase the representation of African American and Asian American recruits
- Complete the hiring process for 50% of recruits within 90 days

# WOMEN ON THE JOB: LAPD VS THE NATIONAL AVERAGE



# WOMEN IN COMMAND STAFF

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19.8% of Captains are  
female (16 of 81)

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33% of Commanders are  
female (7 of 21)

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16.7 % of Deputy Chiefs  
are female (2 of 12)

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0 % of Assistant Chiefs  
are female (0/3)

# RECRUIT OFFICER HIRES

	2018	2019	2020	2021	2022	2023	2024 (YTD)
Female	117 (22.7%)	116 (23.2%)	100 (32.6%)	106 (28.9%)	99 (22.6%)	112 (24.9%)	26 (25%)
Male	399 (77.3%)	385 (76.8%)	207 (67.4%)	262 (71.1%)	339 (77.4%)	337 (75.1%)	76 (75%)
Total	516	501	307	368	438	449	100

2020 – Intermittent hiring after June 2020; one class every 3 months with small classes that were over 50% female.

2021 – No hiring for 6 Months, Cert was very large when hiring restarted and female heavy. The first two classes were over half female.

# RECRUITMENT SECTION

RECRUITER- identify, attract and recruit qualified candidates to the Department

- Community and Cultural Events
- Career Fairs and Job Expos
- Plan and Host Events
- Administer Multiple Choice Tests
- Classroom presentations at Colleges and Universities

MENTOR- guide, mentor, and encourage candidates through the 7-Step hiring process; motivate candidates who have encountered challenges in the process

- Military SkillBridge Intern Program
- Associate Community Officer Program (ACOP)
- Meet a Mentor
- Oral Preparation Seminars
- Candidate Advancement Program (CAP)
- Fit for Hire
- Physical Fitness Qualifier (PFQ)

# WOMEN: HOW WE RECRUIT

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- Outreach through current personnel
- Representation in marketing materials
- JoinLAPD website & Social Media Sites
- Women's Hiring Seminars
- Colleges/Universities



**LAPD HIRING**  
MIXER & TESTING

ANNUAL SALARY RANGE  
**\$86,192 - \$117,408**  
plus bonuses & incentives

POST PRACTICE TEST

FOR MORE INFO CONTACT:  
Officer Nguyen: 42443@lapd.online  
Officer Hoffman: 35971@lapd.online

Check-In Starts at : 7 AM  
Questions & Answers: 7:15 - 8 AM  
Mixer Begins: 8 - 8:30 AM  
Multiple Choice Test: 8:30 - 10:15 AM  
Lunch/PHS Workshop: 10:30 - 11:30 AM  
Free Parking available on-site

SAT  
APR  
20<sup>th</sup>

JACKIE TATUM HARVARD RECREATION CENTER  
1535 W 62nd St, Los Angeles, CA 90047

VISIT [JOINLAPD.COM](http://JOINLAPD.COM)

QR codes for Post Practice Test and Mixer & Testing event.





# PROGRAMS

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- 30x30
- CANDIDATE ADVANCEMENT PROGRAM (CAP)
- WOMEN'S CAP
- FIT FOR HIRE
- ORAL INTERVIEW PREPARATION SEMINARS
- MENTORING
- HOUSING FOR HIRES
- POLICE OFFICER REFERRAL INCENTIVE PROGRAM (PORIP)

# EQUITY + PROGRAMS

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- FMLA, maternity/bonding leave
- Department Notice  
Lead-free ammunition
- Lactation Accommodation Policy (2011)
- Maternity uniform or plain-clothes  
special order



# LAWPOA

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- Written and oral exam preparation
- Mock interviews
- POST Accredited 3-day training  
“Women in Leadership: Prepare to Promote”
- Maternity Closet & Uniform Exchange and Donation Program



# BARRIERS FOR ~~WOMEN~~ HUMANS

- LACK OF CHILDCARE
- GREATER CARETAKER RESPONSIBILITY AT HOME
- CHALLENGE TO WORK/LIFE BALANCE
- DISCRIMINATION/UNFAIR TREATMENT (PERCEIVED OR REAL)
- MALE DOMINATED NON-TRADITIONAL CAREER FOR WOMEN
- DANGEROUS PROFESSION
- NEGATIVE PERCEPTION OF PROFESSION



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## CONTACT US

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