

PERSONNEL AND HIRING COMMITTEE REPORT relative to the City's succession planning.

Recommendation for Council action:

NOTE and FILE the June 27, 2025 Personnel Department report relative to the City's succession planning.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On August 8, 2025, your Committee considered a June 27, 2026 Personnel Department report relative to the City's succession planning. According to the Personnel Department, in compliance with Mayor Garcetti's Executive Directive No. 15 ("ED 15"), the Personnel Department assisted all City Departments with the development and submission of annual updates of their Equitable Workforce and Service Restorations Plans, which were due for submission on March 28, 2025.

As part of these efforts, a form with a variety of questions was distributed to all City Departments. The Personnel Department analyzed the updated plans submitted for FY 25-26 to: 1) identify City-wide classifications that are at risk of being severely impacted by potential retirements based on the number of early and/or regular retirement eligible employees as of June 2024, 2025, and 2026; and 2) provide updates related to Workforce Assessment, Operational, Organizational and/or Workforce Changes, LA Local Hire Programs, Knowledge Transfer, Future of Work and AI and Recruitment, Retention and Hiring Challenges.

As a result of this analysis, the Citywide Summary Report of Equitable Workforce and Service Restoration Plans has been prepared (Attachment A). It should be noted that all Plans submitted may be found online by visiting the Workforce Planning Website at <https://sites.google.com/lacity.org/cityofla-workforce-planning/home>. In addition to providing these reports and recommendations, the Personnel Department is actively collaborating with departments by providing assistance which includes establishing and maintaining necessary eligible lists with qualified candidates to fulfill the staffing needs of departments and providing avenues to deliver training and employee development tools. After consideration and having provided an opportunity for public comment, the Committee moved to continue the matter.

Subsequently, on October 14, 2026, the Committee further considered this matter. Representatives from the Personnel Department presented an updated overview of the Personnel Department's report and answered questions from the Committee members.

After further consideration and having provided an opportunity for public comment, the Committee moved to note and file the Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES

RODRIGUEZ: YES

SOTO-MARTINEZ: ABSENT

ARL

10/14/26

-NOT OFFICIAL UNTIL COUNCIL ACTS-