



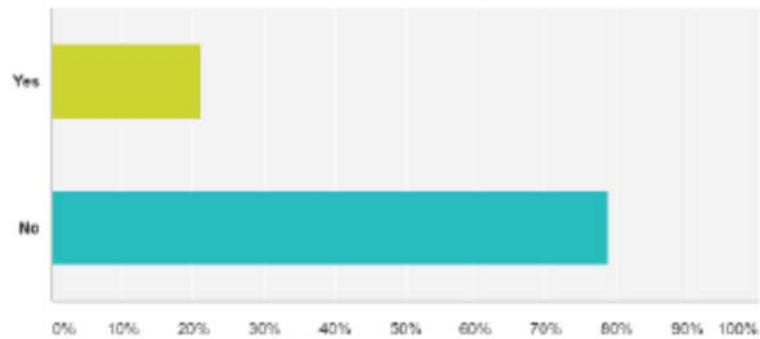
For years, the rank and file have voiced their concerns with our current promotional system. In an effort to make your voices heard, we utilized a survey to capture not only concerns but proposed solutions. Accompanying this article are your thoughts on our current promotional system.

Per the Los Angeles Police Department's Employee Selection Guide, the City of Los Angeles uses a civil service system of employment and promotion. Per the guidelines, the civil service system is based on the principles of merit, fairness and equal employment opportunities.

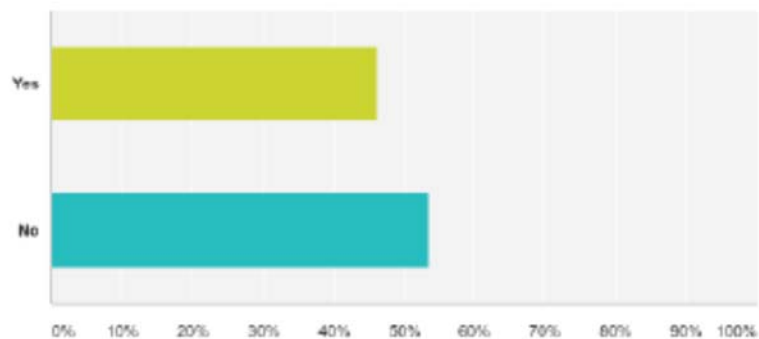
Analyzing the responses is a three-part process. In this month's article, I present the data from the survey. In my August article, I will share the responses from our members, and in September, brainstorm solutions to the concerns related to the promotional and paygrade advance system. I am a proponent of not only voicing concerns, but finding solutions. With that said, perceptions are reality. See the accompanying graphics.

As always, if there is ever anything I can do to better support you, do not hesitate to reach out to me at JerrettaSandoz@lappl.org or call me at (213) 545-4903. Be safe.

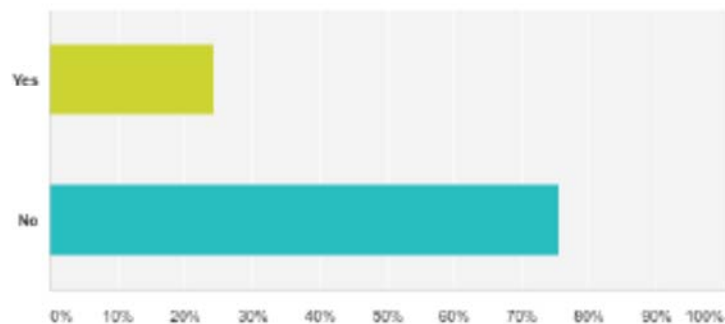
Q2: In your experience, do you think the current LAPD advanced paygrade opportunities are fair?



Q4: In your experience, do you feel the civil service promotional examination process is fair?



Q5: As it relates to civil service promotions, do you feel that the oral interview, which holds 100 percent weight, is fair?



Q7: Do you believe that one command staff officer from an outside agency should replace one of the LAPD command staff officers on the panel for the oral interview before the civil service commission for promotions? NOTE: Currently, one civilian and two sworn members of the LAPD command are panelists.

